

AGREEMENT

Between the

**SAYREVILLE
EDUCATION ASSOCIATION**

and the

**SAYREVILLE
BOARD OF EDUCATION**

July 1, 2020 – June 30, 2021

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PREAMBLE

This Agreement entered into this 1st day of July, **2020**, by and between the Board of Education of Sayreville, the borough of Sayreville, New Jersey, hereinafter called the “Board,” and the Sayreville Education Association, hereinafter called the “Association.”

ARTICLE 1

RECOGNITION

- A. The Board hereby recognizes the Association as the majority representative for collective negotiation for the personnel listed below:
1. Classroom Teachers
 2. Nurses
 3. Athletic Trainer
 4. Guidance Counselors
 5. Librarians
 6. Social Workers
 7. Academic Support Instruction (ASI) Teachers
 8. Learning Disability Teacher Consultants
 9. Speech/Language Specialists
 10. Occupational Therapists
 11. Physical Therapists
 12. Special Education Teachers
 13. Extra-Curricular Advisors and Coaches
 14. Replacement Teachers
 15. School Psychologists

16. Home Instruction Teachers
17. Summer School Teachers
18. District Satellite Cafeteria Manager
19. Cafeteria Workers
20. Cafeteria Workers – Part-Time
21. Financial Bookkeeper
22. Secretary to Building Principals
23. Payroll Specialist
24. Payroll Processor
25. Secretary to Transportation Coordinator
26. Secretary to the Director of Special Services
27. Part-time Secretaries
28. Accounts Payable Clerk
29. General Bookkeeper
30. Secretary to H.S. Guidance Dept.
31. Support Secretaries
32. Switchboard Operator/Receptionist
33. Paraprofessionals – Full-Time / Part-Time
34. Bus Aides
35. Full-time Bus Drivers
36. Mechanics
37. Registered Nurse
38. Campus Monitors
39. Student Assistance Counselor (SAC)
40. Computer Technicians

41. Network Administrator

42. Information and Technology Systems and Services Engineer

- B. Unless otherwise indicated, the term “EMPLOYEES” when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the negotiating unit as above defined.
- C. Unless otherwise indicated, the term “TEACHERS,” when used hereinafter in this Agreement, shall refer to job titles listed in A.1 through 17.
- D. Unless otherwise indicated, the term “CAFETERIA EMPLOYEES,” when used hereinafter in this Agreement, shall refer to all job titles listed in A.18 and 19.
- E. Unless otherwise indicated, the term “CAFETERIA WORKERS – HOURLY,” when used hereinafter in this Agreement, shall refer to the job title listed in A.20. Said workers shall be employed as needed at the discretion of the Board.
- F. Unless otherwise indicated, the term “SECRETARIAL/CLERICAL EMPLOYEES,” when used hereinafter in this Agreement, shall refer to job titles listed in A.21 through 32 above.
- G. Unless otherwise indicated, the term “PARAPROFESSIONALS,” when used hereinafter in this Agreement, shall refer to the job title listed in A.33.
- H. Unless otherwise indicated, the term “TRANSPORTATION EMPLOYEES” when used hereinafter, shall refer to the job titles listed in A.34-A.36.
- I. Unless otherwise indicated, the term “BUS MECHANICS” when used hereinafter, shall refer to the job titles listed in Article 7, 5-A.
- J. Unless otherwise indicated, the term “REGISTERED NURSE” when used hereinafter, shall refer to the job titles listed in Article 7, 6-A.
- K. Unless otherwise indicated, the term “CAMPUS MONITORS” when used hereinafter, shall refer to the job titles listed in Article 7, 7-A.
- L. Unless otherwise indicated, the term “PART-TIME EMPLOYEES” when used hereinafter, shall refer to the job titles listed in Article 7, 8-A.
- M. Any one of the personnel in A.1 through A.17, above who terminates a full-time teaching contract automatically forfeits his rights under other contracts with the Board of Education as listed in this agreement.

ARTICLE 2

NEGOTIATION PROCEDURE

- A. This agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.
- B. During negotiations the Board and the Association shall exchange points of view and make proposals and counterproposals. The Board shall make available to the Association for inspection all public records. The Board shall make available to the Association tentative budget proposals for the next fiscal year when available to the Board Secretary's Office.
- C. The parties agree to enter into collective negotiations over a successor Agreement in accordance with N.J. Public Employer-Employee Relations Law in a good-faith effort to reach agreement on all matters concerning the terms and conditions of employment.
- D. **Protection of Conditions** – Cafeteria Employees, Cafeteria Workers – Hourly, Secretarial/Clerical Employees and Paraprofessionals, Transportation Employees, the Registered Nurse, Campus Monitors and Part-Time Employees - The Board agrees that all conditions of employment relating to wages, hours of work, overtime differentials and general working conditions, shall be maintained at not less than the standards in effect at the time of the signing of this Agreement, except wherever specific provisions for changes are made elsewhere in this Agreement. It is agreed that provisions of this section shall not apply to inadvertent or bona fide errors made by the Board or Association in applying the terms and conditions of this Agreement if such error is corrected within ninety (90) days from the date of error.

ARTICLE 3

GRIEVANCE PROCEDURE

- A. **Definitions**
 - 1. A "grievance" is a claim based upon an event or condition which affects the terms and conditions of employment of an employee and/or the interpretation, meaning, or application of any of the provisions of this Agreement.
 - 2. An aggrieved person is the person, persons, or Association making the claim who will sign the grievance forms. In the event of Association or group grievances, the class of aggrieved persons shall be identified. The Association must first receive the grievance and then rule on its efficacy before it can go further. Should a member decide to file a grievance not supported by the Association, he/she is entitled to process the grievance on his/her behalf only up to the Board level (Level III).

3. A “party in interest” is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.
4. “Binding arbitration,” Level Four, shall refer only to those items concerning dispute on the meaning, interpretation and application of this Agreement.

B. Purpose

1. The purpose of this procedure is to secure at the lowest possible level, proper solutions to problems which may from time to time arise under this Agreement and as set forth in paragraph A. above. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.
2. Nothing herein contained shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the administration, and having the grievance adjusted without intervention of the Association, provided the adjustment is not inconsistent with the terms of this Agreement and that the Association has been given the opportunity to be present at such adjustment and to state its views.

C. Procedure

1. Since it is important that grievances be processed as rapidly as possible, the number of days at each level is the maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement in writing.
2. In the event a grievance is filed at such 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 party in interest, 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 thereafter as it practicable.
3. Grievances, in order to be considered timely, must be filed at Level Two within thirty (30) work days of the event giving rise to the grievance. When this period extends beyond the last working day of the school year, the time limit shall be ten (10) work days from the first day of school.

4. LEVEL ONE

If the grievance is timely within the terms of C.3, above, the Association may file a written grievance. The Association shall set forth the grievance in writing specifying:

- a. The nature of the grievance, including the specific event, condition or contract section being grieved;

- b. The nature and extent of the injury, loss or inconvenience;
- c. The date of the occurrence;
- d. The remedy sought.

Level One grievances shall be filed with the following individuals: Secretarial/Clerical employees in the Board office and the Superintendent's office shall file their grievances with the Superintendent. Transportation employees shall file their grievances with the Transportation Coordinator. Cafeteria employees shall file their grievances with the Director of Food Services. All others shall file their grievances with the building principal. Within five (5) workdays after receiving the grievance, the supervisory employee who received it shall hold a hearing, unless mutually agreed otherwise and, within two (2) workdays of the hearing, communicate his/her answer in writing to the aggrieved person. Board and Superintendent Office Secretarial/Clerical employees shall move from Level One to Level Three.

5. **LEVEL TWO**

If the Association is not satisfied with the disposition of the grievance at Level One, or if no decision has been rendered within ten (10) workdays of the presentation of the grievance, the Association may file its grievance in writing with the Superintendent within ten (10) work days.

6. **LEVEL THREE**

- a. If the Association is not satisfied with the disposition at Level Two or if no decision has been rendered within ten (10) workdays, the grievance may be submitted in writing to the Board of Education.
- b. When the Board receives a grievance it will schedule a meeting of the whole Board or committee on a mutually agreed upon date and time for a hearing with the Association. The hearing will occur within 30 calendar days of its receipt by the Board Secretary. The Board will provide a written response to the Association within ten (10) workdays of the hearing.

7. **LEVEL FOUR**

- a. If the Association chooses to seek arbitration, it shall submit the grievance to binding arbitration with the Public Employees Relations Commission within 30 calendar days of the Board's decision or lack thereof.
- b. The arbitrator so selected shall confer with the representatives of the Board and the Association and hold hearings promptly and shall issue his/her decision at his/her discretion. The arbitrator's decision shall be in writing and shall set forth his/her findings of fact, reasoning and conclusions on the issues submitted. The arbitrator, in his/her decision, shall be without the power of authorization to amend, modify, nullify, subtract from or add to the provisions of this Agreement.

His/Her authority will be strictly limited to the issue or issues presented. The decision of the arbitrator shall be submitted in writing to the Board and the Association.

- c. The costs for the services of the arbitrator, including per diem expenses, if any, and actual necessary travel, subsistence expenses and the cost of the hearing room shall be borne equally by the Board and the Association. Any other expenses shall be paid by the party incurring same.

D. Rights of Employees to Representation

1. Any aggrieved person shall be represented at all levels of the grievance procedure by a representative selected or approved by the Association.
2. Any individual employee of the district shall be assured freedom from restraint, interference, coercion, discrimination, or reprisal in presenting his appeal.

E. Miscellaneous

1. Decisions rendered at Levels One, Two, and Three shall be in writing setting forth the decision and the reasons therefore and shall be transmitted promptly to parties in interest and to the Association.
2. All documents, communications and records dealing with the processing of the grievance shall be filed with the Board, Association, aggrieved person, the affected principal and the Superintendent. These documents, communications and records shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.
3. Forms for filing grievances, making reports and recommendations, and other necessary documents to process a grievance shall be prepared by the Association and approved by the Superintendent and given appropriate distribution so as to facilitate operation of the grievance procedure. The cost of these documents shall be shared equally by the parties.
4. Grievances shall be initiated at the lowest possible level where relief may be granted.
5. During the processing of any grievance, the aggrieved person shall continue his normal duties until said grievance has had a proper solution.
6. All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives, heretofore referred to in this Article.
7. All meetings and hearings under this procedure shall be held at a time mutually agreeable to all parties concerned exclusive of class time.
8. Specifically excluded from this grievance procedure is the right of a non-tenured Teacher to grieve failure of reemployment.

ARTICLE 4

EMPLOYEE RIGHTS

- A. Pursuant to Chapter 123 of the Laws of 1974, the Board and the Association hereby agree that all employees covered by this Agreement shall have the right freely to organize, join and support the Association and its affiliates for the purpose of engaging in collective negotiations to the extent permitted by law, or to refrain from doing so.
- B. Nothing contained herein shall be construed to deny or restrict to any employee such rights as he may have under New Jersey School Laws or other applicable laws and regulations. The rights granted to employees hereunder shall be deemed to be in addition to those provided above.
- C. The Board respects the rights of all employees guaranteed to them under the laws and constitutions of New Jersey and the United States of America. The Board also recognizes that employees have the right to freedom from discrimination in all areas cited in New Jersey and Federal statutes.
- D. Upon request, the Superintendent shall make arrangements with an employee to review his/her personnel file at a mutually agreed upon convenient time within five (5) school days of the request.
- E. Under no circumstances shall any employee be requested to submit to a polygraph test or any other form of lie detector test.
- F. No employee shall be prevented from wearing pins of membership in the Association.
- G. Members of the teaching profession may advise in the formulation of policies and programs designed to improve educational standards.
- H. Whenever any employee is required to appear before the Board or any committee or member thereof concerning their job performance which could adversely affect the continuation of that person in employment, or the salary or any increments pertaining thereto, she/he may request a written notice of the reasons for such meeting or interview and shall be entitled to have a representative of the Association present to advise her/him and represent her/him during such meeting or interview, if she/he so desires.
- I. No SEA Member, other than probationary, shall be disciplined or discharged or reprimanded without just cause, except that nothing in this provision shall preclude the Board from terminating Cafeteria Worker-Hourly employees without just cause.
- J. Military Leave: Members shall be granted all rights and privileges set forth in N.J.S.A. 38:23-1; N.J.S.A. 38:23-4; N.J.S.A. 38:4-4, as well as any other applicable state and federal laws.

- K. No bus drivers / transportation employees shall be required to drive a Board-owned vehicle in violation of the State Board of Education for Pupil Transportation Laws and Regulations and all DOT regulations.
- L. Transportation Employees:
 - 1. The Board shall not discharge or discipline or suspend an employee without just cause.
 - 2. Before any employee shall be disciplined or suspended or discharged, there shall be a conference held between the Association and the Board or its representatives within seventy-two (72) hours.
 - 3. All warnings must be given in writing, and a copy of such warnings shall be given to the employee, the Association Representative and the Association.

ARTICLE 5

ASSOCIATION RIGHTS, PRIVILEGES AND RESPONSIBILITIES

- A. The Board recognizes the rights, duties and responsibilities of the Association towards all unit employees in protecting their terms and conditions of employment.
- B. Representatives of the Association, the Middlesex County Education Association, the New Jersey Education Association, and the National Education Association shall be permitted to transact official Association business on school property at all reasonable times. The Association and its representatives shall be permitted to use school buildings at all reasonable hours for meetings. Any such use of school buildings shall be without interference with or interruption in normal school operations and with advance approval by the Superintendent. The Association shall reimburse the Board any extra custodial labor cost required for such use.
- C. Upon approval of the Building Principal and/or the Superintendent, the Association shall be permitted to use school equipment, including typewriters, photocopying equipment, computers, calculating machines, and all types of audiovisual equipment at times approved by the Building Principal. The Association shall supply all materials and supplies incident to such use.
- D. The Association shall have, in each school building, the use of a bulletin board in each faculty lounge and employees' dining room. Copies of all materials to be posted on such bulletin boards must be approved by the Association and given to the Building Principal and Superintendent.
- E. The Association shall have the right to use of the school mail boxes within each school building as it deems necessary, consistent with applicable law, and without the approval of building Principals or other members of the administration. The Association building representatives shall be responsible for the distribution. A copy of all general distributions made by the Association shall be simultaneously provided to the building principal.

- F. The President of the Association, or designees, shall be granted a total of ten (10) Association Days subject to the personal day policy contained in Article 20.
- G.
 1. When the President of the Association is a high school or middle school teacher, the President will have back-to-back teaching periods and a planning period during the first three periods of the school day.
 2. Should any other professional staff member (other than a high school or middle school teacher) or support staff employee, become President of the Association, negotiations shall be re-opened between the Association and the Board as to the issue of scheduling such President's workday to accommodate Association activities. These negotiations shall begin as soon as possible following notification from the Association of the new President's name and position.
 3. In addition to the provisions above, if the Association President is a secondary Teacher, he/she shall be assigned no homeroom duties. If the Association President is an elementary Teacher, he/she shall be assigned no morning bus duties. In either case, the President shall report to his/her assigned school at the normal reporting time.
- H. Teachers are expected to comply with the rules and regulations adopted by the Board of Education and its representatives.
- I. Transportation Employees Work Rules:
 1. The Board may establish general work rules for its employees provided such rules are not in conflict with the Agreement, and are neither arbitrary nor unreasonable. The application of this provision shall in no way be used to reduce the benefits, terms of working conditions to the employee. The Board agrees to present in writing to the Association an intended rule at least thirty (30) calendar days prior to its effective date. Upon request of the Association, a discussion will take place within a thirty (30) calendar day period.
- J. The Association shall use its best efforts to maintain proper professionalism on the part of its members.
- K. The Board and the Association the employment agreement as a solemn pledge to be executed both in spirit and in fact in a manner consistent with the highest ideals of professional service. Sound professional personnel relationships with governing boards are built upon personal integrity, dignity and mutual respect.
- L. The Board agrees to furnish to the Association one (1) copy of the names and addresses of all Board employees.
 1. The Board shall provide to the SEA access to members of the negotiations units.
 2. Access includes, but is not limited to, the following:

- a. The right to meet with individual employees on the premises of the Board during the work day to investigate and discuss grievances, workplace-related complaints, and other workplace issues;
 - b. The right to conduct worksite meetings during lunch and other non-work breaks, and before and after the workday, on the Board's premises to discuss workplace issues, collective negotiations, the administration of collective negotiations agreements, other matters related to the duties of an exclusive representative employee organization, and internal union matters involving the governance or business of the SEA; and
 - c. The right to meet with newly hired employees, without charge to the pay or leave time of the employees, for a minimum of 30 minutes, within 30 calendar days from the date of hire, during new employee orientations, or if the employer does not conduct new employee orientations, at individual or group meetings.
3. Within 10 calendar days from the date of hire of negotiations unit employees, the Board shall provide the following contact information to the SEA in an Excel file format or other format agreed to by the exclusive representative employee organization: name, job title, worksite location, home address, work telephone numbers, and any home and personal cellular telephone numbers on file with the public employer, date of hire, and work email address and any personal email address of file with the public employer. Every 120 calendar days beginning on January 1 following the effective date of this act, the Board shall provide the SEA, in an Excel file or similar format agreed to by the employee organization, the following information for all negotiations unit employees: name, job title, worksite location, home address, work, home and personal cellular telephone numbers, date of hire, and work email address and personal email address of file with the public employer.
4. The home addresses, phone numbers, email addresses, dates of birth, and negotiation units and groupings of employees, and the emails or other communications between employee organizations and their members, are not government records and are exempt from any disclosure requirements of P.L. 1963, c.73 (C.47:1A-1 et seq.).
5. The SEA shall have the right to use the email systems of the Board to communicate with negotiations unit members regarding collective negotiations, the administration of collective negotiations agreements, the investigation of grievances, other workplace-related complaints and issues, and internal union matters involving the governance or business of the union.
6. The SEA shall have the right to use government buildings and other facilities that are owned or leased by the Board to conduct meetings with their unit members regarding collective negotiations, the administration of collective negotiations agreements, the investigation of grievances, other workplace-related complaints and issues, and internal union matters involving the governance or business of the union, provided such use does not interfere with governmental operations. Meetings conducted in Board buildings pursuant to this section shall not be for the purpose of supporting or opposing any

candidate for partisan political office, or for the purpose of distributing literature or information regarding partisan elections. An exclusive representative employee organization conducting a meeting in a government building or other government facility pursuant to this section may be charged for maintenance, security and other costs related to the use of the government building or facility that would not otherwise be incurred by the government entity.

- M. The official minutes of each public Board meeting shall be sent by inter-school mail and/or email to the Association after each meeting or mailed when school is not in session.
- N.
 - 1. The Board will notify the Association in writing prior to a layoff. The Association will be notified verbally and in writing of all promotions, demotions, transfers, suspensions and of any intended discharges.
 - 2. The Board shall provide a copy of the seniority list(s) which is developed prior to a reduction-in-force. Said list(s) shall be forwarded to the Association at least thirty (30) days prior to the reduction-in-force notification to affected employees.
- O. The Board agrees that should it decide to subcontract or privatize, cafeteria workers, secretarial/clerical services, paraprofessionals, or Transportation Employees, the Association shall receive ninety (90) calendar days' notice prior to such action taking place.
- P. Whenever any representative of the Association or any employee is scheduled by both the parties to participate during working hours in meetings or conferences, which directly involve negotiations or grievances, he/she will suffer no loss in pay. Meetings which continue after the regular workday or commence after the regular workday shall be attended without compensation.
- Q. Any elected or appointed representative of the Association may request a leave of absence without pay for the purpose of attending to Association business outside the premises of the Board. Other leaves of absence may be granted by the Board for good reason.

ARTICLE 6

SCHOOL CALENDAR

- A. The school calendar shall be prepared by the Superintendent who shall elicit the participation of the Association prior to the final adoption of said calendar by the Board.
- B. The Teacher in-school work year shall include one hundred eighty-two (182) teacher-pupil contact days and four (4) additional days, of which two (2) of the days will be prior to the students' arrival in September.
- C. All High School teaching staff members will be required to attend graduation ceremonies. High School teaching staff members will be released as is permitted within the early dismissal schedule on the day of graduation. Pre-graduation ceremony reporting time for teaching staff members will remain the same as has been done in the past. Graduation ceremonies for the High

School shall not be planned to extend past two hours (the end is when the students walk in the recessional out of the venue). If a graduation ceremony does extend past two hours, teaching staff members who attended the whole graduation ceremony shall be paid the amount equivalent to a prep period.

- D. All ten (10) month Secretarial/Clerical Employees shall begin work in September, report the same day as Teachers, not more than (3) working days prior to the children attending school and end three (3) working days after the Teachers' last working day in June.
- E. All ten (10) month Cafeteria Managers shall begin work in September. They shall report the same day as Teachers, not more than three (3) working days prior to the children attending school and end three (3) working days after the Teachers' last working day in June. If work is completed within three (3) days, then they will be released accordingly.
 - 1. All ten (10) month Cafeteria Employees shall begin work in September and report the same day as Teachers, not more than three (3) working days prior to the children attending school.
 - 2. **All transportation employees will report to work on the same day as students in September.**
 - 3. All paraprofessionals shall work the Teachers' calendar.
- F. Secretaries/Clerks and Cafeteria Employees shall not be required to report during holidays and recesses as shown in the school calendar, and shall suffer no loss in pay. Employees not required to report to work on days when school is closed for purposes of emergency or inclement weather shall suffer no loss in pay.
- G. Part-Time Paraprofessionals will get one (1) paid personal day and will work a total of 184 days to include one (1) workshop day at the beginning of the year; one staff development day; and will attend Back-to-School Night annually. Should part-time paraprofessionals be asked to work during parent-teacher conferences, they will be notified ten (10) school days prior to the conference date and shall be paid at their hourly rate.
- H. Twelve (12) month employees shall not be required to report to work on the Fourth of July holiday observance, and shall suffer no loss in pay.
- I. Vacations
 - 1. Twelve month certificated personnel shall have twenty (20) vacation days per year.
 - 2. Office Personnel
 - a. Twelve (12) month employees hired after January 1 of any year, shall be entitled to one (1) vacation day with pay for every month of employment prior to July 1 of that calendar year, with the exception that this accrued vacation time shall not exceed one (1) week. A twelve (12) month employee who is employed more than

fifteen (15) work days in any month shall have met the requirement for a full month's employment for the purposes of vacation day accrual only.

- b. Twelve (12) month employees hired after January 1, shall take their vacation entitlement during their initial year of employment between July 1 and August 31 of that calendar year. This vacation period shall be selected and scheduled by April 15 if possible. Elementary and middle school secretaries may not schedule vacation days during the days in June up to the last day of school for teachers. After that date, secretaries may request vacation time.
- c. A twelve (12) month employee hired prior to January 1 shall accrue credit for one year's employment on the succeeding July 1 for the purpose of computing vacation entitlement only.
- d. The following schedule shall be employed to compute vacation pay for twelve (12) month employees:

Period Employed	Entitlement Vacation Weeks
1 yr. - less than 5 yrs.	2
5 yrs. - less than 10 yrs.	3
10 yrs. - less than 20 yrs.	4
20 yrs. - less than 25 yrs.	5
25 yrs. or more	6

All secretarial/clerical employees hired before June 30, 1995 shall have vacation at the levels articulated above except for the four (4) principals' secretaries and the middle school guidance secretary who became twelve (12) month secretaries on September 1, 2001.

All secretarial/clerical employees hired on or after July 1, 1995, as well as the 12 month principals' secretaries and the middle school guidance secretary moved from ten month to twelve month positions as of September 1, 2001 shall have vacation at the levels articulated directly below:

Period Employed	Entitlement Vacation Weeks
1 yr. - less than 5 yrs.	2
5 yrs. - less than 15 yrs.	3

15 yrs. or more

4

- e. It is the intention of the Board of Education to establish an elementary school schedule that ensures school offices are open the maximum number of days during the months of July and August. The Superintendent reserves the right to deny requests for vacation days that coincide with that of the building principal.
- f. Vacation entitlement shall be computed in accordance with the number of years of employment the employee will complete prior to July 1 of any year.
 - 1. In the event a holiday named in this Agreement falls during an employee's vacation period, such employee shall receive an additional day's vacation.
 - 2. Single vacation days taken on a day when school is closed for purposes of emergency or inclement weather will be restored.
 - 3. If vacation time is lost due to school closing and these days are made up during Easter recess, appropriate vacation time will be granted.
- g. Vacation shall be selected and scheduled by April 15th of each year.
- h. Senior employees shall be given preference in the selection of vacation period. Vacations shall be scheduled July 1st through June 30th provided operation permits.
- i. Vacation period may be changed provided no conflict is encountered.
- j. Any employees transferring from a twelve (12) month job to a ten (10) month job shall be entitled to vacation pay, if they worked twelve (12) months.
- k. A ten (10) month employee who changes to a twelve (12) month position shall receive full credit for the number of years worked for the purposes of computing vacation entitlement.

3. **Mechanics**

Period Employed	Entitlement Vacation Weeks
6 mo. - less than 1 yr.	1
1 yr. - less than 5 yrs.	2
5 yrs. - less than 10 yrs.	3
10 yrs. - less than 20 yrs.	4

20 yrs. - less than 25 yrs.	5
25 yrs. Or more	6

Any mechanic hired after January 1, 2004 shall have vacation at the levels articulated below:

Period Employed	Entitlement Vacation Weeks
1 yr. – less than 5 yrs.	2
5 yrs. – less than 15 yrs.	3
15 yrs. or more	4

Twelve (12) month employees hired after January 1 of any year, shall be entitled to one (1) vacation day with pay for every month of employment prior to July 1 of that calendar year, with the exception that this accrued vacation time shall not exceed one (1) week. (1) A twelve (12) month employee who is employed more than fifteen (15) work days in any month shall have met the requirement for a full month's employment for the purpose of vacation day accrual only.

J. Holidays

1. Full-time bus drivers shall be paid for the Christmas and Easter recesses and for the Friday after Thanksgiving based on the number of hours daily in the individual's run on the average, included in their annualized pay, effective July 1, 2014 Refer to Schedule 19.
2. Holidays eligible under the premium pay provisions are as follows: New Year's Day, Martin Luther King Day, Presidents' Birthday, Easter Recess, Memorial Day, July Fourth, Labor Day, Yom Kippur, Veterans Day, Columbus Day, Thanksgiving Recess, Christmas Recess. Holidays are to be agreed upon.
3. Mechanic's Holidays: July Fourth, Labor Day, Yom Kippur, Columbus Day, Veteran's Day, Thanksgiving Day/Friday, Christmas Eve, Christmas Day/Day after, New Year's Eve, New Year's Day, Martin Luther King Day, Presidents' Birthday (Monday), Good Friday, Easter Monday, Memorial Day.

ARTICLE 7

WORK DAY

- A. All employees are required to sign-in when they arrive and sign-out when they leave in accordance with building procedures. The actual time of arrival and departure must be recorded by the employee. The work day shall include the time required as follows:

1. **TEACHERS**

- a. Teachers will commence work fifteen (15) minutes prior to the time for pupil attendance. The distribution and nature of the teacher's fifteen (15) minute pre-pupil attendance time work shall be as determined at the sole discretion of the Superintendent of Schools and may be used in whole or in part for pupil instruction.

The Teacher's Workday will be:

Elementary and Samsel Upper Elementary	6 hours 45 minutes
Middle School	7 hours 04 minutes
High School	7 hours 15 minutes

- b. The teacher work day shall include post-pupil attendance time of fifteen (15) minutes to allow smooth and supervised pupil arrival and dismissal, except on early dismissal days when teachers may be required to remain until normal departure time. Teachers will not be required to remain until the normal departure time when early dismissal days occur immediately preceding a holiday or for inclement weather.
- c. Teachers may leave the building during their scheduled duty-free lunch periods, provided they sign in and out. However, the total number allowed to leave during any lunch period shall not exceed the number of building staff divided by the number of building lunch periods.
- d. 1. A teacher who gives up a planning period or a lunch period to cover a class when a substitute teacher cannot be hired for a teacher who is absent will receive payment per class period as indicated in SCHEDULE A – NO. 9.
2. A teacher who volunteers to give up a planning period or a lunch period for an extended period of time, for a teacher who is absent and is doing the class planning, grading and all responsibilities of the regular teacher, shall be paid 1/6 (one-sixth) of their daily rate of pay beginning on the twenty-first workday.
- e. All teaching staff members will be released at noon on the last day of school for teachers. Any teaching staff members not fully signed out by the administration will stay until he/she has been deemed by the administrator to be finished.
- f. Any high school or middle school teaching staff member who performs detention duty will either: a) receive compensation in the amount paid for a preparation period; or b) will not have to perform their assigned duty on that day. It is at the administration's discretion whether the staff member will receive the compensation or will be relieved of the assigned duty.

2. **SECRETARIAL/CLERICAL EMPLOYEES**

- a. The regular work week for all full-time Secretarial Employees shall consist of five (5) consecutive days, Monday through Friday, for seven (7) hours each day, exclusive of a half-hour lunch. The seven hours will be based on a flexible schedule to meet school/office needs but may not be extended past 5:00 p.m. Twelve month secretaries will work a six and three-quarter (6 $\frac{3}{4}$) hour work day with a 45-minute lunch beginning on the day after the last scheduled day for students in June, through the months of July and August, and until the first day students are in attendance in September.
- b. The lunch period shall be thirty (30) minutes during the school year. An additional fifteen (15) minutes will be granted for lunch during the summer months when the school cafeteria is closed to students and staff.
- c. Part-Time Secretaries will work 184 school days according to school calendar, plus 2 additional days for a total of 186 days. Compensation will be calculated as follows:

186 days x hours worked x rate of pay divided by 20, to create equal payments.

Twenty (20) Equal Pays on the 15th and 30th of every month.

3. **PARAPROFESSIONALS**

- a. Full-time paraprofessionals will work the teachers' calendar. This includes Back-to-School-Night. Should paraprofessionals be asked to work during parent-teacher conferences, they will be notified ten (10) school days prior to the conference date.

Their work day will be determined by their school assignment but may not exceed 7.25 hours per day, inclusive of lunch, depending on need.

- b. Part-time paraprofessionals may work a maximum of 29.5 hours per week, not including lunch and without health benefits. They are hired for a set number of hours that may be changed but may not reach 30 hours per week.
- c. Part-Time Paraprofessionals will work 182 school days according to school calendar, plus 2 additional days for a total of 184 days. Compensation will be calculated as follows:

184 days x hours worked x rate of pay divided by 20, to create equal payments.

Twenty (20) Equal Pays on the 15th and 30th of every month.

Note: See also Article 6 – Section G.

4. **CAFETERIA WORKERS - DISTRICT SATELLITE**

<u>Position</u>	<u>Work Day</u>	<u>Lunch</u>
District Satellite Cafeteria Manager	8 hours	30 minutes
Manager – Cook	7 hours	30 minutes
Worker – Cook	6 hours	30 minutes

- a. Cafeteria Workers (non-High School) will work 182 school days according to school calendar, plus 3 additional days for a total of 185 days. Compensation will be calculated as follows:

185 days x hours worked x rate of pay divided by 20, to create equal payments.

- b. Part-Time Cafeteria Workers (High School) will work 180 school days according to school calendar, plus 3 additional days for a total of 183 days. Compensation will be calculated as follows:

183 days x hours worked x rate of pay divided by 20, to create equal payments.

Twenty (20) Equal Pays on the 15th and 30th of every month.

5. **TRANSPORTATION EMPLOYEES**

- a. Full-time Bus Drivers

1. During the regular school year for drivers who operate regular school buses, the work week will be from Monday through Friday, inclusive. The Board will provide a guaranteed minimum payment of four and one-half (4.5) hours or guarantee scheduled hours of work or guarantee pay to agree with the length of the assigned run. Interruption in work schedules of one (1) hour or less shall be counted and paid as time worked.
2. All bus runs will be coordinated and finalized by October 15th at which time the drivers have the right to rebid the run. All changes to the runs after October 15th must be rebid.
3. There will be a rebid after October 15th on an emergency basis only. The emergency must be validated by the Transportation Coordinator.
4. Summer runs will be bid on in June for bus drivers.
5. Bus Driver Payment Schedule:

Effective July 1, 2014, Bus Drivers will work 182 school days according to school calendar, plus 3 additional days for a total of 185 days. In addition, they will receive 11 Recess Days for Holiday Pay.

Compensation will be calculated as follows:

196 days x hours worked x rate of pay divided by 20, to create equal payments.

Twenty (20) Equal Pays on the 15th and 30th of every month.

b. Bus Mechanics

1. The regular work week for the senior Bus Mechanic shall consist of five (5) consecutive work days, Monday through Friday.

The senior mechanic shall have a choice of the following schedules: 6:00AM-2:00PM or 9:00AM – 5:00 PM. Both schedule choices include a 30-minute paid lunch. The schedule will be determined by July 1st and remain in effect until June 30th.

2. The second mechanic shall work the alternate shift which includes five consecutive work days, Monday through Friday, which includes a 30 minute paid lunch.

c. All Transportation Employees

Inclement Weather/Emergency Closings: Notice of school closings for emergencies or inclement weather is defined as (a) radio announcement on WCTC (AM) not later than 6:15 a.m. or (b) telephone notification to the employee leaving home for work. Where timely notice of school closing is not given, employees reporting to work shall be paid for the actual time worked on such days or for two (2) hours, whichever is greater.

d. Full-time Bus Aides

1. A job description for a full-time bus aide has been agreed upon and will be kept on file in the Superintendent's office.
2. Full-time bus aides will be guaranteed a minimum of three (3) hours work, regardless of an early dismissal or a delayed opening.
3. Full-time bus aides will be guaranteed a maximum layover time of one-half (1/2) hour.
4. Full-time bus aides will be provided with health benefits consistent with state law.
5. Summer runs will be bid on in June for full-time bus aides.

6. Effective July 1, 2014, Bus Aides (Full-Time) will work 182 school days according to school calendar, plus 3 additional days for a total of 185 days. Compensation will be calculated as follows:

184 days x hours worked x rate of pay divided by 20, to create equal payments.

Twenty (20) Equal Pays on the 15th and 30th of every month.

6. **REGISTERED NURSE**

- a. Is a ten (10) month full-time employee.
- b. Works five (5) consecutive days. Monday through Friday for the same hours as teachers in the building where he/she is assigned. His/her lunch period will be included during that time and will be as long as that of a teacher assigned to that building assignment.
- c. Shall work the school calendar of 186 days.
- d. Is entitled to ten (10) sick days a year.
- e. Is entitled to personal days, bereavement days, leaves of absence and extended sick leave in accordance with the provisions in Article 19, 20 and 21 as they relate to non-certificated SEA staff.
- f. Shall receive the same health, dental and prescription benefits as other full-time non-certificated members.
- g. Shall be allowed to attend conferences upon the recommendation of the Superintendent and in accordance with the guidelines in Article 24 related to professional development for non-certificated support staff.
- h. Shall wear appropriate nurse's attire at all times.

7. **CAMPUS MONITORS**

- a. Are ten (10) month full-time employees.
- b. Work five (5) consecutive days. Monday through Friday for 8-1/2 hours each day, including lunch.
- c. Shall work the school calendar of 186 days.
- d. Are entitled to ten (10) sick days per school year.

- e. Are entitled to personal days, bereavement days, leaves of absence and extended sick leave in accordance with the provisions in Article 19, 20 and 21 as they relate to non-certificated SEA staff.
 - f. Shall receive the same health, dental and prescription benefits as other full-time non-certificated members.
 - g. Shall be allowed to attend conferences upon the recommendation of the Superintendent and in accordance with the guidelines in Article 24 related to professional development for non-certificated support staff.
 - h. Shall wear the approved Sayreville Board of Education uniforms at all times.
 - i. Part-time campus monitors may work 29.5 hours per week not including lunch and without health benefits.
8. **PART-TIME EMPLOYEES (Paraprofessionals, Campus Monitors, Cafeteria Workers, Bus Aides, and Secretaries)**
- a. Are ten (10) month employees.
 - b. Work a maximum of 29.5 hours per week, not including lunch and without health benefits. They are hired for a set number of hours that may be changed but may not reach 30 hours per week. With the mutual consent of the BOE and the SEA, part-time secretaries may cover for full-time secretaries for short terms not to exceed 30 days. However, part-time secretaries will not be entitled to benefits, regardless of the number of hours worked.
 - c. Are entitled to ten (10) sick days per school year, which amount to one (1) per month.
 - d. Are entitled to bereavement days according to the language in Article 20.
 - e. Part-time positions are not subject to the Post and Bid process in Article 17.

B. DELAYED OPENING SCHEDULE

On days when there is a delayed opening, full time employees will report 90 minutes later than their regular starting time. Part time employees will report the same time as students or at the time when their services are required, if it is after the start of school on a delayed opening schedule. Each principal will determine the delayed opening schedule for his/her building's part-time employees.

- C. Teachers will be required to attend all parent conferences, back-to-school nights and faculty/department meetings called by their respective building principals and department heads.

1. The notice of an agenda for any meetings shall be given to Teachers involved at least three (3) days prior to the meetings, except in an emergency. Teachers shall have the opportunity to suggest items for the agenda.
 2. A tentative calendar of meetings for the entire school year, faculty and department, shall be furnished to staff by their principal and/or supervisor by October 1st. No meeting shall be scheduled on weeks where there is Back-to-School Nights or Parent/Teacher Conferences, except in emergency situations. No meetings shall be scheduled on Wednesdays, except in emergency situations, in order to facilitate Union Meetings. Such meetings shall not be held on a day immediately preceding a school holiday, on a Friday, or on any other day upon which Teacher attendance is not required at school.
 3. One (1) afternoon & one (1) evening conference will be held mid-year and one (1) back-to-school night will be held. On Parent Conference evenings, teachers will have an early dismissal. On back-to-school night, teachers will receive their early dismissal on the following Friday.
- D. Classroom Teachers shall, in addition to their lunch periods, have preparation time during which they shall not be assigned to any other duties as follows whenever school is in session on a full school day:
1. Middle School - 1 period daily.
 2. Senior High School - 1 period daily.
 3. Full-time elementary and Pre-School Teachers (Pre School - grade 5) shall have one preparation period each day as assigned by the Superintendent or his/her representative.
 4. A teaching staff member carrying out the duties of Athletic Trainer shall receive five (5) planning periods during each five (5) full-day week. The employee shall receive no more than two (2) planning periods in one day.
- E. Teacher participation in field trips that extend beyond the teacher's in-school workday and overnight or weekend trips shall be voluntary. If no volunteers are forthcoming, assignment will be made by the Building Principal.
- F. Certificated Staff at the Middle School shall not be required to teach seven (7) classes.
- G. The Building Administration shall attempt to concentrate the teaching stations of teachers whose schedules require them to have multiple locations.
- H.
1. Employees traveling (those driving from one building to another in one day to perform assigned tasks) shall be given mileage at the allowable NJ State rate.
 2. Employees dividing their time between buildings or levels will be assigned to one building or level to determine the length of time for planning and lunch periods and any other items that may be determined by length of school day or assignments.

3. Employees dividing their time between buildings will not be assigned either a homeroom and/or pre and post duties, or both, at the Superintendent's discretion. If an employee is assigned a homeroom or pre-school duty, he/she will only be assigned such duty at the building in which he/she has first period. If an employee is assigned post-school duties, he/she will only be assigned such duty at the building in which he/she has last period. The assignment of pre and/or post duties will not extend the employees' work day, nor shall it interfere with any extra-curricular positions.
- I. All high school science teachers who teach a lab period in a given week will receive additional preparation periods or coverage pay. Teachers who teach one lab period per week will receive one additional preparation period for that week. Those who teach two lab periods per week will receive two additional preparation periods for that week. Finally, those who teach three lab periods per week will receive two additional preparation periods and the contractually agreed upon coverage reimbursement rate for the third preparation period that week.

ARTICLE 8

COACHES/ADVISORS

PART I COACHES

- A. The Board agrees that the term coach, when used in this Agreement, shall refer to the following positions as listed in Schedule A-6, Co-curricular Coaches' Salary Guide.
- B. Rights of Coaches
 1. The Board agrees to make available to all coaches all necessary information to comply with the rules and regulations of the New Jersey State Interscholastic Athletic Association, a copy of the rules and regulations of the New Jersey State Interscholastic Athletic Association, school record cards, names and addresses, and school medical records of all team members.
 2. The coaches and their team members shall have the right to use school facilities at all reasonable hours, for meetings, for practice, exhibition and scheduled game sessions, with the approval of the Superintendent.
- C. Seasons of Coaches

Seasons of Coaches will be pursuant to the N.J.S.I.A.A. Constitution and By-Laws.
- D. Non-Coaching Duties

Coaches shall not be required to perform the following duties in season; with the approval of the principal and/or Superintendent:

 - a. Attend school dances;

- b. Supervise loading and unloading of buses;
- c. Supervise detention halls.

E. Coaches' Employment

1. Coaches shall be notified of their contract and salary status for the ensuing year no later than June 1st for fall and winter sports and June 30th for spring sports.
2. The individual contracts to be issued for each coaching position shall be set forth in Schedule B of the Agreement. Each contract shall include the dates of the coaching season, salary, and the dates on which each coach shall receive his installments.
3. The Board agrees to officially adopt each contract and notify each coach of such official action by presenting a copy of the contract no later than May 15th for fall and winter sports and June 30 for spring sports of the school year previous to the school year in which the individual contract is operative. Coaches shall sign and return the contract within fifteen (15) days of receipt and failure to return the contract within this period shall be considered resignation.

F. Coaches' Salaries

1. The salaries of all coaches shall be set forth in Schedule A. No. 6
2. Coaches shall be paid according to the following schedule:

Coaches in season shall be paid in two equal payments during season:

Fall Sports: October 15th and November 30th

Winter Sports: January 15th and March 15th

Spring Sports: April 15th and June 15th

3. Coaching salary shall be paid by separate check.

G. Coaches' Assignment

1. No coach shall be precluded from accepting or applying for more than one (1) coaching assignment.
2. Any coach applying for a coaching position in which he has no experience, must receive a vote of confidence from the Athletic Director and the head coach of that sport, subject to the approval of the Superintendent.

H. Position Openings for Coaches

1. No later than May 1st of each school year, the Board shall deliver to the Sayreville Education Association and post in each school building a list of known coaching vacancies which shall occur during the following year.
2. Such posting shall include the title of the coaching position being vacated, the contracted salary offered, and the qualifications necessary. Such posting shall be in accordance with all provisions of the Agreement.
3. Any coach holding a current coaching position who is not being re-hired for the position, will be notified in writing by the Athletic Director prior to the posting of said position.

I. Coaching Facilities

1. Coaches shall be provided with:
 - a. Adequate team equipment and supplies;
 - b. A separate private locker room for the exclusive use of coaches;
 - c. A complete copy of the rules and regulations of NJSIAA.
2. Each coach shall be reimbursed the amount of money specified in SCHEDULE A – NO. 9 to be used for scouting as the need arises, with the approval of the Athletic Director and the Superintendent.

J. Leaves

No coach shall be required to attend a practice, exhibition or officially scheduled game session if he was excused from school that same day because of sick leave or a temporary leave of absence as cited in this Agreement.

K. Coaching Development and Improvement

1. Coaches who attend clinics or general coaching sessions of an extended nature, with approval of the Superintendent and/or the Board, outside of their athletic training season shall be reimbursed for expenses incurred as a result of their attendance. The coach shall be reimbursed for mileage at the allowable NJ State rate.
2. With approval of the Superintendent and the Board, each coach will be allowed to attend two clinics of his/her choice not in addition to the two (2) days listed in ARTICLE 20. Each coach will be allowed one (1) additional day to attend clinics, meetings or conferences other than those listed in ARTICLE 20. The daily amount of reimbursement shall not exceed the Professional Day allocation in SCHEDULE A – NO. 9.

L. Coaches' Protection

1. The Board agrees to protect and save harmless every coach from any financial loss resulting from an act or omission arising out of and in the course of the performance of his coaching duties.
2. No coach shall to drive students to activities which take place away from the school building.
3. Coaches contract rates shall be set forth in Schedule B.

PART II ADVISORS

- A. The Board agrees that the term “advisor” when used in this Agreement shall refer to the following positions as listed in Schedule A-6, Extra-Curricular Advisors’ Salary Guide.
- B.
 1. The Board agrees to make available to all advisors all necessary information needed to complete their duties including any rules and regulations required to complete such duties, school duties, school records cards, names and addresses of all activity members.
 2. Advisors and their activity members shall have the right to use school facilities at all reasonable hours, for meetings, rehearsals, exhibitions activities and scheduled performances, with the approval of the Superintendent.
- C.
 1. Advisors shall be notified of their contract and salary status for the ensuing year by May 1st or as soon thereafter as practical.
 2. The individual contracts to be issued for each advisor position shall be set forth in Schedule C of the Agreement. Each advisor contract shall include the school year of advisorship, salary and the dates on which each advisor shall receive payment.
- D.
 1. The salaries of all advisors shall be set forth in the Extra-Curricular Salary Guide – Schedule A-6.
 2. Advisors shall be paid in two equal payments during the school year:

1st payment - January 15

2nd payment - June 15

Advisor’s salary shall be paid by separate check.
- E. Position openings for Advisors:
 1. No later than June 1st of each school year, the Board shall deliver to the Sayreville Education Association and post in each school building a list of known advisorship vacancies that shall occur during the following year.
 2. Such posting shall include the title of the positions vacated, the contracted salary offered, and the qualifications necessary. Such posting shall be in accordance with all provisions of the Agreement.

3. Any Advisor holding a current advisorship position who is not being re-hired for the position, shall be notified in writing by the Principal prior to the posting of said position.

F. Leaves

1. No advisor shall be required to attend a rehearsal, exhibition or official scheduled session if he/she was excused from school that same day because of sick leave or temporary leave of absence as cited in this Agreement.

G. Advisor Protection

1. The Board agrees to protect and save harmless every advisor from any financial loss resulting from an act of omission arising out of and in the course of the performance of his/her advisor duties.
2. No advisor shall be required to drive students to activities that take place away from the school building. An advisor may do so voluntarily, however, with the advance approval of the Board of Education. He/She shall be compensated at the allowable NJ State rate.
3. Advisors' contracts shall be set forth in Schedule C.

ARTICLE 9

NON-TEACHING DUTIES AND OVERTIME

- A. The Board recognizes the desirability of employing cafeteria aides in each elementary school to assist the supervision of cafeterias and playgrounds when school is in session. However, the decision of hiring and stipulating assignments rests with the Board. The Board will hire such aides when, in its judgment, it is practical to do so.
- B. Teachers shall not be required to chaperone any school dances during holidays and extended weekends. This shall be on a voluntary basis.
- C. Teachers shall not be required to drive students to activities which take place away from the school building. A Teacher may do so voluntarily, however, with the advance approval of the Board of Education. He/She shall be compensated at the allowable NJ State rate.
- D. The Board shall arrange for and maintain a reasonable amount of insurance to cover damages incurred by a Teacher against whom any action shall be brought for any action or omission arising out of the authorized use of his own automobile in the performance of school duties.
- E. Pupils returning insurance and picture money to school shall do so in sealed envelopes and said envelopes shall be turned in to the principal's office. Teachers are not required to count and/or tally monies for the above-mentioned items.

- F. The employee participation in out-of-district presentations/programs shall be compensated for mileage at the allowable NJ State rate and approved expenses. These presentations and/or programs shall not be considered as professional days as defined in this contract.
- G. Presentations done for the Board of Education or on behalf of the Board of Education by employees shall be done on a voluntary basis. These employees will be compensated with a meal allowance indicated in Schedule A-9 or mileage at the allowable NJ State rate.
- H. Overtime
 - 1. Secretaries, Cafeteria Employees, Paraprofessionals, Full-time Campus Monitors and Transportation employees shall be given advance notice of work required to be performed on an overtime basis whenever it is practicable to do so.
 - 2. Cafeteria Workers' overtime shall be distributed as equitably as possible. Overtime shall first be offered to the employee possessing the most seniority, on a rotating basis, within the school they are working. Title jobs excluded.
 - 3. Full-time Campus Monitors: Overtime will be on a "Rotating Basis". "Rotating Basis" as used in this provision shall mean that the person first offered the overtime work rotates every time new work becomes available – *e.g.*, the most senior full-time campus monitor gets offered the first available job. When the next available job becomes available, it first gets offered to the second most senior campus monitor. The employee has 24 hours from the time offered to accept the work. No response to the offer is akin to declining the work.
 - 4. Overtime shall be paid at the rate of one and one-half (1-1/2) times the normal rate of pay.
 - 5. Any employee not desiring to accept overtime will not be disciplined in any manner.
- I. Whenever possible, a teacher's non-teaching duty role/responsibility will be rotated on a yearly basis unless the teacher agrees to perform the same duty role/responsibility for more than one year.
- J. Bus Duty – In the event a bus duty needs to be extended after the contracted work day, and the staff member is requested to remain by administration, staff members will be paid the current coverage rate. Any employee not desiring to accept overtime will not be disciplined in any manner.

ARTICLE 10

TEACHER EMPLOYMENT

- A. No Teachers shall be employed unless they are the holders of a valid certificate or has approval under the Provisional Teacher Program.

- B. 1. Each Teacher may be placed on his proper step of the salary schedule as follows:

At the discretion of the Superintendent and the approval of the Board, credit may be given for previous outside teaching experience in a duly accredited school upon initial employment. In addition, credit may also be given for military experience to the maximum permitted by law. Credit may also be given for alternative civilian service required by the Selective Service System and/or the Peace Corps., VISTA or National Teachers Corps, work and/or time spent on a Fulbright Scholarship.

2. In the event of a recall, any rified teacher who wishes to return, but is under contract to another school district and is unable to obtain a release from that contract, shall be given a grace period of up to sixty (60) days to begin employment, in order to fulfill his/her other contractual obligations.

- C. 1. To procure Teachers of special qualifications, and/or in areas of short supply, unlimited prior service, based on school or nonschool experience may be allowed by the Superintendent with the approval of the Board.

2. Teachers entering the Armed Forces of the United States from the Sayreville Public Schools will, when reemployed, be given a salary equal to that which they were receiving at the time they entered the Armed Forces, plus all increments received by the Teachers of the district during the period of service in the Armed Forces.

- D. Teachers who are not to be rehired will be notified in writing according to state statute.

- E. Teachers recognize their responsibilities as professionals. In recognition thereof, they agree to:

1. maintain high professional standards;
2. report for duty at designated times;
3. prepare appropriate lesson plans, as requested by administration;
4. attend faculty meetings as described in Article 7, B.

ARTICLE 11

SALARIES

- A. The salaries of all employees covered by the Agreement are set forth in Schedule A.1 through A.22.

1. Employees employed on a ten (10) month basis shall be paid in twenty (20) equal semi-monthly installments. Employees employed on a twelve (12) month basis shall be paid in twenty-four (24) equal semi-monthly installments.

2. The Board agrees to deduct from an employee's salary money for the Teachers' Credit Union in Middlesex County in the denominations requested by the employee and according to the guidelines of the credit union. Said deposits shall be made twice per month to the Credit Union when paychecks are distributed. However, an employee may make only one alteration in the deduction denomination per year. The year is defined as September 1 through August 31.
3. When a pay day falls on or during a school holiday, bank holiday, vacation or weekend, employees shall receive their pay checks on the last previous working day, except in an emergency.
4. Ten (10) month employees shall receive their final pay checks no later than June 30, provided the building principal certifies that they have completed duties for which they are responsible.
5. Payment for Extra-Curricular activities shall be paid by separate check.

B. Increments

An employee is eligible to advance a step in the salary guide in the new school year if he/she satisfies the following requirements:

1. The employee is reappointed for the new school year.
2. The employee worked and received compensation for more than half (1/2) of the preceding year as follows:
 - a. Ten month employees must have worked more than five (5) months during the preceding school year; and
 - b. Twelve month employees must have worked more than (6) months during the preceding school year.
3. The employee's increment has not been withheld by the Board of Education.

C. Adjustment

1. Teachers changing their salary classification by reason of obtaining a higher degree during any school year shall be moved to their new classification for the following year.
2. Teachers must notify the Superintendent of any degree change prior to the first regular Board meeting in September and verify by official transcript or record no later than the October Board meeting to be eligible for such change in degree status for the current year.

D. Attendance Incentive

Upon retirement, as retirement is defined by the T.P.A.F., a teacher with fifteen (15) years of service in the Sayreville School System and with a good attendance record, shall receive an attendance incentive of 1.40% of his/her salary for every three (3) years of service. A teacher with an exceptional attendance record shall receive an attendance incentive of 1.55% of his/her salary for every three (3) years of service. A good attendance record shall be defined to mean a teacher who is able to maintain an average of sixty percent (60%) of his/her accumulated leave days per year for the last fifteen (15) years of service. An exceptional attendance record shall be defined to mean a teacher who is able to maintain an average of eighty percent (80%) of his/her accumulated leave days per year for the last fifteen (15) years of service. In extreme circumstances, where a teacher, upon retirement, has not met the definition of good attendance due to catastrophic illness or other extenuating circumstances, the Board may, in its discretion, confer upon the teacher a good service bonus of up to \$1,000.00. Timely notice of intent to apply for the attendance incentive must be given to the Board no later than November 1 prior to the year of the officially requested retirement date. For example, a person planning to retire in June 2006, would have to officially notify the Board by November 1, 2005 and would be paid the attendance incentive in July 2006. If a person plans to retire in June 2006 but officially notifies the Board on November 2, 2005 or later, he/she will be paid the attendance incentive in July 2007. If timely notice is not given, the Board may delay the attendance incentive until the following school year. All retiring employees shall receive their retirement bonus as a contribution to a 403(b) Plan paid by the Board of Education.

E. Terminal Leave Pay – Full-Time Secretaries, Cafeteria Employees, Bus Drivers, Mechanics, Full-Time Paraprofessionals, Full-Time Bus Aides and Full-Time Campus Monitors.

Through June 30, 2005, immediately prior to retirement an employee will be granted a number of days off with full pay equal to one-half (1/2) of his/her unused sick days with a maximum of seventy-five (75) days for terminal leave pay, OR the employee may elect to work until his/her retirement date and receive terminal leave pay equal to one-half (1/2) of unused sick days with a maximum of seventy-five (75) days.

Beginning July 1, 2005, upon retirement an employee's terminal leave pay will be equal to one-half (1/2) of unused sick days with a maximum of ninety (90) days.

All retiring employees may receive their terminal leave pay as a contribution to a 403 (b) plan paid by the Board of Education.

F. Premium Pay - Transportation Employees

1. The Board agrees to pay one and one half (1-1/2) times the straight time hourly rate for work performed.
 - a. In excess of eight (8) hours in a calendar day.
 - b. In excess of forty (40) hours in a work week.
 - c. On any Saturday (this provision shall not apply to hourly bus drivers).
 - d. On any Sunday.

- e. On any observed holiday, in addition to holiday pay entitlement, if any.
- 2. Requests to work overtime shall not be canceled once the overtime assignment is made. Should a trip requiring overtime be canceled after it is assigned, the affected employee shall receive the next unassigned trip.
- 3. Employee(s) called in shall be guaranteed four (4) hours work or pay in lieu thereof. Whenever applicable, premium pay rules shall apply.
 - a. Full-time bus drivers who are assigned a trip following the four (4) hour guarantee which is of less than one (1) hour duration and is either preceded or followed by work with a waiting period of less than one (1) hour shall be guaranteed one (1) hour's pay.
- 4. Breaks of less than one (1) hour for full-time bus drivers and one-half (1/2) hour for full-time bus aides will count as hours worked.
- 5. The Board will pay towards an overtime meal when an employee is required to work ten (10) hours or more and for each succeeding four (4) hours of work. The Board will also pay towards an overtime meal when an employee works six (6) hours if said assignment extends beyond 7:00 p.m. Their respective amounts can be found in SCHEDULE A – NO. 9.
- 6. Overtime will be equalized to the fullest extent practicable within each work group.
 - a. Full-time bus drivers' field trips and athletic trips shall be offered in the order of seniority. There shall be a separate rotation list for field trips as well and for athletic trips.
- 7. The Board shall not substitute compensatory time off in place of wages earned.

ARTICLE 12

EMPLOYEE ASSIGNMENT

- A. 1. a. All Teachers shall be given written notice of their tentative class and/or subject assignments and building assignments for the forthcoming year not later than June 1, whenever possible.
- b. Non-teaching staff members shall be given written notice of changes in their work and/or building assignments for the forthcoming year. This notice shall be given to twelve (12) month Secretarial/Clerical Employees, and Cafeteria Employees by August 1. Every effort will be made to notify the Paraprofessionals of changes as soon as possible.

2. The Superintendent shall assign all newly appointed personnel to their tentative positions within that subject area and/or grade level for which the Board has tentatively appointed the Teacher. The Superintendent shall give notice of assignments to new Teachers as soon as practicable.
 3. In the event that changes in such schedules, class and/or subject assignments, work assignments, or building assignments, are proposed after the dates set forth in 1.a. and b. above, the employee affected shall be notified in writing as soon as possible.
- B.
1. Employees who may be required to use their own automobile in the performance of their duties shall be reimbursed for all such travel at the allowable NJ state rate.
 2. Teachers who are assigned to more than one (1) school building shall be given adequate travel time between schools.
 3. Employees dividing their time between buildings or levels will be assigned to one building or level as per Article 7, at the discretion of the Superintendent.
 4. Employees dividing their time between buildings during the school day, shall be provided parking spaces as close as possible to a building entrance.
 5. All employee transfers (full or part-time) will be made public in the Superintendent's report, at the subsequent Board of Education meeting.

ARTICLE 13

EMPLOYEE FACILITIES

- A. Each school shall have the following facilities:
1. Space in each classroom in which Teachers may store instructional materials and supplies.
 2. A desk, chair, and filing cabinet for each classroom.
 3. A separate dining area for the use of the employees, wherever possible.
 4. Space for each employee to store coats and personal articles.
 5. Chalkboard/whiteboard space in every classroom.
 6. Books, paper, pencils, pens, chalk and erasers, as appropriate, shall be provided in every classroom and secretarial work station.

7. Each employee of the district covered by this agreement shall be provided with a district e-mail account and shall have access to a computer with Internet access, in accordance with Board Policy.

B. Uniform Allowance

1. The Board shall provide each Cafeteria Employee with five (5) shirts, five (5) pants, and five (5) smocks and up to a \$75.00 allowance for shoes annually. The type of such uniform will jointly be determined by the supervisor and an SEA committee.
2. Each year, the Board will provide the mechanics with seven (7) long sleeve shirts, seven (7) short sleeve shirts, and seven (7) pairs of pants. These items will be maintained by the worker. Each year the board will provide the mechanics with a pair of safety shoes not to exceed a cost of \$150.00. A receipt and certification statement must be signed by the employee attesting to compliance with OSHA standards for his/her job description in order to receive reimbursement for shoes. Every three (3) years, foul weather gear will be provided for the mechanics. New mechanics hired prior to December 31st of the current year will receive his/her full complement of shirts, pants and shoes. Anyone hired after December 31st will receive his/her full complement of shirts, pants and shoes on the date of hire but not be issued another set on July 1st of that year.
3. The Board shall provide each Bus Driver and Bus Aide with five (5) uniform shirt and one (1) winter jacket as needed. An SEA committee and the Board of Education will mutually agree upon the color, style and manufacturer of the uniform shirt and jacket.

ARTICLE 14

EDUCATIONAL COUNCIL

- A. A joint Educational Council shall be established and it shall consist of up to three (3) Board members, the Superintendent of Schools, two (2) designees appointed by the Board and up to five (5) Sayreville Teachers appointed by the Association. The Council shall meet at least three (3) times a year and advise the Board of Education on matters of mutual concern dealing with the day-to-day operation of the system and the advancement of the educational goals of the district. Prior to September 30 each school year, meeting dates for the school year shall be set jointly. Teacher participation in the Educational Council is voluntary and without additional compensation.
- B. The function of the Educational Council is to recommend for Board of Education consideration the establishment of policies and practices pertinent to the items in paragraph A. The Council, in preparing their recommendations for the Board of Education consideration, shall at all times avail itself of the most up-to-date research pertinent to such recommendations. In addition, it shall provide for majority reports and minority reports, if any, pertaining to its recommendations.
- C. All reports and recommendations outlined above in paragraph B. shall be in writing.

- D. Meetings shall generally be held during evening hours, at a mutually agreeable time.

ARTICLE 15

TEACHER TRANSFERS AND REASSIGNMENTS

- A. Requests for a voluntary transfer shall be given due consideration by the Superintendent of Schools on the basis of the needs of the District.
- B. Notice of any involuntary transfer or reassignment shall be given to Teachers as soon as practicable and, except in cases of emergency, not later than June 15.
- C. An involuntary transfer or reassignment shall be effective only after a meeting between the Teacher involved, and the principal, at which time the Teacher shall be notified of the reason, if requested by the Teacher. The Teacher may, at his option, have an Association representative present at such meeting.
- D. Teachers shall be given a signed copy of their notice of transfer, if possible, no later than June 15 of the year preceding said transfer.

ARTICLE 16

TEACHER PROMOTION

- A. Promotional positions are defined as “positions on the administrator-supervisory levels of responsibility.” Extra work and/or extra pay assignments do not constitute a promotion.
- B. For all promotional positions:
 - 1. A notice shall be posted in each school and Administrative Building as far in advance as practicable. A copy shall be sent to the Association President. Teachers who desire to apply for such vacancies shall submit their applications on-line to the Superintendent within the time limits specified in the notice.
 - 2. Applicants who meet the qualifications for a vacancy shall be interviewed by the Superintendent or his/her designee, and/or the Board of Education.

ARTICLE 17

SENIORITY, POST AND BID PROCEDURES LAYOFF AND RECALL

SECRETARIAL EMPLOYEES, CAFETERIA EMPLOYEES, FULL-TIME PARAPROFESSIONALS, FULL-TIME TRANSPORTATION EMPLOYEES, AND FULL TIME CAMPUS MONITORS.

A. Seniority

1. General

- a. “Seniority” is defined to mean preference in employment based upon the length of continuous service with the Board from the date of initial hire provided such service has not been terminated by:
 - (1) Quitting
 - (2) Discharge
 - (3) Expiration of recall rights.
- b. If a new employee is retained by the Board beyond the probationary period, his/her seniority will be retroactive to the date of employment.
- c. Seniority shall prevail in matters of layoff, recall, and vacation selection except as otherwise provided in this Agreement. To break ties in seniority, the lowest number on the application will prevail.
- d. Employees on paid sick leave will continue to accrue seniority.

2. Specific

a. Secretarial/Clerical Employees

Vacancies in the Superintendent’s Office shall be filled by managerial prerogative. Seniority will not be a controlling factor in the filling of these vacancies.

b. District Satellite Cafeteria Manager/Cafeteria Managers

- 1. In case of a school closing or a reorganization of a school that a Cafeteria Manager (not the District Satellite Cafeteria Manger) is assigned to, the Cafeteria Manager with the least seniority in this category, will move back into the Cafeteria Worker category at the most junior six (6) hour position, retaining all seniority rights for future bidding positions.

2. Seniority as a Cafeteria Manager can only be gained in a Cafeteria Manager position. All Cafeteria Manager seniority is additionally credited to Cafeteria Worker seniority.

c. Cafeteria Workers, Paraprofessionals

In a case of a school closing, Cafeteria Workers and Paraprofessionals have the right to “bump” into the school of choice through seniority.

d. Transportation Employees

1. There shall be a separate seniority list for each unit: Bus Aides, Hourly Drivers and Mechanics.
2. Probationary Period - The first 90 calendar days of employment, excluding July and August, shall be a probationary period and the Board shall have the right to discharge a probationary employee without assigning any reason for the discharge and shall not have recourse under the grievance procedure.
3. No seniority will be lost or gained by a leave of absence approved by the Board unless the person fails to report to work on the agreed workday.

B. Post and Bid Procedure

1. It is the intention of the Board to fill job vacancies from within each unit sub-group (Secretarial, Cafeteria Manager, Cafeteria Workers, Paraprofessional) before hiring new employees.
2. The Board shall post all vacancies for permanent positions. The Board shall prepare a notice stating the name of the job classification, location of the assignment and requirements. In addition, the statement shall invite bids. This notice shall be posted on all bulletin boards for five (5) working days. In addition, the Board agrees to publish a notice for bid to each employee on the email system. All such vacancies will be posted on the district’s website.
3. A successful bidder will be granted a trial period of thirty (30) renewable working days not to exceed ninety (90) working days on the new assignment. During this trial period, the successful bidder will be compensated at the rate of pay of the new classification. Easter, Christmas and summer recesses, where applicable, will not count toward the completion of the ninety (90) working days’ trial period. The Association and the employee will be kept advised of the bidders’ progress in learning of the new assignment and be given every reasonable assistance to successfully meet the requirements of the job. If the bidder does not wish to stay in the lateral/upgrade position, the bidder may return to his/her previous position within twenty (20) days of the new appointment. If the bidder fails to successfully meet the requirements of the job within the ninety (90) working day trial period, or expresses his/her desire to return to his/her previous position within

twenty (20) days of the new appointment, such person shall assume seniority and pay as though such old classification had never been left.

- a. Transportation Employees. A successful bidder will be granted a trial period of ninety (90) calendar days, excluding July and August, on the new assignment. During his/her trial period, the successful bidder will be compensated at the rate of pay for the new classification. The Association and the employee will be kept advised of the bidder's progress in learning the new assignment and be given every reasonable assistance to successfully meet the requirements of the job. If the bidder fails to successfully meet these requirements within ninety (90) calendar day trial period, such person shall assume seniority and pay as though such old classification had never been left.

C. Layoff and Recall

1. General Provisions

The Board may reduce the working force consistent with N.J.S.A. 18A:28-9. Under such circumstances, the following procedures shall be followed:

- a. Any employee laid-off shall be placed on the recall list in the unit sub-group (see B.1.) for a period of two (2) years.
- b. Any notice of re-employment to an employee who has been laid off shall be made by registered mail to the last known address of such employee.
- c. The employee must notify the Board within ten (10) working days of intent to return to work.
- d. The employee shall give notice of intent to return within ten (10) working days of receipt of a reemployment notice and actually return to work within thirty (30) calendar days.
- e. Notice of the layoffs of Cafeteria Employees, and Secretarial/Clerical Employees shall be given at least thirty (30) days before the scheduled layoffs. Paraprofessionals and Transportation Employees shall be given at least ten (10) working days' notice before the scheduled layoffs.
- f. The employee with the least amount of seniority in a unit sub-group (see B.1. above), regardless of classification within the unit sub-group will be the first laid off.
- g. The Board, upon rehiring, shall do so in order of seniority. The Board shall rehire the last employee laid-off in a unit sub-group providing that such employee has the qualifications for the position for which he/she is rehired.
- h. Under no circumstances shall the Board hire Secretarial/Clerical Employees from the open market while Secretarial/Clerical Employees on the recall list who are

qualified to perform the duties of the vacant position are ready, willing and able to be re-employed.

- i. Any non-professional employee who maintains his/her employment within the district and bids for a job previously held by that employee will be placed on the same step of the salary guide that he/she would have been on had they never left the position.

2. Secretarial Reduction-in-Work Year

If a reduction in the Secretarial work force involves changing a position from twelve (12) months to ten (10) months, the following rules will apply:

- a. Employee in the reduced position may elect to remain in the position or displace the most junior of these twelve (12) month employees with less seniority providing:
 1. The employee is qualified for that position
 2. The position is not restricted under A.2.a. above.
- b. The junior twelve (12) month employee displaced from a twelve (12) month position will be placed in the open ten (10) month position.

ARTICLE 18

EVALUATION

A. Teacher Evaluation

1. Each non-tenured Teacher shall be evaluated at least three (3) times each year by his/her immediate supervisor.
2. A Teacher shall be given a copy of any class visit or evaluation report prepared by his/her evaluators not more than five (5) working days following the evaluations.
3. Each observation cycle (observation, written report and conference) shall be completed before another cycle begins. However, the teacher must notify the evaluator if a cycle is incomplete before the observation commences.
4. The Teacher shall be given a copy of the Annual Performance Report after the Teacher has signed said report. When any report on performance goes into a non-teaching employee's personnel file, a copy shall be provided to the employee.

B. All Employees

1. Any employee shall have the right to have his/her written comment regarding the evaluation included in his/her personnel file as long as it is received within 10 school days of the post conference.
2. No observation or evaluation report shall be submitted to any central office, placed in the employee's file or otherwise acted upon without prior conference with the employee. No employee shall be required to sign a blank or incomplete evaluation or observation form.
3. When any report on performance goes into a non-teaching employee's personnel file, a copy shall be provided to the employee.
4. All monitoring or observation of the work performance of an employee shall be conducted openly and with full knowledge of the employee. The use of eavesdropping, public address, cameras, audio systems, and similar surveillance devices shall be strictly prohibited.

ARTICLE 19

SICK LEAVE

- A. All employees employed by September 1st who are protected by tenure or are steadily employed, shall be entitled to ten (10) sick leave days each school year and all twelve (12) months employees shall be entitled to twelve (12) sick leave days each school year. However, any employee that is on an unpaid leave of absence on September 1st will be entitled, upon their return to work, to a prorated number of sick days during the school year that they return to work, beginning with the first full month that they work. All newly-hired employees employed after September 1st, on a contractual basis, will be entitled to a prorated number of sick days equal to one (1) day for each full month of employment. Unused sick leave days shall be accumulated from year to year with no maximum limit. However, no employee shall be allowed to increase his total accumulation by more than fifteen (15) days in any one year, pursuant to N.J.S.A. 18A:30-7.

All cafeteria workers-hourly shall be entitled to one sick leave day per month. A sick leave day shall be defined as the number of hours per day normally worked by the worker taking sick leave. Any day not used may accumulate but cannot be used for a determination of terminal leave pay under Article 11E unless the worker becomes full time in a position in the district. Should a worker become full time, that number of sick leave hours that the worker has accumulated shall be retained.

1. All contractual employees re-hired after September 1, will be entitled to one (1) sick day for the month they are re-hired, provided they begin working on or before the first work day after the tenth of the month.

- B. Extended Sick Leave

Extended sick leave benefits will be governed by N.J.S.A. 18A:30-6 as outlined below:

When absence, under the circumstances described in section 18A:30-1 of this Article, extends the annual sick leave and the accumulated sick leave, the Board of Education may pay any such person each day's salary less the pay of a substitute, if a substitute is employed or the estimated cost of the employment of a substitute if none is employed, for such length of time as may be determined by the Board of Education in each individual case. A day's salary is defined as 1/200 of the annual salary for ten (10) month employees and 1/240 of the annual salary for twelve (12) month employees.

- C. Tenured Teachers, Secretarial/Clerical Employees, Cafeteria Employees, Paraprofessionals and Transportation Employees must be granted a sick leave without pay, up to two (2) years, unless the Board of Education acts otherwise in a specific case.
- D. No sick leave entitlement is to accrue to employees while on an extended unpaid leave of absence.
- E. Every effort shall be made to provide all employees an annual accounting of accumulated sick leave by September 30.
- F. Paraprofessionals on a paid sick leave will continue to accrue seniority.
- G. Transportation Employees
 - 1. Employees entitled to sick days with pay shall be paid for the scheduled hours of run, inclusive of late runs.
 - 2. Employees with less than six (6) years of employment may receive the difference between their salary and the wages paid to a substitute for thirty (30) days after their cumulative sick days have been exhausted only once for same occurrence. The Board retains case by case discretion in granting any additional leave.
 - 3. Employees with more than six (6) years of employment may receive the difference between their salary and wages paid to a substitute for ninety (90) days after their cumulative sick days have been exhausted for each occurrence, provided there is a break of at least thirty (30) calendar days. The Board retains case by case discretion in granting any additional leave.
 - 4. No sick leave entitlement is to accrue to employees while on leave of absence.
 - 5. Employees on sick leave will continue to accrue seniority.

ARTICLE 20

PERSONAL ABSENCE

- A. Teachers shall be entitled to the following personal leaves of absence with full pay each school year:

1. Days for personal business that require absence during school hours. The applicant need not be required to state the reason for taking such leave other than that he is taking it under this section. The applicant must submit and receive approval from the Superintendent or his designee three (3) days before taking such leave. Teachers shall not request personal days immediately before and after a holiday. Regulations in this paragraph may be waived in case of an emergency and/or at the discretion of the Superintendent.
 - a. Teachers with less than nine (9) years of service in the District - three (3) days.
 - b. Teachers with nine (9) years or more service in the District - four (4) days.
 - c. Teachers employed after December 1st shall receive a prorated number of personal days according to the following schedule:
Employed before March 1st - two (2) days
Employed after March 1st - one (1) day
 - d. In the event a Teacher desires to use a personal day in an emergency situation, the Teacher shall report his/her intent to be absent in the normal manner. The Teacher shall submit a personal leave day request through the online system, with the emergency reason stated, to the Superintendent, or his/her designee for approval/disapproval.
 - e. A maximum of one (1) personal day each school year may be taken as two (2) half-day personal days.
 - f. Employees may be granted three (3) consecutive personal days with the approval of the building principal as long as they do not coincide with the following:
 1. The day before or after a holiday or school recess/vacation.
 2. The day(s) of any state tests, achievement tests and/or mid-term/final exams.
 3. The day(s) planned for district/school staff development activities.Any three consecutive personal days which involve 1 through 3 above will require the approval of the Superintendent of Schools and will be granted under limited conditions.
 - g. All employees shall have the option to carry over 2 (two) unused personal days per school year to Family Illness Days. All employees shall have the option to accrue Family Illness Days, but cannot bank more than six (6) at any given time.

- B. Bus aides, part-time cafeteria employees and part-time secretaries will be granted one (1) paid personal day per year. Full-time secretarial/clerical employees, cafeteria employees, full-time

paraprofessionals, full-time bus drivers, and Mechanics will be granted personal days with pay in accordance with the following schedule:

Years of Employment as of June 30th	Number of Personal Days with Pay
Less than one (1) year	Prorate one (1) day for each four (4) months of completed employment
One (1) year but less than five (5) years	Three (3) days
Five (5) years or more	Four (4) days

1. An employee must submit and receive approval from the Superintendent or his/her designee three (3) days before taking such leave. In the event an employee desires to use a personal day in an emergency situation, the employee shall report his/her intent to be absent in the normal manner. On the first day the employee returns to work, the employee shall submit a personal leave day request, with the emergency reason stated, to the Superintendent, or his/her designee for approval/disapproval.
2. The Board will consider granting a personal leave day either on the scheduled workday prior to or following Independence Day and prior to Labor Day.
3. Personal days will be reimbursed for Hourly drivers based on scheduled hours of work, inclusive of late runs.
4. Employees may be granted three (3) consecutive personal days with the approval of the building principal as long as they do not coincide with the following:
 - a. The day before or after a holiday or school recess/vacation.
 - b. The day(s) of any state tests, achievement tests and/or mid-term/final exams.
 - c. The day(s) planned for district/school staff development activities.

Any three consecutive personal days which involve “a” through “c” above will require the approval of the Superintendent of Schools and will be granted under limited circumstances.

- C. Unused entitlement of personal days under A. and B. above with pay shall be added to such individual employee’s accumulated sick leave entitlement.
- D. See Article 24 for Professional Development Days
- E.
 1. An allowance of five (5) bereavement days will be granted for a spouse, “significant other” or “civil union” partner as defined by the state, child, mother, father, step-parents, step-children, or siblings, without deduction in pay in case of death provided the leave can be taken within ten (10) days. “Significant other” shall be defined as one of two

adults living in the same household as domestic partners in an established relationship, acknowledged by the parties and with co-mingled financial obligations.

2. Three (3) bereavement days will be granted for mother-in-law, father-in-law, daughter-in-law, son-in-law, grandmother, grandfather, and grandchildren, provided these can be taken within seven (7) days.
- F. In the event of a death of an employee's brother-in-law, sister-in-law, aunt, or uncle an allowance of (1) workday will be granted without deduction in pay provided that this can be taken within seven (7) workdays of the aforementioned death.
- G. An allowance of one (1) school day for attendance at delayed funeral services for relatives in the above-mentioned categories under extenuating circumstances may be granted at the discretion of the Superintendent.
- H. In the event of the death of a student or staff member, the building principal will allow a suitable number of staff members to leave the building to attend the funeral.
- I. Ten-month employees absenting themselves and failing to comply with the procedures delineated above will be deducted one two-hundredth (1/200) of the annual salary for such day's absence. Twelve-month employees absenting themselves and failing to comply with the procedures delineated above will have one-two hundredth and fortieth (1/240) of the annual salary deducted for such day's absence.
- J. Jury Duty Service - Teachers, Secretarial/Clerical Employees, Cafeteria Employees, Paraprofessionals and Transportation Employees.
1. Any such employee who is called to jury duty shall immediately notify the employer.
 2. Said employee who is excused from jury duty service on any day shall report for work on such day.
 3. Said employee shall not be required to report back to work on any day he is in attendance at court for jury duty service, regardless of the employee's shift.
 4. The employer agrees to pay said employee a full day's pay for each day of jury duty service in addition to whatever compensation such employee may receive as jury duty services fees from the court. Full-Time Bus Drivers shall not be paid less than four and one half (4-1/2) hours or scheduled hours not including late runs.
- K. Other leaves of absence with pay may be granted by the Board for good reason. Leaves taken pursuant to Section A. above shall be in addition to any sick leave to which the employee is entitled.
- L. A "day without pay" (formerly referred to as a "deduct day") will not be granted by the Superintendent until all of the employee's personal days and vacation days have been exhausted. If the employee has no remaining personal days or vacation days and takes a "day without pay," the employee will lose that day's pay and may be subject to a formal reprimand.

ARTICLE 21

EXTENDED LEAVES OF ABSENCE

A. Anticipated Disability Leaves

1. Any employee who anticipates undergoing a state of disability such as but not limited to surgery, hospital confinement, medical treatment or pregnancy may apply for a leave of absence based upon said anticipated disability in accordance with provisions hereinafter set forth.
2. Employees requiring time off for reasons of disability are required to request such leave of the Board on the form included in this contract, through the Superintendent, as soon as the condition which may result in disability is known.
3. Any employee who desires to continue in the performance of his or her duties during a period prior to a state of disability shall be permitted to do so provided said employee produces a statement from his or her physician stating that said employee is physically capable of continuing to perform his or her duties and further stating up to what date is the opinion of said physician the employee is capable of performing said duties.
4. The employee requesting a leave under the provisions of Section A. shall specify in writing on the form included in this contract the date on which the disability is anticipated to commence and terminate.
5. The employee requesting leave under Section A. must produce a statement of his or her physician stating that the employee is or will be disabled pursuant to Section A.1. The statement must include anticipated commencement and termination dates for said disability.
6. The Board retains the right to set the start date and/or return date for said leave in order to avoid interference with the administration of the schools or with the education of its students. Should the Board choose to accelerate a starting date for an anticipated disability leave under this provision, the date will be set no earlier than the first day of the marking period in which the employee anticipates leaving. The employee shall not lose any insurance benefits if his/her starting date is accelerated under this provision. Return from a disability, family and/or child rearing leave shall occur at the beginning of a marking period. Prior written notice must be given. Any deviation from this policy for extraordinary circumstances shall be at the discretion of the Superintendent and the Board.
7. The Board shall have the right to require any employee who has been on a disability leave and who desires to return to his or her duties by a fixed date following recovery from disability to produce a certificate from his or her physician stating that he or she is capable of resuming their duties.

8. During the period of actual disability an employee granted an unpaid leave of absence may use accumulated sick leave pursuant to the provisions of N.J.S.A. 18A:30-1 et seq.
9. The provisions of Section A. shall not be deemed to impose on the Board any obligation to grant or extend a leave of absence of any non-tenured employee beyond the end of the contract school year in which the leave is obtained.

B. Child-Rearing Leave

1. In the case of a birth of a child, any employee shall have the right to apply for a leave without pay for child-rearing purposes.
2. Applications for child-rearing leave shall be made by the employee to the Superintendent at least sixty (60) days prior to the anticipated birth of the child. Employees shall utilize the form included in this contract for this purpose.
3. Child-rearing leave shall be granted to all employees for a period of up to the end of the work year in which the birth of the child occurs. In the case of a tenured employee, such leave shall, upon the request of the employee, be extended for one (1) additional work year, providing application is made no later than March 15 of the prior work year. Except in the case when the child is born after March 15, the application shall be made no later than July 1.
4. Any employee adopting a child shall be granted a child-rearing leave which shall commence upon receiving de facto custody of said infant, or earlier if necessary, to fulfill requirements for the adoption. The employee shall notify the Superintendent as soon as the employee knows of the date of custody.
5. An employee may request to terminate an unpaid leave of absence under Sections B.3. and B.4. prior to the termination date adopted by the Board. The Board may deny such a request based upon its determination that the earlier leave termination date would interfere with the administration of the schools or its students.
6. A Teacher returning from an unpaid leave of absence under B.3. and B.4. above shall be placed in a position within the certification of such Teacher.
7. The provisions of Section B. shall not be deemed to impose on the Board any obligation to grant or extend a leave of absence to any non-tenured employee beyond the termination date of his or her contract.

C. Other leaves of absence may be granted by the Board for good reason.

- D.
1. Employees leaving for pregnancy disability purposes shall have extended insurance coverage for one (1) calendar year from the first day of the pregnancy disability leave.
 2. All benefits to which an employee was entitled at the time his or her sick leave under this Article commenced, including unused accumulated sick leave and credits toward sabbatical eligibility, shall be restored to him upon his return.

3. All applications for extension or renewals of leaves shall be made in writing.
- E. Employees on a leave of absence pursuant to the provisions of this Article shall submit to the Superintendent written notice of their intent to return to work no later than April 1 of the school year preceding the year in which they intend to return. Failure to submit this notification will be considered a resignation.
- F. Supplemental Leaves - Transportation Employees
1. Supplemental leaves of absence without pay may be granted by the Superintendent of Schools or the Board Secretary provided that the needs of the service permit and also provided that overtime coverage is not required by the granting of the leave of absence without pay. Request must be made at least forty-eight (48) hours in advance of the start of such leave, except in cases of emergency.
 2. Other leaves of absence without pay may be granted by the Board for good reasons.
 3. A leave of absence for the purpose of pursuing additional education may not exceed a period of two (2) years.

ARTICLE 22

SABBATICAL LEAVES

- A. A sabbatical leave may be granted to a Teacher by the Board for educational purposes. To be eligible, one must show proof of matriculation for a Doctorate degree program subject to the following conditions:
1. If there are sufficient qualified applicants, sabbatical leaves shall be limited to three (3) Teachers at any one time.
 2. Requests for sabbatical leave must be received by the Superintendent in writing no later than February 1st and action must be taken on all such requests no later than May 1st, of the school year preceding the school year for which the sabbatical leave is requested.
 3. Tenured Teachers who have completed at least seven (7) full school years of service in the Sayreville School District are eligible.
 4. A Teacher on sabbatical leave for a full school year shall be paid by the Board at fifty percent (50%) of the salary rate which he would have received if he had remained on active duty.
 5. Upon return from sabbatical leave, a Teacher shall retain salary, seniority, retirement and tenure rights as if they were in regular employment.

6. The recipients of sabbatical leaves shall agree, in writing, to return to the Sayreville School District for a period of at least two (2) years after the leave. Failure to comply with this section will require reimbursement of salary received during said leave.
7. Final selection of recipients shall be made by the Superintendent of Schools and require approval by the Board of Education.
8. The recipients of sabbatical leaves shall prepare and submit written reports for evaluation work or research undertaken during the leave. Number and frequency of written reports submitted by the candidates to the Board of Education will be determined by the Superintendent and will depend on the course of study being pursued by the candidate.
9. Should the recipient not receive his/her Doctorate within two (2) years after returning to the Sayreville School District, he/she is to reimburse the Board fifty percent (50%) of the pay he/she received while on sabbatical.

ARTICLE 23

REPLACEMENT OF TEACHERS

- A. A properly qualified Teacher holding an appropriate certificate, who replaced a regular teacher during an extended absence, carrying out regular teaching procedures and preparing and formulating lesson plans, shall be paid at the minimum salary for his/her classification on the guide or at a level approved by the Superintendent and the Board.
- B. The Teacher shall receive prorated sick leave and personal days in accordance with ARTICLES 19 and 20.
- C. Health benefits shall be provided to the extent required by law. The teacher shall also receive any other dental and prescription benefits to the same extent as any other employee who is employed for sixty (60) or more days.
- D. The Teacher shall be granted professional days at the discretion of the Principal/Superintendent as per ARTICLE 24. If the replacement teacher works for the full year, he/she will have the same number of professional days as a regular teacher.
- E. This language shall not apply to vacancies created by resignation, retirement or death except for those vacancies which occur after April 30 in any year. Vacancies which occur after April 30 may be filled under the substitute procedures and shall not be covered under A. above.

ARTICLE 24

PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

- A. Course Reimbursement: The Board will provide tuition reimbursement for graduate or continuing education credits (CEU), excluding fees and/or any other costs that may be associated with same, for licensure for up to nine (9) credits per year for courses taken during a school year (July 1st to June 30th) for certificated staff who have completed three (3) continuous years under their current certification. There is a cap of \$100,000 for tuition reimbursement for the SEA as a whole and cap of nine (9) credits per year per employee on a first come first served basis. Such courses must be in the teacher's specific subject area taught or educational technology. Each year, three (3) of the nine (9) credits may be taken in administrative courses eligible for NJ certification as a supervisor, principal or school administrator. Certificated staff requesting course tuition reimbursement must prove they are matriculating in a program or that the course meets CEU licensure requirements. Each course shall be reimbursed up to the Rutgers University graduate rate. Any exception to these three areas will be at the sole discretion of the Superintendent. Courses required for teacher certification are not eligible for tuition reimbursement.
1. Applications for course tuition reimbursement must be approved by the Superintendent before course registration is made. Reimbursement shall be provided when evidence that the approved course was taken and successfully completed is submitted to the Superintendent of Schools.
 2. Any teacher who received course tuition reimbursement from the district for coursework completed will be subject to a two (2) year commitment to the district. If the teacher resigns, he/she will be obligated to pay the full amount of the tuition reimbursement back to the district. Exceptions to this article will be made in the event of extenuating circumstances. These circumstances will include, but not be limited to, family or medical emergencies and spousal transfers.
 3. Reimbursement will not be provided for courses taken in whole or in part while a teacher is on an unpaid leave of absence.
- B. In-Service programs offered by the district shall be offered on an in-district credit basis for employees. The district and the Association shall agree on the credit value prior to the start of the program. This credit will be used for advancement in levels within the salary schedule and will have the equivalent of graduate weighting.
- C. When guidelines related to the new professional development programs are promulgated from State of New Jersey, the parties will work to implement the recommendations and negotiate over the terms and conditions related to those changes if necessary. A committee involving the Superintendent of Schools and administrators of his/her choosing and members of the Association selected by the president shall review these guidelines and make recommendations to the Board for future actions.

- D. Professional Days: Up to two (2) days per year will be granted to teachers for the purposes of attending meetings or conferences of an educational nature upon approval of the Superintendent. The day/s may be requested for attendance at a single meeting / conference or two different meetings or conferences. The total amount of the reimbursement for both days shall not exceed schedule A-NO. 9 amounts of \$350 per school year. Additional Days may be approved by the Superintendent.

In order to be considered for such leave, the Teacher shall apply for such leave in writing and in accordance with current state regulations. An individually prepared report will be submitted to the Superintendent's office within seven (7) days of attendance at such an activity. Expenses for such approved professional days will be reimbursed according to the amounts in SCHEDULE A – NO. 9.

Coaches shall be allowed to take an additional professional day as per Article 8 of this contract. In addition, support staff employees may apply to attend meetings or conferences of an educational nature upon approval of the Superintendent. There shall be an aggregate cap of \$2,000.00 in expenses for such conferences for support staff. No more than two (2) support staff employees within the district will be allowed to attend any one conference and no support staff employee will attend more than one (1) conference in the year. Expenses for such approved conferences will be reimbursed according to the Professional Day rate in SCHEDULE A – NO. 9. Transportation employees: two (2) employees will be allowed to attend an NJEA sponsored conference on non-school days. Reimbursed expenses for such conferences are indicated in SCHEDULE A – NO. 9. The Superintendent may approve additional professional days at his/her discretion.

ARTICLE 25

ADULT SCHOOL

Employees under contract to the Sayreville Board of Education may enroll in the Sayreville Adult School tuition-free under the same provisions, except those relating to age and residency, and exceptions as senior citizens. Seminars offered through the Adult School are excluded from this provision.

ARTICLE 26

INSURANCE PROTECTION

A. Health Benefits

Effective July 1, 2013 the Board shall provide the Healthcare Insurance designated below:

- A **Preferred Provider Organization (PPO) Plan** will be offered to all eligible employees, as defined below, and their dependents for the July 1, 2020 to June 30, 2021 school years with the employee contributing in the amount established in section "H", below. The Board will pay the

remainder of the monthly premium until June 30, 2021. The PPO Plan office visit copay will remain at \$ 15.00.

- A **Point of Service (POS) Plan** will be offered to all eligible employees, as defined below, and their dependents for the July 1, 2020 to June 30, 2021 school years with the employee contributing in the amount established in section “H” below. The Board will pay the remainder of the monthly premium until June 30, 2021.
- A **HMO Plan** will be offered to all eligible employees, as defined below, and their dependents for the July 1, 2020 to June 30, 2021 school years with the employee contributing in the amount established in section “H”, below. The Board will pay the remainder of the monthly premium until June 30, 2021.
- The Pre-Admission Certification Review maximum penalty is \$400.00 per incident

B. Eligibility and Qualifications

Eligibility and Qualifications for the above named Health Benefits Programs for the period of July 1, 2020 through June 30, 2021:

1. Employees hired prior to June 30, 2011 are eligible for the PPO Plan. These members may choose between the PPO, POS or HMO on the annual renewal date.
2. Anyone hired after June 30, 2011 will be offered up to Family Coverage for POS or HMO only. These employees may buy up to the PPO at any time. In order to do this, members must pay the difference between the annual premium for POS or HMO for that employee and that of the PPO. In addition, these members would be required to pay any other contributions required by Section “H”, below.

C. Dental Plan

Each employee shall receive dental coverage, which includes a Dental Maintenance Organization Plan. The Plan will be offered to all eligible employees and their dependents for the July 1, 2020 to June 30, 2021 school years with the employee contributing in the amount established in section “H”, below. The Board will pay the remainder of the monthly premium until June 30, 2021.

The coverage is an annual maximum of \$2,500.

D. Prescription Plan

Prescription Drug Benefits will only be provided if the employee elects to enroll in the Prescription Drug Plan.

The Plan will be offered to all eligible employees and their dependents for the July 1, 2020 to June 30, 2021 school years with the employee contributing in the amount established in section “H”, below. The Board will pay the remainder of the monthly premium until June 30, 2021.

The Plan will have a four tier schedule with single, member/spouse – member/partner, parent and child, and family coverage with contribution costs apportioned by the amount of coverage requested, as established in Section “H”, below.

The Prescription Drug co-payments will be: Brand \$ 25, Generic \$ 15, Mail Order \$10.

The Business Administrator will provide the Association President with an annual cost analysis of the Prescription Plan on or about each of the following dates: December 15; April 15; and, August 15.

- E. The Board shall reserve the right to consider other plans, subject to Article 2 of this Agreement. The Board reserves the right to change insurance carriers at any time, provided that the coverage provided by the new insurance carrier is equal to or better than the current PPO, POS, HMO, Dental Plans, and/or Prescription Plan, whichever is applicable.
- F. Any changes to insurance plans require supporting documentation.
- G. Employees who waive their right to receive health insurance (whether PPO, POS or HMO coverage) and prescription benefits will receive an annual payment in lieu thereof as follows:

- \$ 2,000.00 for waiver of family coverage
 - \$ 1,000.00 for waiver of parent/child or husband/wife coverage

Employees electing to waive such coverage and benefits must first provide the Board’s Business Administrator/Board Secretary with proof of other health insurance coverage for the employee and the employee’s dependents. If an employee loses his/her out-of-district health insurance and prescription coverage, he/she shall have the option of enrolling in the district’s health insurance plan.

Employees who waive their right to receive health insurance coverage as a result of receiving health insurance coverage through another person employed by the Board are not eligible to receive the annual payment for waiver of coverage as set forth above in Article 26(G).

- H. Employee Contribution Calculations (Health Care, Dental, Prescription etc.):

Employees’ health benefits contributions will be the greater of the following:

- a) 1.5% of their annual salary (Chapter 2) OR
 - b) Chapter 78 - Statutory Requirement OR
 - c) Employee Contributions per Negotiated Agreement:

<u>Medical PPO</u>	<u>Annual Employee Contribution</u>
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Single	\$383.30
Parent and Child	\$559.30
Husband/Wife / Partner	\$836.11
Family	\$977.38
<u>Medical POS</u>	<u>Annual Employee Contribution</u>
Single	\$270.02
Parent and Child	\$93.62
Husband/Wife / Partner	\$731.74
Family	\$324.43
<u>Medical HMO</u>	<u>Annual Employee Contribution</u>
Single	\$0
Parent and Child	\$0
Husband/Wife / Partner	\$0
Family	\$0
<u>Prescription Drug</u>	<u>Annual Employee Contribution</u>
Single	\$630.38
Parent and Child	\$1,274.02
Husband/Wife / Partner	\$1,719.65
Family	\$2,016.77

1. Medical contribution calculations are based on 5% of the annual premium cost.
2. Prescription calculations are based on 40% of the annual premium cost that exceeds \$900 per covered employee.

3. Should these contribution calculations decrease by greater than 5% during the duration of this agreement, the Association and the Board will negotiate over new contribution rates.
4. Should these contribution calculations increase at any point in time, the Association will not be required to pay any amount greater than the table listed above for the duration of this contract.
5. Freeze member contributions towards health benefits at the employee's 2019-2020 real dollar amount. For example, an employee who contributed \$5,000 towards health benefits for the 2019-2020 school year, will contribute \$5,000 towards health benefits for the 2020-2021 school year. In the event an employee changes level of coverage (ie: single -> family), the employee will pay an amount to a similarly situated employee.

This provision will sunset with the expiration of the 2020-2021 Agreement, but remain in effect until a successor agreement to the 2020-2021 Agreement is ratified. This means that for purposes of negotiating a successor agreement to the 2020-2021 Agreement, this language will not be considered contractual language and will not be part of the successor contract unless negotiated and agreed to by both parties.

ARTICLE 27

DEDUCTIONS FROM SALARY

- A. The Board agrees to deduct from the salaries of its employees, dues from the Sayreville Education Association, a unified Association with its affiliates, as said employees individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 310, Public Laws of 1967 (N.J.S.A. 52:14-15.9c) and under Rules established by the State Department of Education. Said monies, together with records of any corrections, shall be transmitted to the treasurer of the Sayreville Education Association by the 15th of each month following the monthly pay period in which deductions were made. The Association treasurer shall disburse monies to the appropriate Association or Associations. Employee authorizations shall be in writing as set forth in ADP forms.
- B. The Board agrees to deduct from an employee's salary, money for the tax-sheltered annuities and to transmit the monies to the SEA designee provided, however, that such monies shall only be invested in companies financial or insurance, who are properly licensed to do business in the State of New Jersey and who shall agree to furnish the Board with indemnification protection as to such funds transmitted to said SEA designee. Said deposits shall be made twice per month when paychecks are distributed. However, an employee may make only one alteration in the deduction denomination per year. The year is defined as September 1 through August 31.
- C. Agency Fee
 1. Determination of Fee

Prior to the beginning of each academic year, the Association will notify the Board in writing of the amount of the regular membership dues, initiation fees and assessments charged by the Association to its own members for the academic year. The agency fee to be paid by non-members will be determined by the Association in accordance with the law.

2. Deduction and Transmission of Fee

a. Notification

Once during each academic year, the Association will submit to the Board a list of those employees who have not become members of the Association for the then current academic year. The Board will deduct from the salaries of such employees, in accordance with b. below.

b. Payroll Deduction Schedule

The Board will deduct the agency fee from the paychecks paid to each employee on the aforesaid list during the remainder of the academic year in question.

c. Termination of Employment

If an employee terminates his or her employment with the Board before the Association has received the full amount of the agency fee to which it is entitled under this Article, the Board will deduct the unpaid portion of the fee from the last paycheck paid to said employee during the academic year in question.

d. Employees who leave during the work year whether they voluntarily pay dues or are agency fee payers shall be treated identically with regard to the payment of dues/fees. Upon termination of employment, the disbursing officer shall deduct any remaining amount owed under the terms of statute for the current work year.

e. Mechanics

The mechanics for the deduction of a transmission of such fees to the Association will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Association.

f. New Employees

Representatives of the Association shall receive, upon request, a written list of names, job titles and dates of employment of any new employees.

3. Indemnification

The Association shall indemnify and hold the Board harmless against any and all claims, demands, suits and other forms of liability that may arise out of, or by reason of any action taken or not taken by the Board in conformance with this provision.

- D. The Board agrees to deduct from an employee's salary the employee's contribution to all monthly insurance payments for the coverage chosen by the employee.
- E.
 - 1. The Board agrees to make available to all employees covered by this Agreement all benefits provided for in the Teacher's Pension and Annuity Fund or the Public Employee's Retirement System, whichever is applicable.
 - 2. Pension shall be based on regular straight time wages and longevity pay.
 - 3. Pension for Transportation employees shall be based on Base Wages calculated from the previous year's W-2 form.

ARTICLE 28

MENTOR AND PROVISIONAL TEACHERS

The Board of Education shall accept all responsibilities of the Provisional Teacher Program in following the guidelines as per the New Jersey State Department of Education, Teach NJ and N.J.A.C. 6A:9B-8.

The Provisional Teacher shall be included in the Recognition clause of Article I and A.B.1., B. and C.

A. Mentor Teachers

- 1. Teachers hired as First Year Mentor Teachers shall be fully certified, experienced teachers currently employed by the Sayreville School District. Qualifications for First Year Mentors must also meet Department of Education requirements.
- 2. Teachers shall volunteer to be First Year Mentor Teachers. The positions for First Year Mentor Teachers shall be posted in the appropriate school with specifications as to but not limited to a job description, salary, workday and year, etc.
- 3. Any training mandated for the First Year Mentor Teachers shall be provided according to Department of Education regulations and guidelines. Stipends for mentor teachers will be determined by the NJ Department of Education. When state funding combines monies for stipends and professional development, the minimum stipend will be 60% of the funded allocation with the remaining 40% allocated for professional development activities for the training of Mentors and/or Provisional Teachers.

B. Provisional Teachers

- 1. Provisional Teachers shall meet with the First Year Mentor Teacher and the Certified Support Team at the times prescribed in the NJ Department of Education guidelines. All involved shall be given copies of all regulations, procedures and contract language that will be followed during the year no later than the first day of school for the Provisional Teacher.

2. Provisional Teachers shall be paid on the salary guide Schedule A - No. 1 and Article 11.
3. Provisional Teachers shall pay the Mentor Teacher whatever the state mandates as to the cost. The Board of Education will deduct the payment, if necessary, from the Provisional Teachers check in 20 equal installments. First Year Mentor Teachers will be paid according to NJ Department of Education guidelines.

C. Evaluation

1. Observation and evaluation of Provisional Teachers shall be in compliance with the Administrative Code governing the Mentor Process and Article 18 of the Agreement.
2. Mentor Teachers shall not participate in any formal evaluations that might have a bearing on the employment or certification of Provisional Teachers. They shall not be asked to evaluate the performance of the Provisional Teacher.
3. The Mentor Teachers' Annual Evaluations shall not be impacted in any way based upon their participation in the mentoring process.

D. Work Day

1. The Administration will make all arrangements to fulfill the requirements of the Provisional Teacher/Mentor Regulations.
2. During the first 60 calendar days, the First Year Mentors and Provisional Teachers shall not be assigned AM or PM bus duty and/or supervision duties.
3. If a First Year Mentor does not have a duty period, he/she will be paid the contracted amount for one period of substitute coverage to use his/her planning/lunch period to work with the Provisional Teacher. The days of entitlement will be the actual number of school days from September 1st through October 31st, regardless of when the Provisional Teacher begins his/her contract. First Year Mentors and Provisional Teachers will both sign invoices for these payments.

ARTICLE 29

TRANSPORTATION

A. All Units Covered Under This Article

1. The Board shall pay the State fee for the grant or renewal of any special licenses which the employee is required by State law to have in the performance of their duties and responsibilities covered by the employee job classification, except license to operate motor vehicles.

2. All physicals required by the Board or by law shall be provided by the Board's appointed physician(s) and paid for by the Board except when verification of illness is requested by the Administration. Physicals should be required annually on anniversary date of license, even if license is not due.

B. Full-Time Bus Drivers

1. Physical examinations for full-time and hourly bus drivers shall be provided by the Board's appointed physician and paid for directly by the Board.
2. Outside cleanliness of buses shall not be the responsibility of the bus drivers, except for the following: rear windows, windshields (with the auto windshield squirter provided), headlights, tail and brake lights, which shall be cleaned as needed as part of the bus drivers walk around inspection.
3. It shall be the responsibility of the driver to clean the inside of the bus unless the Board does not provide the necessary tools and equipment to do so.
4. Mechanical assistance will be provided during the regular pickup and delivery times in A.M. and P.M. and until all buses are parked for the night.
5. All directives shall be in writing.
6. The Board shall make available all safety and defensive driving courses required by law at no cost to the employee.
7. During the summer, drivers shall be given at least one (1) days' notice in taking their buses to inspection.
8. Employees shall not be required to advance money for tolls at the beginning of a trip. Receipts and remaining cash shall be turned in at the end of the day.
9. Drivers will not be required to check oil and water levels before starting out of the compound each morning.
10. No driver shall be required to confront a parent over a discipline problem without the Building Administrator or Transportation Coordinator being present.
11. New employees will be reimbursed after working for the Board six (6) months for all physicals and any monies needed to obtain a Bus Driver's license for hourly drivers.
12. Prior to the start of the school calendar, the Board shall conduct a sufficient number of workshops to explain the procedures to be utilized in carrying out the rules and regulations to the District. Attendance at said workshop(s) is required. Employees will be compensated at a maximum of two (2) hours pay.

13. The Board will reimburse drivers for their Commercial Driver's License (CDL) when they pass the test. If the driver leaves the District prior to the end of the school year, the cost of the reimbursement will be withheld from the driver's last paycheck.
14. The Board will make safe driving awards to drivers who are not at fault in an accident or in receipt of a traffic ticket as follows:

1 year = pin

3 years = \$50.00 U.S. Savings Bond at the end of three (3) years

The bond shall be purchased in June and the employees shall be recognized at the first public portion of the regular September Board meeting.
15. Supervisory Personnel and Other Employees
 - a. Supervisory personnel and other excluded employees shall be restricted from performing the work which is recognized as the work of employees covered by this Agreement, except for the purposes of instruction, safety operations, and in cases of emergency over which the Board has no control.
 - b. Substitutes to fill vacancies caused by absences will be limited to a list approved by the Board of Education; however, the Board will not fill such vacancies exclusively with substitutes but allow coverage with overtime whenever it is practical to do so.
 - c. The Board agrees that this provision is not intended in any way to deny employees the opportunity to earn wages.

C. Bus Mechanics

1. Shall be a twelve (12) month position under the direct supervision of the Transportation Coordinator.
2. The regular work week for the senior bus mechanic shall consist of five (5) consecutive work days, Monday through Friday. The senior bus mechanic shall have a choice of the following work schedules: 1) 6:30 a.m. to 2:30 p.m. which includes one (1/2) hour paid lunch, or 2) 9:30 a.m. to 5:30 p.m. which includes one (1/2) hour paid lunch. The second bus mechanic shall work the alternate shift, which includes five consecutive work days, Monday through Friday, which includes one (1/2) hour paid lunch. All other member rights such as sick, personal, vacation, holidays, professional development, uniforms, and car allowance are accorded to the bus mechanics.
3. Employees who may be required to use their own automobile in the performance of their duties shall be reimbursed for all such travel at the allowable NJ State rate.
4. Uniforms and shoes will be provided by the Board as per Article 13.

5. If diesel buses are purchased the Board will provide training for the mechanic.

ARTICLE 30

COMPUTER TECHNICIANS / NETWORK ADMINISTRATOR COMPENSATION

- A. As per Schedule 26 and 27
- B. The Computer Technician / Network Administrator will be paid in twenty-four (24) semi-monthly installments. When a pay day falls on or during a school holiday, vacation or weekend, the Computer Technician / Network Administrator shall receive his/her paycheck on the last previous work day prior to the holiday, vacation, or weekend, except in an emergency.
- C. The Board agrees to deduct from the Computer Technician's / Network Administrator's salary money for the Credit Union in Middlesex County in the denominations requested by the Computer Technician / Network Administrator and according to the guidelines of the credit union. Said deposits shall be made twice per month to the Credit Union when paychecks are distributed. However, the Computer Technician / Network Administrator may make only one alteration in the deduction denomination per year, that is, between September 1 and August 31.

HOLIDAYS AND LEAVES

- A. Holidays

The Computer Technician / Network Administrator shall receive 17 paid holidays throughout the year, that is, between July 1 and June 30. This Holiday Schedule shall be approved by the Superintendent or his/her designee.

- B. Sick Leave

The Computer Technician / Network Administrator shall be entitled to twelve (12) sick days each year. Unused sick leave days shall be accumulated from year to year with no maximum limit. Sick days taken before or after a holiday, require a doctor's note upon the employee's return to work.

- C. Vacation

1. The Computer Technician / Network Administrator shall be entitled to twenty (20) vacation days. (Any Computer Technician / Network Administrator who started on/after July 1, 2003 shall have vacation at the levels articulated: one year to five years = two weeks; five years to 15 years = three weeks; and fifteen years and more = four weeks.)
2. Single vacation days taken on a day when school is closed for purposes of emergency or inclement weather will be restored. If vacation time is lost due to school closing and

these days are made up during the spring recess, an equivalent number of days worked during spring recess will added as vacation days.

3. Vacation shall be selected and scheduled by April 15th of each year. In the event of scheduling conflicts with other employees, senior employees shall be given preference in the selection of vacation. Vacations may be scheduled anytime between July 1 through June 30, subject to the approval of the Superintendent of Schools. A vacation period may be changed with the prior approval of the Superintendent.

D. Personal Absence

1. The Computer Technician / Network Administrator is entitled to three (3) days (4 days with nine years or more of service) with pay for personal leave which requires absence during school hours.
2. The Computer Technician / Network Administrator need not be required to state the reason for taking such leave other than that he/she is taking it under this section. The Computer Technician / Network Administrator must submit and receive approval from the Superintendent or his/her designee three (3) days before taking such leave. The Computer Technician / Network Administrator shall not request personal days immediately before and/or after a holiday. The requirements of this paragraph may be waived in case of an emergency.
3. In the event the Computer Technician / Network Administrator desires to use a personal day in an emergency situation, the Computer Technician / Network Administrator shall report his/her intent to be absent in the normal manner. On the first day that the Computer Technician / Network Administrator returns to work, the Computer Technician / Network Administrator shall submit a personal leave day request, with the emergency reason stated, to the Superintendent, or his/her designee for approval/disapproval.
4. A maximum of one (1) personal day each school year may be taken as two (2) half-day personal days.

E. Bereavement - Refer to Article 20.

F. Anticipated Disability Leaves - Refer to Article 21.

G. Jury Duty - Refer to Article 20.

H. Child Rearing Leave

A request for an unpaid child rearing leave must be made, in writing, to the Board through the Superintendent as soon as the need is deemed necessary, but not less than sixty (60) days prior to the leave taking effect.

A normal child rearing leave shall be for one (1) year from the effective date of the leave and ending on the next first day of September following the full year. By the prior April 1st, the Computer Technician / Network Administrator shall submit, in writing, to the Superintendent

his/her intention of returning to the system if s/he has taken a child rearing leave. Failure to submit this notification will be considered a resignation.

I. Additional Leaves of Absences

Other leaves of absence with or without pay may be granted by the Board, at the Board's sole discretion, for good reason.

J. Benefits Upon Return From Leave

All benefits to which the Computer Technician / Network Administrator was entitled at the time a leave of absence commenced, including unused accumulated sick leave and credits towards sabbatical eligibility, shall be restored to the Computer Technician / Network Administrator upon return.

K. Unauthorized Leave

If the Computer Technician / Network Administrator does not comply with the procedures delineated above, he/she will be deducted 1/240 of the annual salary for each day absent.

WORK WEEK

A. The regular work week for the Computer Technician / Network Administrator shall consist of five (5) consecutive days, Monday through Friday, eight (8) hours each day. The Computer Technician / Network Administrator will work a seven (7) hour day beginning on the 1st day of July through August 15th.

B. The lunch period shall be one (1) hour per day during the entire year.

RETIREMENT

The Attendance Incentive paid upon retirement shall be the same as that provided in Article 11.

MILEAGE

The Computer Technician / Network Administrator shall be reimbursed for use of his/her personal vehicle in the conduct of school business according to NJ State Guidelines.

EVALUATION

A. The Computer Technician / Network Administrator shall be evaluated at least two (2) times each year.

B. Computer Technician / Network Administrator shall have the right to have his/her written comments regarding the evaluation included in his/her personnel file.

C. All monitoring or observation of the work performance of Computer Technician shall be conducted openly and with full knowledge of the Computer Technician / Network Administrator.

INSURANCE PROTECTION

Health, Dental, and Prescription benefits shall be the same as that provided in Article 26.

GRIEVANCE PROCEDURE - As per Article 3.

MISCELLANEOUS

- A. Professional Development– As per rates of Article 24
- B. Training- Computer Technician / Network Administrator (s) - Members of the Association who are directed to attend training programs by the Superintendent / his or her designee will be at the expense of the Board of Education. Members attending such training will do so without loss of pay, provided they comply with reasonable travel time allowances as established by the Administration. Such travel shall be eligible for mileage reimbursement.
- C. Termination of Employment
 - 1. The Computer Technician / Network Administrator / Network Administrator may terminate their employment upon sixty (60) days written notice to the Board.
 - 2. The Board may not terminate employment or dismiss or reduce the compensation of the Computer Technician / Network Administrator / Network Administrator except as provided by current State statute.

ARTICLE 31

INFORMATION AND TECHNOLOGY SYSTEMS AND SERVICES ENGINEER COMPENSATION

- A. The Information and Technology Systems and Services Engineer will be paid in twenty-four (24) semi-monthly installments. When a pay day falls on or during a school holiday, vacation or weekend, the Information and Technology Systems and Services Engineer shall receive his/her paycheck on the last previous work day prior to the holiday, vacation, or weekend, except in an emergency.
- B. The Board agrees to deduct from the Information and Technology Systems and Services Engineer's salary money for the Credit Union in Middlesex County in the denominations requested by the Information and Technology Systems and Services Engineer and according to the guidelines of the credit union. Said deposits shall be made twice per month to the Credit Union when paychecks are distributed. However, the Information and Technology Systems and Services Engineer may make only one alteration in the deduction denomination per year, that is, between September 1 and August 31.

HOLIDAYS AND LEAVES

A. Holidays

The Information Technology Systems and Services Engineers shall receive 23 paid holidays throughout the year, that is, between July 1 and June 30. This Holiday Schedule shall be approved by the Superintendent or his/her designee.

B. Sick Leave

The Information and Technology Systems and Services Engineer shall be entitled to twelve (12) sick days each year. Unused sick leave days shall be accumulated from year to year with no maximum limit. Sick days taken before or after a holiday, require a doctor's note upon the employee's return to work.

C. Vacation

1. The Information and Technology Systems and Services Engineer shall be entitled to twenty (20) vacation days. (Any Information and Technology Systems and Services Engineer who started on/after July 1, 2003 shall have vacation at the levels articulated: one year to five years = two weeks; five years to 15 years = three weeks; and fifteen years and more = four weeks.)
2. Single vacation days taken on a day when school is closed for purposes of emergency or inclement weather will be restored. If vacation time is lost due to school closing and these days are made up during the spring recess, an equivalent number of days worked during spring recess will added as vacation days.
3. Vacation shall be selected and scheduled by April 15th of each year. In the event of scheduling conflicts with other employees, senior employees shall be given preference in the selection of vacation. Vacations may be scheduled anytime between July 1 through June 30, subject to the approval of the Superintendent of Schools. A vacation period may be changed with the prior approval of the Superintendent.

D. Personal Absence

1. The Information and Technology Systems and Services Engineer is entitled to three (3) days (4 days with nine years or more of service) with pay for personal leave which requires absence during school hours.
2. The Information and Technology Systems and Services Engineer need not be required to state the reason for taking such leave other than that he/she is taking it under this section. The Information and Technology Systems and Services Engineer must submit and receive approval from the Superintendent or his/her designee three (3) days before taking such leave. The Information and Technology Systems and Services Engineer shall not request personal days immediately before and/or after a holiday. The requirements of this paragraph may be waived in case of an emergency.

3. In the event the Information and Technology Systems and Services Engineer desires to use a personal day in an emergency situation, the Information and Technology Systems and Services Engineer shall report his/her intent to be absent in the normal manner. On the first day that the Information and Technology Systems and Services Engineer returns to work, the Information and Technology Systems and Services Engineer shall submit a personal leave day request, with the emergency reason stated, to the Superintendent, or his/her designee for approval/disapproval.
4. A maximum of one (1) personal day each school year may be taken as two (2) half-day personal days.

E. Bereavement Leave, Anticipated Disability Leave and absences for Jury Duty shall be consistent with the Computer Technician/Network Administrator right to same as set forth in Article 30.

F. Additional Leaves of Absences

Other leaves of absence with or without pay may be granted by the Board, at the Board's sole discretion, for good reason.

G. Benefits Upon Return From Leave

All benefits to which the Information and Technology Systems and Services Engineer was entitled at the time a leave of absence commenced, including unused accumulated sick leave and credits towards sabbatical eligibility, shall be restored to the Information Technology Systems and Services Engineer upon return.

H. Unauthorized Leave

If the Information Technology Systems and Services Engineer does not comply with the procedures delineated above, he/she will be deducted 1/240 of the annual salary for each day absent.

WORK WEEK

- A. The regular work week for the Information Technology Systems and Services Engineer shall consist of five (5) consecutive days, Monday through Friday, eight (8) hours each day. The Information Technology Systems and Services Engineer will work a seven (7) hour day beginning on the 1st day of July through August 15th.
- B. The lunch period shall be one (1) hour per day during the entire year.

RETIREMENT

The Attendance Incentive paid upon retirement shall be the same as that provided in Article 11.

MILEAGE

Reimbursement for use of his/her personal vehicle in the conduct of school business according to NJ State Guidelines.

EVALUATION

- A. The Information Technology Systems and Services Engineer shall be evaluated at least two (2) times each year.
- B. Information Technology Systems and Services Engineer shall have the right to have his/her written comments regarding the evaluation included in his/her personnel file.
- C. All monitoring or observation of the work performance of Information Technology Systems and Services Engineer shall be conducted openly and with full knowledge of the Information Technology Systems and Services Engineer.

INSURANCE PROTECTION

Health, Dental, and Prescription benefits (and contribution amounts) shall be the identical to those set forth in Article 26.

GRIEVANCE PROCEDURE - As per Article 3.

MISCELLANEOUS

- D. Professional Development – As per rates of Article 24.
- E. Training – Members of the Association who are directed to attend training programs by the Superintendent / his or her designee will be at the expense of the Board of Education. Members attending such training will do so without loss of pay, provided they comply with reasonable travel time allowances as established by the Administration. Such travel shall be eligible for mileage reimbursement.
- F. Termination of Employment
 - 1. Information Technology Systems and Services Engineers may terminate their employment upon sixty (60) days written notice to the Board.
 - 2. The Board may not terminate employment or dismiss or reduce the compensation of the Information Technology Systems and Services Engineer **without just cause**.
- G. Child Rearing Leave
 - 1. A request for an unpaid child rearing leave must be made, in writing, to the Board through the Superintendent as soon as the need is deemed necessary, but not less than sixty (60) days prior to the leave taking effect.

2. A normal child rearing leave shall be for one (1) year from the effective date of the leave and ending on the next first day of September following the full year. By the prior April 1st the Information Technology Systems and Services Engineers shall submit, in writing, to the Superintendent his/her intention of returning to the system if s/he has taken a child rearing leave. Failure to submit this notification will be considered a resignation.

ARTICLE 32

MISCELLANEOUS

- A. If any provision of this Agreement or any application of the 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 or subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- B. Any individual contract between the Board and an individual employee, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration shall be controlling.
- C. One thousand (1,000) copies of this Agreement shall be reproduced at the expense of the Board and the Association within reasonable time after the Agreement is signed and then presented to the Sayreville Education Association.
- D. Whenever any notice is required to be given by either of the parties to this Agreement to other, pursuant to the provisions of this Agreement, either party shall do so by telegram or registered letter at the following addresses:
 1. If by Association, to Board at:
P.O. Box 997, Sayreville, NJ 08872
 2. If by Board, to Association at:
P.O. Box 70, Parlin, NJ 08859
- E. Nothing herein contained shall be interpreted or construed as an abrogation or waiver of any of the rights, privileges or responsibilities granted by the State Legislature to a Board of Education in Title 18A of the New Jersey Revised Statutes, and anything contained in this contract inconsistent with the law of the State shall be null and void.

ARTICLE 33

BOARD RIGHTS

- A. Except as otherwise specifically provided in this Agreement or otherwise specifically agreed to in writing between the parties to this Agreement, the determination of education policy, the operation and management of the schools, and the supervision and direction of all certificated and non-certificated staff are vested exclusively with the Sayreville Board of Education to the extent that such determination, operation, management, supervision and direction is in accordance with all applicable laws.
- B. It is understood by all parties that the Board of Education is forbidden to waive any rights or powers granted it by law.

ARTICLE 34

DURATION OF AGREEMENT

- A. The Agreement shall be effective as of July 1, 2020 and shall continue in effect until June 30, 2021 subject to the Association's right to negotiate over a successor Agreement provided in Article 2 above. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.
- 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.

SAYREVILLE BOARD OF EDUCATION:

Anthony Esposito, President

Erin Hill, Business Administrator

SAYREVILLE EDUCATION ASSOCIATION:

Kenneth Veres, President

Kevin A. Bloom, Recording Secretary

**SCHEDULE A - NO. 1
TEACHERS' SALARY GUIDES
2020-2021**

Step	BA	BA+30	MA	MA+30	PhD
A	50,133	51,633	52,633	53,633	55,633
B	50,533	52,033	53,033	54,033	56,033
C	51,013	52,513	53,513	54,513	56,513
D	51,513	53,013	54,013	55,013	57,013
E	53,003	54,503	55,503	56,503	58,503
F	55,133	56,633	57,633	58,633	60,633
G	58,908	60,408	61,408	62,408	64,408
H	63,233	64,733	65,733	66,733	68,733
I	68,008	69,508	70,508	71,508	73,508
J	72,533	74,033	75,033	76,033	78,033
K	77,933	79,433	80,433	81,433	83,433
L	83,108	84,608	85,608	86,608	88,608
M	89,558	91,058	92,058	93,058	95,058
Career OG	91,175	92,675	93,675	94,675	96,675

**SCHEDULE A - NO. 3
GUIDANCE COUNSELORS**

The salary for guidance counselors shall be salary guide plus \$125.00.

**SCHEDULE A - NO. 4
SPECIAL SERVICE PERSONNEL**

Special service personnel (i.e. Special Education teachers, CST members, Speech/Language Specialists, Occupational Therapists, and Physical Therapists) shall receive salaries on guide plus \$125.00.

**SCHEDULE A - NO. 5
ATHLETIC TRAINER**

Any teaching staff member who carries out athletic trainer duties shall be paid on the teacher salary guide. In addition, the employee shall receive a season stipend as per co-curricular guide. There are three (3) seasons per work year. Any non-teaching staff member who carries out the duties of athletic trainer will be paid on the teaching salary guide.

**SCHEDULE A - NO. 6
EXTRA-CURRICULAR COACHES**

Title	2020-21
GROUP #1 BASE	12,201
Football	
Head Varsity Coach – HS	12,201
#1 Asst. Varsity	9,151
Frosh Coach	9,151
#2 Assistant	8,541
#3 Assistant	8,541
#4 Assistant	8,541
#5 Assistant	8,541
#6 Assistant	8,541
#7 Assistant	8,541
GROUP #2 BASE	10,129
Basketball – Boys	
Head Varsity Coach – HS	10,129
JV Coach	7,090
Frosh Coach	7,090
MS Coach	7,090
Basketball – Girls	
Head Varsity Coach	10,129
JV Coach	7,090
Frosh Coach	7,090
MS Coach	7,090
Baseball	
Head Varsity Coach – HS	10,129
JV Coach	7,090
Varsity Assistant	7,090
Frosh Coach	7,090
MS Coach	7,090
Softball	
Head Varsity Coach	10,129
Varsity Assistant	7,090
JV Coach	7,090
MS Coach	7,090
Spring Track – Boys	
Head Varsity Coach	10,129
#1 Assistant	7,090
#2 Assistant	7,090
#3 Assistant	7,090
Spring Track – Girls	
Head Varsity Coach	10,129

#1 Assistant	7,090
#2 Assistant	7,090
#3 Assistant	7,090
Wrestling	
Head Varsity Coach	10,129
JV Coach	7,090
Frosh Coach	7,090
MS Coach	7,090
Soccer – Boys	
Head Varsity Coach	10,129
JV Coach	7,090
Frosh Coach	7,090
MS Coach	7,090
Soccer – Girls	
Head Varsity Coach	10,129
JV Coach	7,090
Frosh Coach	7,090
MS Coach	7,090
Field Hockey	
Head Varsity Coach	10,129
JV Coach	7,090
MS Coach	7,090
GROUP #3 BASE	8,659
Winter Track – Boys & Girls	
Head Varsity Coach	8,659
#1 Assistant	6,061
#2 Assistant	6,061
Gymnastics – Boys	
Head Varsity Coach	8,659
Gymnastics – Girls	
Head Varsity Coach	8,659
Cross-Country – Boys	
Head Varsity Coach	8,659
Cross-Country – Girls	
Head Varsity Coach	8,659
MS Cross-Country – Boys & Girls	6,061
Tennis – Boys	
Head Varsity Coach	8,659
Tennis – Girls	
Head Varsity Coach	8,659
Golf – Boys	
Head Varsity Coach	8,659
Golf – Girls	
Head Varsity Coach	8,659
Swimming	8,659

Boys/Girls	
Assistant	6,061
Cheerleading – HS (2 seasons)	
Head Varsity Coach	8,659
Assistant	6,061
MS Cheerleading	6,061
Bowling – Boys	
Head Varsity Coach	8,659
Bowling Girls	
Head Varsity Coach	8,659
GROUP #4 BASE	5,890
Strength & Conditioning	
Summer	5,890
Fall	5,890
Winter	5,890
Spring	5,890
Athletic Trainer	
Fall	5,890
Winter	5,890
Spring	5,890
GROUP #5 BASE	4,937
GROUP #6 BASE	1,852
Athletic Aide	
Fall	1,852
Winter	1,852
Spring	1,852
Additional Stipend for	
Winter Athletic Aide	606

Coaching positions will be organized into six (6) groupings. All Assistants and Middle School coaches will receive 70% of the High School Head Varsity Coach's stipend, except for the First Assistant Football and Head Freshman Football Coaches who will receive 75%.

The Board will create an "Assistant Coach" Position for all Middle School athletic programs to serve as the coach of the "B" / "JV" team.

The salary of the Assistant Coach for all Middle School athletic programs shall be 70% of their respective head coaches' salaries – i.e., the Middle School Soccer "Assistant Coach" will make 70% of the salary of the Middle School Soccer "Coach."

**SCHEDULE A - NO. 6
EXTRA-CURRICULAR ADVISORS**

TITLE	2020-21
GROUP #1 BASE	10,576
Band Director	10,576
#1 MS Assistant	7,403
#2 Assistant (70% of #1 Assistant)	5,182
 GROUP #2 BASE	6,461
Musical Director	6,461
Musical Asst. – Business Manager	4,523
District Technical Director	6,461
Yearbook – HS	6,461
Intramurals Director	6,461
Custodian of School Funds – HS	6,461
Custodian of School Funds – MS	4,523
Winter Color Guard	6,461
Winter Color Guard Assistant	4,523
 GROUP #3 BASE	4,417
Drama Director	4,417
Student Council – HS	4,417
Student Council Asst. – HS	3,092
Student Council – MS	3,092
Newspaper – HS	4,417
Newspaper – MS	3,092
Odyssey of the Mind – HS	4,417
Odyssey of the Mind – MS	3,092
Head Class Advisor – Grade 12	4,417
#1 Asst. Advisor – Grade 12	3,092
#2 Asst. Advisor – Grade 12	3,092
#3 Asst. Advisor – Grade 12	3,092
Head Class Advisor – Grade 11	4,417
#1 Asst. Advisor – Grade 11	3,092
#2 Asst. Advisor – Grade 11	3,092
#3 Asst. Advisor – Grade 11	3,092
Literary Magazine – HS	4,417
Literary Magazine – MS	3,092
TIGS – HS	4,417
Willow Tree – MS	3,092
Choral Director – HS	4,417
Choral Director – MS	3,092
Stage Production – Art	4,417
 GROUP #4 BASE	2,667

Academic Team – HS	2,667
Stage Production – Shop	2,667
Stage Production – Make-Up/Hair Styling	2,667
Stage Production – Costume	2,667
Stage Production – Technical	2,667
National Honor Society	2,667
International Society	2,667
Head Class Advisor – Grade 10	2,667
#1 Asst. Class Advisor – Grade 10	1,867
#2 Asst. Class Advisor – Grade 10	1,867
#3 Asst. Class Advisor – Grade 10	1,867
Head Class Advisor – Grade 9	2,667
#1 Asst. Class Advisor – Grade 9	1,867
#2 Asst. Class Advisor – Grade 9	1,867
#3 Asst. Class Advisor – Grade 9	1,867
High School Step Team	2,667
Middle School Class Advisor – Grade 6	1,500
Middle School Class Advisor – Grade 7	1,500
Middle School Class Advisor – Grade 8	1,500
Middle School Class Advisor – Grade 8	1,500
GROUP #5 BASE	1,774
Pianist	1,774
MS Concert Band - Beginner	1,774
MS Concert Band - Advanced	1,774
MS Chorus – Grade 6	1,774
SPECIAL PROGRAMS	
TIGS Summer Program	1,716
Willow Tree Institute	1,716
Intramurals Supervisor (Hourly Rate)	43

Co-curricular positions will be organized into five (5) groupings. All Assistants and Middle School Advisors will receive 70% of High School advisor's stipend.

SCHEDULE A – NO. 7 **SOCIAL SCHOOL WORKER, LDTC,** **PSYCHOLOGIST**

- A. School Social Worker – Teacher Salary Guide
- B. Learning Disability Teacher Consultant – Teacher Salary Guide
- C. Any Child Study Team member who works 12 months will be paid on the proper step of the Teachers' Salary Guide, plus 14% paid over a 12-month period. He/she will receive 2 additional sick days and have vacation according to the following schedule:

0-9 years in district	=	20 vacation days
10+ years in district	=	24 vacation days

**SCHEDULE A – NO. 8
SUMMER PERSONNEL**

- A. All summer/remedial school personnel shall receive the following:

2020-2021

Single Session	\$3,048
Double Session	\$6,097

Remedial Program will base its hourly rate on the Single/Double Session hourly rate.

- B. Marketing Education Teacher/Coordinator and Cooperate Business Teacher/Coordinator

2020-2021

10 days	\$3,048
20 days	\$6,097

- C. ASI – The per diem rate of summer ASI work is:

2020-2021

\$284

- D. Summer Nurses and Summer Athletic Trainer hourly rate:

2020-2021

\$46

- E. Training – The per diem rate for summer is:

2020-2021

\$247

- F. Guidance Counselors

2019-2020

\$284

- G. Extended School Year Professional - Hourly rate of pay

- H. Extended School Year Paraprofessional - Hourly rate of pay

- I. Extended School Year Nurse hourly rate:

2020-2021

\$46

**SCHEDULE A - NO. 9
RATES OF PAY**

		2020-21
A.	Class Coverage	\$32.00
B.	Coaches scouting	\$32.00
C.	Home Instruction (hourly)	\$58.00
D.	Saturday Suspension (hourly)	\$69.00
E.	School Website Assistant One (1) Asst. per school	\$1,648.00
F.	Video Assistant	\$33.00/2 hr.
G.	Professional Days Registration Fees Per Year Mileage	\$350.00 NJ State rate
H.	Presentation by Professionals for BOE:	
	Meals	\$11.00
	or	
	Mileage	NJ State rate
I.	Transportation Dept. Employees	
	Meals	\$11.00
	Mileage	NJ State rate

**SCHEDULE A – NO. 10
MANAGER/COOK
SALARY GUIDES**

Step	2020-2021
Step 1	32,923
Step 2	33,473
Step 3	33,973
Step 4	34,473
Step 5	35,223
Step 6	35,973
Step 7	36,723

PROMOTIONS

An employee promoted to a position in a higher salary level shall be placed on the first step within the new level which shall result in at least a five (5) percent increase in salary over the employee's current salary.

SUBSTITUTIONS

Any Cafeteria Worker who performs work in a higher rate category shall receive the higher rated compensation on a per diem basis:

From	To	2020-2021
Worker	Asst. Cook	\$21.05
Worker	Cook	\$28.78
Worker	Elem. Mgr.	\$42.05
Asst. Cook	Cook	\$26.30

SCHEDULE A – NO. 11 CAFETERIA WORKERS HOURLY-SALARY GUIDES

(Effective July 1, 2011 / NEW EMPLOYEES)

2020-2021
\$15.77 / hr

CAFETERIA WORKERS HOURLY-SALARY GUIDES

(If hired prior to July 1, 2011)

2020-2021
\$24.36 / hr

SCHEDULE A – NO. 12 CAFETERIA MANAGER SALARY GUIDES

DISTRICT SATELLITE MANAGER

Step	2020-2021
Step 1	41,057
Step 2	42,057
Step 3	43,057

Step 4	44,057
Step 5	45,057
Step 6	46,057
Step 7	47,057

**SCHEDULE A - NO. 14
SECRETARY (12-MONTH)
SALARY GUIDE
2020-2021**

Step	Principals' Secretaries	Administrative Secretaries	Support Secretaries
Step 1	40,647	36,923	32,297
Step 2	41,647	37,923	33,297
Step 3	42,647	39,423	34,297
Step 4	43,947	41,723	35,297
Step 5-6	45,247	44,523	36,297
Step 7	46,097	45,323	37,297
Step 8	48,097	45,848	38,892
Step 9	49,547	46,348	40,592
Step 10	50,997	46,948	41,692
Step 11	52,647	47,948	43,392
Step 12	54,047	49,848	44,792
Step 12A	56,022	52,448	46,567
Step 13	61,172	58,198	51,317
OG	-	63,799	-

**SECRETARY (10-MONTH)
SUPPORT SECRETARIES
SALARY GUIDE**

Step	FT	4 Hrs	5.9 Hrs
Step 1	23,725	12,607	18,598
Step 2	24,225	12,873	18,990
Step 3	25,050	13,312	19,637
Step 4	25,550	13,577	20,029
Step 5	26,225	13,936	20,558
Step 6	26,975	14,335	21,146
Step 7	27,725	14,733	21,734
Step 8	28,475	15,132	22,322
Step 9	29,475	15,663	23,105
Step 10	30,475	16,194	23,889

Step 11	31,725	16,859	24,869
Step 12	33,025	17,549	25,888
Step 13	34,525	18,347	27,064
Step 14	36,400	19,343	28,534
Step 15	38,375	20,392	30,082
Step 16	40,375	21,455	31,650

PART-TIME SECRETARY HOURLY-SALARY GUIDE

2016-17

\$17.55

SCHEDULE A - NO. 15 SECRETARIAL/CLERICAL CLASSIFICATIONS

Administrative Secretaries:

Those who report to the Superintendent, Assistant Superintendent, Business Administrator, Directors or Supervisors. This group includes the following individuals:

Superintendent's/Assistant Superintendent's Secretaries, Accounts Payable Secretary, Payroll Processor, Junior Bookkeeper, Attendance Secretary at the High School, Attendance Secretary at the Middle School, Switchboard Operator/Receptionist, Secretary to the Director of Special Education, Middle School and High School Secretary to the Director of Guidance, as well as the Secretary to the Director of Transportation, Secretary to the Director of Technology and the Supervisors' Secretary.

Principals' Secretaries:

Those that serve as a Principal's Lead Secretary.

Support Secretaries:

Those that support Administrative Secretaries and Principals' Lead Secretaries in all offices and schools.

OFF GUIDE – NON-CLASSIFIED SECRETARIES PAYROLL SPECIALIST

2020-2021
\$63,799

- Person has been/is placed in the “OG” Step of the 12-month Admin Guide

BOOKKEEPER

2016-2017
59,999

Promotions

An employee promoted to a position in a higher salary level shall be placed on the first step within the new level which shall result in at least a five (5) percent increase per level in salary over the employee's current salary.

SUBSTITUTION

Any Secretarial Employee assigned to perform the work of a higher paid position for a full day shall receive the following per diem rate:

	2020-21
One level higher than current assignment	\$23.88
Two or more levels higher than current assignment	\$33.46

Any secretarial/clerical employee who assumes additional responsibilities in a non-instructional area for which he/she is qualified shall receive an additional per diem rate of:

2020-21
\$61.75

SCHEDULE A - NO. 17 PARAPROFESSIONAL SALARY GUIDE

The Paraprofessional salary guide for all new employees hired after July 1, 2007 will be based on hourly rates determined by educational qualifications listed below. All 67 existing paraprofessionals on July 1, 2007 are grandfathered and placed on the salary guide below, unless the State passes new regulations, mandates and/or requirements.

- Level III Paraprofessionals with 60 or more college credits who may work a minimum of 6.25 hours per day and are placed on the salary guide.
- Level II Those who have passed the Para Pro, cannot exceed 29.5 hours of work per week and are paid at the following hourly rate: \$15.70/hour.
- Level I Those who have no college credits, cannot exceed 29.5 hours of work per week and are paid at the following hourly rate: \$13.70/hour.

Annual Salary: Based on the Teachers calendar

	Hourly	Annual
Full Time – Level III	-	31,249
Part Time – Level II	15.70	17,049
Part Time – Level I	13.17	14,302

**SCHEDULE A – NO. 19
TRANSPORTATION WORKERS’
SALARY GUIDES**

REGULAR BUS DRIVERS

Step	2020-2021
Step 1	26.66
Step 2	27.16
Step 3	27.66
Step 4	28.26
Step 5	29.58
Step 6	31.06
Step 7	32.60

**SCHEDULE A – NO. 20
MECHANIC**

Step	2020-2021
1	50,049
2	53,049
3	56,049
4	60,549
5	64,049
6	66,549

7	68,949
8	75,949

BUS MECHANIC

Step	2020-2021
1	43,047
2	44,047
3	45,347
4	46,647
5	47,947
6	49,547
7	51,247
8	52,947

SCHEDULE A – NO. 22 BUS AIDES’ SALARY GUIDE

Step	2020-2021
Step 1	15.45
Step 2	15.70
Step 3	16.00
Step 4	16.31
Step 5	16.63
Step 6	16.95
Step 7	17.28
Step 8	17.57

Bus Aides who are steadily employed, whether full or part time, shall be entitled to sick leave in accordance with the provisions of N.J.S.A. 18A:30-1 et seq., prorated as applicable.

SCHEDULE A – NO. 23 REGISTERED NURSE’S SALARY GUIDE

Step	2020-2021
1	43,361

2	44,361
3	45,361
4	46,361
5	47,361
6	48,361
7	49,361
8	50,361
9	51,361
10	52,361
11	53,361
12	53,361

**SCHEDULE A – NO. 24
CAMPUS MONITORS’ SALARY GUIDE**

Step	2020-2021
1	35,838
2	36,138
3	36,438
4	36,738
5	37,038
6	38,338
7	38,338
8	39,338
9	40,338
10	41,338
11	42,338
12	44,638
13	46,938

PART-TIME CAMPUS MONITOR’S HOURLY-SALARY GUIDE

2020-2021
\$23.13 / hr

SCHEDULE A - NO. 26

NETWORK ADMINISTRATOR GUIDE

Step	2016-2017
1	63,494
2	64,496
3	65,496
4	66,496

SCHEDULE A - NO. 27 COMPUTER TECHNICIANS GUIDE

Step	2020 - 2021
1	43,454
2	44,454
3	45,454
4	46,654
5	48,154
OG	68,446

SCHEDULE A – NO. 28 INFORMATION TECHNOLOGY SYSTEMS AND SERVICES ENGINEERS

Step	2020 – 2021
1	57,986
2	59,486
3	60,686

**SCHEDULE A - NO. 2
TEACHERS' SALARY GUIDE
LONGEVITY**

Longevity increments will be paid each year to certificated staff as per the following guide based on service in the Sayreville school system as a certificated staff member. Employees shall receive longevity, when applicable, if the employee has maintained continuous service (in pay stubs) in a certificated position. Upon return from an approved leave of absence employees will resume longevity with all years of service already accrued prior to their leave. Employees who are rified and return do not undergo a break in service for the purposes of this section. The period during which the rified employee is on layoff does not count toward the requisite number of years to qualify for payment. Longevity payments begin on the first day of the school year following the eligibility date. For example - an employee with a January 1, 2010 hire date, who has completed twelve (12) years of continuous service on January 1, 2022, would be eligible for longevity on the first day of the 2022-2023 school year, if still employed and present at work.

Years*	2020-2021 Longevity Payment
0-12	0
13-15	750
16-20	2,100
21-25	2,300
26-30	2,600
31-35	2,700

**SCHEDULE A – NO. 13
CAFETERIA WORKERS' AND MANAGER'S
LONGEVITY GUIDE**

Longevity payments begin on the first day the employee works during the years of continuous service listed below. For example, after four (4) years of continuous service, an employee would qualify for longevity on the first day he/she works beginning with his/her fifth (5th) year of continuous service.

Cafeteria Manager Employees will follow the longevity guide of the 2013-2016 contract until they reach a point where the longevity guides in the 2020-2021 yield a greater payment, at which point they will switch over to the new guides.

Years*	2013-2016 Longevity Payment
5	\$ 560
6	650
10	720
15	1,025
20	1,080
25	1,135

30	1,300
35	1,400
40	1,500

2020-2021

Years*	Longevity Payment
0-12	\$ 0
13-15	1,000
16-20	1,100
21-25	1,200
26-30	1,300
31-35	1,500

**SCHEDULE A - NO. 16
SECRETARIAL/CLERICAL
LONGEVITY
10-MONTH and 12-MONTH**

Longevity increments will be paid each year as per the following guide based on service in the Sayreville School system. Employees shall receive longevity, when applicable, if the employee has maintained continuous service (in pay stubs) in a secretarial/clerical position. Upon return from an approved leave of absence employees will resume longevity with all years of service already accrued prior to their leave. Longevity payments begin on the first day the employee works during the years of continuous service listed below. For example, after four (4) years of continuous service, an employee would qualify for longevity on the first day he/she works beginning with his/her fifth (5th) year of continuous service.

Secretarial/Clerical Employees will follow the longevity guide of the 2013-2016 contract until they reach a point where the longevity guides in the 2020-2021 yield a greater payment, at which point they will switch over to the new guides.

2013-2016

Years*	Longevity Payment
5	\$ 560
6	650
10	720
16-20	1,500
21-25	1,600
26-30	1,700
31-35	1,800
36-40	1,900
41-45	2,000

2020-2021

Years*	Longevity Payment
0-12	\$ 0
13-15	1,100
16-20	1,600
21-25	1,700
26-30	1,800
31-35	2,000

**SCHEDULE A – NO. 18
PARAPROFESSIONAL LONGEVITY GUIDE**

Longevity payments begin on the first day the employee works during the years of continuous service listed below. For example, after four (4) years of continuous service, an employee would qualify for longevity on the first day he/she works beginning with his/her fifth (5th) year of continuous service.

Paraprofessional Employees will follow the longevity guide of the 2013-2016 contract until they reach a point where the longevity guides in the 2020-2021 yield a greater payment, at which point they will switch over to the new guides.

2013-2016

Years*	Longevity Payment
5	\$ 560
6	650
10	720
15	1,025
20	1,080
25	1,135
30	1,300
35	1,400
40	1,500

2020-2021

Years*	Longevity Payment
0-12	\$ 0
13-15	1,000
16-20	1,200
21-25	1,300
26-30	1,400
31-35	1,500

**SCHEDULE A – NO. 21
TRANSPORTATION WORKERS’
LONGEVITY GUIDE**

Longevity payments begin on the first day the employee works during the years of continuous service listed below. For example, after four (4) years of continuous service, an employee would qualify for longevity on the first day he/she works beginning with his/her fifth (5th) year of continuous service.

Transportation Employees will follow the longevity guide of the 2013-2016 contract until they reach a point where the longevity guides in the 2020-2021 yield a greater payment, at which point they will switch over to the new guides.

	2013-2016	
Years*	Reg. Drivers	Mechanics
5	\$ 655	\$ 735
6	710	0
10	945	895
15	1,125	1,200
20	1,180	1,255
25	1,235	1,310
30	1,290	1,475
35	0	1,575
40	0	1,675

	2020-2021	
Years*	Reg. Drivers	Mechanics
0-12	\$ 0	\$ 0
13-15	1,000	1,200
16-20	1,200	1,300
21-25	1,300	1,400
26-30	1,350	1,500
31-35	1,400	1,700

**SCHEDULE A - NO. 25
CAMPUS MONITOR
LONGEVITY GUIDE**

Longevity increments will be paid each year as per the following guide based on service in the Sayreville school system. Employees shall receive longevity, when applicable, if the employee has maintained continuous service (in pay stubs) in a Security/Campus Monitor position. Upon

return from an approved leave of absence employees will resume longevity with all years of service already accrued prior to their leave. Longevity payments begin on the first day the employee works during the years of continuous service listed below. For example, after four (4) years of continuous service, an employee would qualify for longevity on the first day he/she works beginning with his/her fifth (5th) year of continuous service.

Campus Monitor Employees will follow the longevity guide of the 2013-2016 contract until they reach a point where the longevity guides in the 2020-2021 yield a greater payment, at which point they will switch over to the new guides.

2013-2016

Years*	Longevity Payment
5	\$ 560
6	650
10	720
16-20	1,500
21-25	1,600
26-30	1,700
31-35	1,800
36-40	1,900
41-45	2,000

2020-2021

Years*	Longevity Payment
0-12	\$ 0
13-15	1,100
16-20	1,600
21-25	1,700
26-30	1,800
31-35	2,000

For all individuals hired after June 30, 2004, the term “years” refers to years of completed employment prior to January 31st for a 10 month employee and prior to December 31st for a twelve month employee. If the years of employment are completed after January 31st for ten month employees and after December 31st for 12 month employees, the stipend shall be payable on July 1st of the following year. All individuals hired prior to June 30, 2004 are excluded from this qualifying language and calculations will be determined by their hiring date.

Employees can only accrue longevity as a certificated employee or a non-certificated employee. Employees are not entitled to combine years of certificated and non-certificated employment towards longevity.

**SCHEDULE A - NO. 27
COMPUTER TECHNICIANS
LONGEVITY GUIDE**

Longevity increments will be paid each year as per the following guide based on service in the Sayreville school system. Employees shall receive longevity, when applicable, if the employee has maintained continuous service (in pay stubs) in a Computer Technician position. Upon return from an approved leave of absence employees will resume longevity with all years of service already accrued prior to their leave. Longevity payments begin on the first day the employee works during the years of continuous service listed below. For example, after four (4) years of continuous service, an employee would qualify for longevity on the first day he/she works beginning with his/her fifth (5th) year of continuous service.

2020-2021

Years*	Longevity Payment
0-12	\$ 0
13-15	1,100
16-20	1,600
21-25	1,700
26-30	1,800
31-35	2,000

SCHEDULE B

CONTRACT FOR COACHES

Date: _____

The Board of Education of Sayreville hereby employs _____

for the position of _____ coach from _____

coaching assignment season

for the _____ payable in two equal installments on _____ and

year

_____.

Board Secretary

_____ I accept the above coaching assignment.
_____ I reject the above coaching assignment.

Coach's Signature

Date

Two copies of the above contract should be issued. One to be signed and returned to the Superintendent and one to be kept by the coach.

**SCHEDULE C
CONTRACT FOR ADVISORS**

Date: _____

The Board of Education of Sayreville hereby employs _____ for the position of _____ advisor for the _____ school year. The salary to be paid _____ and be payable in two equal payments on January 15, **2020**__ and June 15, **2021**__.

Board President

Board Secretary

_____ I accept the above advisor assignment.

_____ I reject the above advisor assignment.

Advisor's Signature

Date

*Two copies of the above contract should be issued. One to be signed and returned to the Superintendent and one to be kept by the coach.

DISABILITY LEAVE FORM
Sayreville School District
P.O. Box 997
Sayreville, New Jersey 08872

Date: _____

I, _____, employed by Sayreville as a _____
Name Job Title

in _____ school do anticipate that I shall be unable to perform my work
duties from _____ to _____. I shall submit a statement from
my physician confirming my disability* and detailing the dates requested. The need for this request is __

Signature

Address

* If basis of disability is pregnancy, set forth anticipated delivery date: _____.

If date of disability is greater than 30 calendar days from anticipated delivery date, physician's statement
should detail reasons that explain the abnormality.

CHILDREARING LEAVE FORM

Sayreville School District
P.O. Box 997
Sayreville, New Jersey 08872

Date: _____

I, _____, hereby apply for a childrearing leave to commence upon the
Name
termination of my present disability. The leave will continue through the balance of this school year. It
is understood that I shall notify the district of my return for the following school year by the agreed
contractual date.

Signature

Address

CHILDREARING LEAVE EXTENSION FORM

Sayreville School District
P.O. Box 997
Sayreville, New Jersey 08872

Date: _____

I, _____, hereby apply for an extension to a childrearing leave to
Name
cover the _____ school year. If I do not intend to return to my position at the end of this leave, I
shall notify the district as quickly as possible but no later than the agreed contractual date.

Signature

Address

**Sayreville Education Association
515 Washington Road
Sayreville, NJ 08872
Phone # (732) 727-0350
Fax # (732) 727-0386**

EXECUTIVE BOARD

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Victoria Kilpatrick, 1st Vice President
Marlene Lewandowski, 2nd Vice President
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**Thomas Hayden, NJEA UniServ Representative
Brian Geoffroy, NJEA UniServ Consultant**

SIGNATURE PAGE

**AGREEMENT
BETWEEN THE
SAYREVILLE EDUCATION ASSOCIATION
AND THE
SAYREVILLE BOARD OF EDUCATION**

JULY 1, 2020 TO JUNE 30, 2021

Anthony Esposito

Board of Education President

Kenneth Veres

Sayreville Education Association President

Date of Board of Education Approval: _____