

**RESOLUTION OF THE BOARD OF EDUCATION
TOWN OF SECAUCUS, COUNTY OF HUDSON
STATE OF NEW JERSEY**

INTRODUCED BY: Kelli D'Addetta

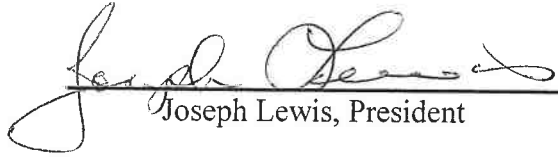
SECONDED BY: Alexander de Hombre

WHEREAS, the Secaucus Board of Education (hereinafter referred to as the "Board") and the Secaucus Directors' Association (hereinafter referred to as the "Association") have negotiated a successor collective negotiations agreement (hereinafter referred to as the "CNA") for the 2023-2024 and 2024-2025 school years; and

WHEREAS, the Association has, by a majority vote of its membership, ratified the CNA.

NOW, THEREFORE, BE IT RESOLVED that the Board hereby ratifies and approves the terms of the CNA for the 2023-2024 and 2024-2025 school years, which is attached to this Resolution and made a part hereof; and

BE IT FURTHER RESOLVED that the Board hereby authorizes the Board President and the Business Administrator/Board Secretary to execute, on behalf of the Board, the CNA by and between the Board and the Association.


Joseph Lewis, President

ATTEST: 
Grace Yeo, Business Administrator/Board Secretary

DATE: December 14, 2023

VOTE:

	Yes	No	Abstain	Absent
Lance Bartletta	☒	☐	☐	☐
Enrico Bolognino	☐	☐	☐	☒
Kelli D'Addetta	☒	☐	☐	☐
Christina DeBari	☒	☐	☐	☐
Alexander de Hombre	☒	☐	☐	☐
Dr. Leah Farinola	☒	☐	☐	☐
Abby Gonzalez	☒	☐	☐	☐
Melissa Howard	☒	☐	☐	☐
Joseph Lewis	☒	☐	☐	☐

AGREEMENT
between the
SECAUCUS BOARD OF EDUCATION
and
SECAUCUS DIRECTORS’
ASSOCIATION

2023-2024 through 2024-2025

TABLE OF CONTENTS

ARTICLE I – MEMBERSHIP	1
ARTICLE II – NEGOTIATION PROCEDURE	2
ARTICLE III – GRIEVANCE PROCEDURE.....	3
ARTICLE IV – DIRECTORS’ RIGHTS.....	7
ARTICLE V – ASSOCIATION RIGHTS AND PRIVILEGES	8
ARTICLE VI – IN-SCHOOL WORK YEAR AND RESPONSIBILITIES	10
ARTICLE VII – EVALUATION	11
ARTICLE VIII – LEAVES OF ABSENCE	12
ARTICLE IX – VACATION/HOLIDAYS	18
ARTICLE XI – SEPARATION FROM SERVICE	22
ARTICLE XII – SALARY	23
ARTICLE XII – SALARY ADVANCEMENT CHART	24
ARTICLE XIII – REIMBURSEMENT FOR INCURRED EXPENSES	25
ARTICLE XIV – JUST CAUSE PROVISION	26
ARTICLE XV – SEVERABILITY CLAUSE	27

ARTICLE I – MEMBERSHIP

A. UNIT MEMBERSHIP:

In accordance with Chapter 123, Public Laws of 1974, the Board recognizes the Secaucus Directors Association, hereinafter known as “the Association,” as the exclusive and sole representative for the collective negotiation concerning the terms and conditions of employment for all certified Directors employed or to be employed by the Secaucus Board of Education, hereinafter known as “the Board,” including the following:

- Director of Curriculum and Instruction,
- Director of Athletics, K-12 Health and Physical Education, and
- Additional Directors as may be appointed by the Board.

B. DEFINITIONS:

For purposes of clarity, the term “Director,” when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the negotiating unit as listed above.

ARTICLE II – NEGOTIATION PROCEDURE

A. DEADLINE DATES:

The parties agree to enter into collective negotiations over a successor agreement in accordance with Chapter 123, Public Laws of 1975, in a good faith effort to reach agreement on all matters concerning the terms and conditions of employment of Directors.

Such negotiations shall begin in accordance with procedures set forth by PERC. Any agreement so negotiated shall apply to all Directors exclusively.

Negotiations shall commence with a meeting at a mutually satisfactory place within 15 days after receipt of a proposal, unless the Board and the Association mutually agree to an extension of time.

This Agreement shall be signed and adopted by duly authorized individuals of the Association and the Board.

B. MODIFICATION - UNDERSTANDING OF PARTIES:

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.

This Agreement shall be effective as of July 1, 2023 and shall continue in effect until June 30, 2025.

ARTICLE III – GRIEVANCE PROCEDURE

A. DEFINITION:

1. A “grievance” shall mean a complaint by a Director or group of Directors that there has been as to him/her or them an event or condition which is a misinterpretation, misapplication, or a violation of the Agreement, or of any established Board policy affecting the terms and conditions of employment or of any administrative regulation affecting the terms and conditions of employment. A grievance to be considered under this procedure must be initiated by the grievant within 20 school days of the time that the grievant knows or should be reasonably expected to know of its occurrence. Excluded from this definition of “grievance” are those matters which relate to the failure to retain a non-tenured Director.
2. As used in the above definition, the term “group of Directors” shall mean a group of Directors having a common grievance.
3. A “grievant” is the person, or persons, making the claim.

B. PROCEDURES:

At any step in this procedure, the grievant may have an Association representative of his/her choosing present.

INDIVIDUAL GRIEVANCE:

1. Any Director who has a grievance with his/her superior shall notify the superior within ten school days of the event or action which the Director alleges to have caused a grievance, or within 20 school days of when he/she would reasonably be expected to know of its occurrence.
2. If, as a result of the discussion, the matter is not resolved to the satisfaction of the grievant within two school days of such discussion, the grievant shall set forth his/her grievance, in

writing, to the superior within ten school days of such discussion.

3. The superior shall communicate his/her decision to the grievant and the Association, in writing, within three school days of receipt of the written grievance.
 - a. If such decision is not satisfactory to the grievant, he/she shall present his/her claim, in writing, to the Superintendent of Schools within five days after the receipt of such decision, or, if his/her superior is the Superintendent of Schools, to the Board in accordance with Article II.B.4.a. of this Agreement.
 - b. The Superintendent shall meet with the grievant and a representative of the Association within ten school days after the receipt of the written grievance.
4. The Superintendent shall communicate his/her decision, in writing, along with supporting reasons, to the grievant and the Association within ten school days after the meeting, and a copy shall be submitted to the superior concerned.
 - a. If the decision of the Superintendent is not satisfactory to the grievant and the Association, the grievance shall be submitted, in writing, to the Board, no later than seven school days after the receipt of the Superintendent's decision.
 - b. The Board, or a Committee of the Board consisting of no less than four members, shall then meet with the grievant and a representative of the Association no later than 12 school days after receipt of the written grievance.
5. The Board shall communicate its decision, in writing, along with supporting reasons, within 20 days after the meeting described in Article II.B.4.b., to the grievant and the Association, and a copy shall be submitted to the superior concerned.

6. If the decision of the Board is not satisfactory to the grievant, the grievant shall have the right to request the matter to be submitted to arbitration. The Board and the Association shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator, or to obtain such a commitment within five days, a request for a list of arbitrators may be made to PERC by either procedures of PERC or by either party. The parties shall then be bound by the rules and procedures of PERC in the selection of an arbitrator.
7. The arbitrator's decision shall be, in writing, and shall set forth his findings of facts and conclusions on the issues submitted. The arbitrator shall be without power or authority to make any decision which requires the commission of an act prohibited by law, or which is in violation of the terms of this Agreement. The decision of the arbitrator shall be submitted, in writing, to the Board and the Association and shall be final and binding for all parties.
8. The costs for the services of the arbitrator, including per diem expenses, actual and necessary travel, subsistence expenses and the cost of the hearing room shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring the same.
9. Pending final determination of the grievance, nothing in this Article in any way shall serve to eliminate the responsibility of any Director, including the grievant, to observe all assignments and applicable rules and regulations of the Board.
10. Failure at any step of the procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved party to proceed to the next step. Time periods contained in the grievance procedure may be extended by mutual agreements of the parties in writing.

GROUP GRIEVANCE:

11. A group grievance follows the same procedure. However, if a group grievance involves the personnel of more than one school, the grievance shall be instituted at the Superintendent's level.
12. A grievance based upon action of the Superintendent or the Board shall be initiated at the Superintendent's level.
13. Members of the Board and those Administrators and Directors involved in or affected by the action complained of shall be deemed persons having a direct interest in the arbitration for the purpose of attendance at any hearing held under the grievance procedure.

C. MISCELLANEOUS:

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.

ARTICLE IV – DIRECTORS’ RIGHTS

Whenever any Director is required to appear before the Board, or any Committee or member thereof concerning any matter that could affect the status of his/her employment, he/she shall be given prior notice of the reasons for such meeting or interview and may have a representative of the Association and/or attorney present to advise him/her and represent him/her during such meeting or interview.

The Association shall have the right to be present to protect the interests, not only of the individual involved, but also of the organizations the bargaining representative exclusively recognized.

ARTICLE V – ASSOCIATION RIGHTS AND PRIVILEGES

A. INFORMATION:

1. The Board agrees to furnish to the Association, at the expense of the Association, in response to the reasonable requests, all available information concerning but not limited to the following: Annual financial reports and audits, register of certified personnel, agendas and minutes of all Board meetings, names and addresses of all employees, together with information which may be necessary for the Association to process any grievance or complaint.
2. The information developed by the Board or the Association, respectively, for their own use in the prosecution or refutation of the grievance or complaint shall not be available to the other party unless waiver of this provision is mutually agreed upon by both parties.

B. RELEASE TIME FOR MEETINGS:

1. Whenever any member of the Association is scheduled, with express understanding of the Board, to participate during working hours in negotiations or grievance proceedings, he/she will suffer no loss in pay and/or benefits.
2. The Board may grant, with pay, reasonable time necessary for the President of the Association, or his designated representative, to attend P.S.A. or N.J.A.S.A. sponsored meetings which are held during normal school hours, subject to prior approval of the Superintendent of Schools.
3. The President of the Association shall have the right to leave his/her building immediately upon the regular dismissal of the students for the purpose of attending to Association business.

He/she shall notify the central office prior to leaving the building.

C. USE OF SCHOOL FACILITIES:

1. Representatives of the Association shall be permitted, subject to the Superintendent's discretion, to transact official Association business on school property, after school hours, provided that this shall not interfere, conflict with, or interrupt normal school operations, or use by any other Association.
2. The Association shall have the privilege of using the inter-school mail and inter-school telephone facilities and school mailboxes, as it deems necessary and without the approval of building Principals or other members of the Administration for official Association use.
3. The Association shall have the privilege of using school facilities and equipment including personal computers, duplicating equipment, calculating machines, and all types of audio-visual equipment at reasonable times, when such equipment is not otherwise in use. The Association shall pay for the reasonable costs of all materials, supplies, and equipment incidental to such use and operate such equipment with skilled personnel, when needed.

ARTICLE VI – IN-SCHOOL WORK YEAR AND RESPONSIBILITIES

- A.** The operational basis for the Director shall consist of an annual compensation for 12-month employment. This employment shall not exceed 216 days (excluding vacation, holidays and break periods). Any and all per diem calculations, however, shall be based on 1/260 of the employee's annual salary.
- B.** The Directors' responsibilities shall be memorialized in their individual job descriptions.
- C.** The Directors shall be required, on a *rotating* basis, to provide district coverage during each day of the April recess period. Only one Director will be required to provide district coverage during each day of the April recess period. Any Director not assigned to provide district coverage shall not be required to be in District during this time. The Directors shall develop and coordinate a mutually agreeable schedule to govern April recess district coverage. If the Directors are unable to develop and coordinate a mutually agreeable schedule, the Directors shall be required to provide such coverage on an *alternating* basis as designated by the Superintendent.
- D.** Notwithstanding the holiday and recess periods set forth in Article IX.B, Directors may avail themselves of such holidays and recess periods provided that: (a) such time off does not interfere with the Directors' primary responsibilities, and (b) Directors are available at all times via phone or email.

ARTICLE VII – EVALUATION

A. RIGHT TO FULL KNOWLEDGE:

The Board and the Superintendent subscribe to the principles that a Director has the right to full knowledge regarding the judgment of his/her superiors respecting the effectiveness of his/her performance and that, further, he/she is entitled to receive such recommendations that will assist him/her in increasing the effectiveness of his/her performance.

B. EVALUATION PROCEDURES:

1. **Copies of Reports.** Each Director must sign all copies of each written evaluation, attesting to the fact that the contents of the evaluation are known to him/her and with the express understanding that such signature in no way indicates agreement with the content thereof. Further, each Director shall receive a copy of each written evaluation.
2. **Right of a Director to Respond.** A conference shall be arranged between the evaluator and the Director as soon as possible after receipt of the written evaluation in compliance with N.J.A.C. 6A:32 *et seq.* At such time, the Director is entitled to have his/her response to the evaluation heard and, if it is in writing, append to the Evaluation Report.

C. FREQUENCY OF REVIEWS:

The Superintendent shall establish supervisory procedures that will guarantee a minimum of three written evaluations per year for each non-tenured Director. The first written evaluation shall be no later than December 1. The second written evaluation shall be no later than February 1 and the third no later than April 1. The process shall be in accordance with provisions of N.J.A.C. 6A:32.

Tenured Directors shall receive at least one written evaluation per year.

ARTICLE VIII – LEAVES OF ABSENCE

A. SICK LEAVE:

1. All Directors shall be entitled to 14 days sick leave per year. Unused days of sick leave shall be accumulated from year-to-year, available as sick leave only and when needed. After three working days, a physician's certificate shall be required from a physician. The Superintendent of Schools, may, however, require such a certificate at any time.
2. Any Director who contracts a disease, normally referred to as a childhood disease, which results from employment in the Secaucus School System, shall receive full pay, and he/she shall not be required to use his/her accumulated sick days subject to the following:
 - a. Verification by the Board physician that said disease was contracted during the course of employment.
 - b. That the recovery period of this disease shall terminate upon the approval by the Board physician that the teacher can return to work.

B. TEMPORARY LEAVES OF ABSENCE: All Directors shall be entitled to the following non-accumulative leaves of absence, with full pay, each school year with the prior approval of the Superintendent of Schools, or his/her designated representatives:

1. **Bereavement Leave:** Up to five days, at any one time, in the event of the death of an employee's spouse, father, mother, child, brother, brother-in-law, sister, sister-in-law, mother-in-law or father-in-law.
2. **Family Illness Leave:** Up to four days in any school year in the event of serious illness of an employee's spouse, mother, father, child, brother, sister, mother-in-law or father-in-law.

3. **Personal Leave:** Administrators hired before January 1, 2017 shall be entitled to up to five days per school year for personal business, while administrators hired on or after January 1, 2017 shall be entitled to up to three days per school year for personal business. Effective July 1, 2014, unused personal days shall accumulate into accumulated sick leave at the rate of one personal day to one sick day, to a maximum of 15 days in any one year in accordance with N.J.S.A. 18A:30-7. Any unused personal days accumulated prior to July 1, 2014 shall remain as personal banked days, provided that no employee increased his or her total accumulation by more than 15 days in any one year.
4. **Military Leave:** Time necessary for persons called into temporary active duty of any unit in the United States Reserves or the State National Guard, provided such obligations cannot be filled on days when school is not in session. An employee shall be paid his/her regular pay in addition to any pay which he/she receives from the State or Federal Government up to a maximum of one month at any one time.

C. EXTENDED LEAVES OF ABSENCE:

1. Military leave, without pay, shall be granted to any Director who is inducted or enlists in any branch of the Armed Forces of the United States for the period of said service and three months thereafter, or three months after recovery from any wound or sickness at the time of discharge.
2. Maternity leave, without pay, shall be granted by the Board in accordance with the following procedures:
 - a. All initial requests, and requests for extensions or reductions for, maternity leave shall be made, in writing, to the Superintendent.
 - b. All Directors may request maternity leave and shall advise the Superintendent of the anticipated date of delivery of the child and of the revisions in such date which may come to her

knowledge. The Director must submit a request for maternity leave no later than 60 days prior to the date when she would like her leave to commence. The commencement date of the maternity leave shall be determined by taking into account the needs of the District and the physical ability of the Director to continue.

- c. The presumptive period of disability begins 4 weeks before the anticipated date of delivery and extends 4 weeks following the actual date of delivery. During this time, a Director is entitled to utilize sick days, to the extent available, for those days when school is in session. Thus, absent a physician's certification to the contrary, a Director is presumed unable to work only during that time period. However, a Director may select to work through this period and select a maternity leave date any time between the beginning of the presumptive period and the actual date of delivery.
- d. Bonding leave. Following the presumptive period of disability, a Director is eligible to take an unpaid leave of absence under the Federal Family and Medical Leave Act ("FMLA"), with a continuation of medical benefits, for bonding purposes, up to a maximum of 12 weeks taken in week-long increments. Such leave of absence for bonding is covered under the FMLA and the New Jersey Family Leave Act ("NJFLA"), which run concurrently to care for the birth or adoption of a child. Directors shall not be permitted to utilize sick leave for bonding purposes since sick leave may only be used for a Director's own personal disability.
- e. Any maternity leaves of absence granted to a non-tenured Director shall not extend beyond the end of the academic school year in which the leave is applied for and obtained.
- f. Any Director may, in the case of a birth of a child, or in the case of adoption by such Director of a child six years of age or

under if the child is more than six years of age where special circumstances require, apply for a leave for bonding purposes, provided that:

- i. In cases where both husband and wife are employed in this School System, only one of said persons may apply for such leave.
 - ii. In the case of a female Director, the request for bonding leave shall be made to become effective immediately following her disability leave and any FMLA/NJFLA leave or within the period prescribed by federal or State law.
 - iii. All initial requests and requests for extensions or reductions for bonding leave must be made, in writing, to the Superintendent and the initial request shall be filed at least three months before the anticipated birth or adoption of the child, and in any event, no later than April 30th. In the event unforeseen circumstances occur within such request period which necessitates a late request by a Director for a bonding leave, the specified request period shall be waived, provided the Director makes a request for such leave immediately upon learning of the unforeseen occurrence.
- g. Bonding leave shall be granted as follows: If the child is born or adopted before January 1, then leave may be approved for the remainder of that school year. If the child is born or adopted on or after January 1, then leave may be approved for the remainder of that school year and the following school year if requested. However, a tenured Director may request approval from the Board for another year of bonding leave based on extraordinary circumstances. The Board shall consider each request on a case by case basis and the Board's denial shall not be arbitrary, capricious or unreasonable. Administrators shall work for at least one full academic year

following the use of bonding leave before being approved for another period of bonding leave.

- h. A Director on leave shall notify the Superintendent no later than April 30th of the last year of such leave in the event she chooses not to return to the district. Requests for extensions of such leaves must be made at least three months prior to the commencement of such extended leave period, and in any event, no later than April 30th. In the event unforeseen circumstances occur within such request period which necessitates a late request by a Director for extension of a bonding leave, the specified period may be waived, provided the Director requests such extension immediately upon learning of the unforeseen occurrence. Unless the bonding leave is a continuation of a disability leave, it is not anticipated that bonding leave will be permitted to commence during the first month of the academic school year. A Director requesting bonding leave will normally not be permitted to return to the School System following such leave during the last month of any academic school year.
- i. The Board may set reasonable conditions for the granting of the bonding leave, including a requirement that the Director receiving such leave not accept full-time employment during all or part of the period of the bonding leave which would interfere with the purpose of such leave.
- j. Any bonding leave granted to a non-tenured Director shall not extend beyond the end of the academic year for which the disability leave is granted.
- k. Any Director who applied for and received bonding leave may apply for permission to return to employment during the academic school year for which such leave was granted and such leave may thereupon be terminated by the Board, in its sole discretion.

1. All unpaid leaves of absence shall be without the benefit of experience increment credit.
- D.** Upon return from leave, a Director shall be advanced to the next appropriate salary guide step only if that Administrator worked six or more months in that given school year or as required by law.
- E.** All extensions or renewals of leaves shall be applied for and granted or denied, in writing, by the appropriate parties.
- F.** Other leaves of absence, without pay, may be granted by the Board for good reason.
- G.** Any leave of absence, without pay, shall be deducted at the rate of 1/260th of the Director's annual salary.

ARTICLE IX – VACATION/HOLIDAYS

A. VACATION LEAVE

1. The Director shall be entitled to an annual vacation of 22 vacation days per year, prorated for any partial year worked.
2. The Director shall take vacation time during periods when school is not in session, and only after giving the Superintendent reasonable notice. Reasonable notice shall be defined as four weeks advance notice.
3. If the Director wishes to use his vacation days while school is in session, he/she must obtain prior permission of the Superintendent.

B. HOLIDAYS

1. The Director shall be entitled to all holidays granted to other administrators in the District. These holidays are:

Labor Day	New Year's Eve
Columbus Day	New Year's Day
General Election Day	Martin Luther King Day
Veterans Day	Lincoln's Birthday
Thanksgiving Day	Washington's Birthday
Day after Thanksgiving	Good Friday
Christmas Eve	Memorial Day
Christmas Day	Independence Day

2. The Director is not required to be in District during school vacations occurring between September 1st and June 30th unless otherwise required to provide district coverage during the April recess period, in accordance with Article VI.C above.
3. The Director shall be responsible for filing an automated time slip, in advance of the time off as set forth herein, or immediately upon return to the District in the event of an

unplanned absence. The automated time slip shall be filed with the Board Secretary each time any leave is taken. The Director shall periodically review the Board Secretary's record to assure correctness.

ARTICLE X - INSURANCE PROTECTION

- A. Insurance Benefits.** The Board agrees to provide its full-time employees full health, prescription and dental benefits. Full-time shall be defined as a weekly schedule of not less than thirty-five hours per week. Health and prescription benefits shall be provided through School Employees Health Benefits Program. Effective January 1, 2018, the base plan for all eligible employees and their dependents shall be Direct 15.
- B. Contributions.** Employees who receive healthcare insurance protection from the Board shall contribute toward the premium cost of said health insurance, in accordance with N.J.S.A. 18A:16-17, or any other applicable State law. The employee's contribution to the cost of premiums shall be deducted from the employee's salary and paid, in equal installments, in accordance with the payroll schedule. The Board shall make payment for the remainder of the premium costs to provide coverage for the full 12-month period, to insure uninterrupted participation and coverage.
- C. Employee Waiver of Coverage.** Employees may waive such coverage listed in Article X.A above in accordance with the following requirements:
1. Providing that the employee can show proof of health insurance coverage through another source, the employee may waive said coverage provided in Article X.A. above. In that event, the employee will receive compensation of twenty-five (25%) of the amount saved by the Board resulting from the employee's waiver of coverage less One Thousand Dollars (\$1,000), or Four Thousand Dollars (\$4,000), whichever is less. Such compensation shall be paid twice each school year, with the final paycheck in January and the final paycheck in June.
 2. The Board will establish a Section 125 Plan for the waiver of coverage offered in Article X.C.1 above.

3. An employee who wishes to resume coverage shall notify the Board in writing and file a declaration with the Board and/or the insurance carrier, in such form as the Board and/or the insurance carrier shall prescribe, that the waiver is revoked.

ARTICLE XI – SEPARATION FROM SERVICE

A. ACCUMULATED SICK DAYS:

1. Upon retirement, the Director shall receive separation compensation for accumulated sick days at his/her per diem rate of pay ($1/260 \times$ annual salary) on his/her last day of employment, but in no event shall said reimbursement exceed a total of \$15,000.00.
2. In the event of the death of a Director in active service of the District, the benefits provided in this Section shall be payable to his/her beneficiary or estate.

B. VACATION DAY REIMBURSEMENT

1. In the event the Director's Agreement is terminated prior to its expiration, unused vacation time (for the year of termination only) shall be paid on a prorated basis of two days accrued per month subject to a maximum of 22 days. This payment will be made at the Director's per diem rate of pay ($1/260 \times$ annual salary) on his/her last day of employment.
2. In the event of the death of a Director in active service of the District, the benefits provided in this Section shall be payable to his/her beneficiary or estate.

ARTICLE XII – SALARY

Directors shall be paid in accordance with the following salary schedule:

Step	2023-2024	2024-2025
1	\$129,265	\$132,000
2	\$130,810	\$133,531
3	\$132,355	\$135,127
4	\$133,900	\$136,723
5	\$135,445	\$138,319
6	\$136,990	\$139,915
7	\$138,535	\$141,511
8	\$140,080	\$143,107
9	\$141,625	\$144,703
10	\$143,428	\$146,299
11	\$145,488	\$148,161
12	\$147,548	\$150,289
OG	\$155,530	\$160,662

“OG” above shall refer to “off guide.” No individuals who are presently on the guide shall be eligible to move off guide.

Any Director who has or receives a doctorate degree in a field of study related or relevant to his/her professional responsibilities in the District as determined by the Superintendent, shall receive a \$1,000 non-cumulative stipend during each year of this contract. Such stipend will be paid in bi-monthly installments.

ARTICLE XII – SALARY ADVANCEMENT CHART

ADVANCEMENT CHART

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1	⇒	2	⇒	3
2	⇒	3	⇒	4
3	⇒	4	⇒	5
4	⇒	5	⇒	6
5	⇒	6	⇒	7
6	⇒	7	⇒	8
7	⇒	8	⇒	9
8	⇒	9	⇒	10
9	⇒	10	⇒	11
10	⇒	11	⇒	12
11	⇒	12	⇒	12
12	⇒	12	⇒	12

ARTICLE XIII – REIMBURSEMENT FOR INCURRED EXPENSES

- A.** The Director shall be entitled to an allowance, at the Board's expense, to cover the entire cost of professional dues for one County or State professional organization.
- B.** The Director shall be entitled to reimbursement for expenses incurred for attendance at one State conference each year as well as other professional conferences as budgeted by the Board, provided that they obtain approval from the Board in advance, as well as similar expenses which may be incurred while discharging the duties of Director. Such reimbursement shall conform to N.J.S.A. 18A:11-12, as enacted by P.L. 2007 c. 53.
- C.** The Director is entitled to be paid for the costs and fees for any State-mandated continuing education and/or professional development opportunities upon submission of appropriate vouchers and purchase orders in connection with said State-mandated continuing education requirements.
- D.** The Director shall be reimbursed for the use of his personal vehicle in performance of his contractual duties in accordance with the mileage rate established by New Jersey State law.

ARTICLE XIV – JUST CAUSE PROVISION

No Director may be discharged, disciplined or reduced in compensation except for just cause. Any such action asserted by the Board, or any agent or representative, thereof, shall be subject to the grievance procedure herein set forth.

ARTICLE XV – SEVERABILITY CLAUSE

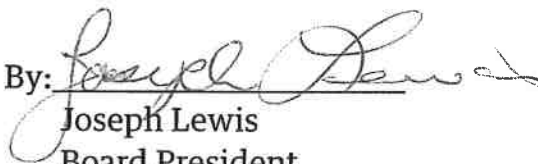
If any provision of the Agreement or the application of such provision to any person or circumstance shall be held invalid, the remainder of the Agreement or the application of such provision to persons or circumstances other than those to which it is held invalid shall not be affected thereby.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective Presidents, attested to by their respective Secretaries, and their corporate seals to be placed hereon, all on the day and year first above written.

WITNESS:

SECAUCUS BOARD OF EDUCATION


Grace Yeo
Business Administrator/
Board Secretary

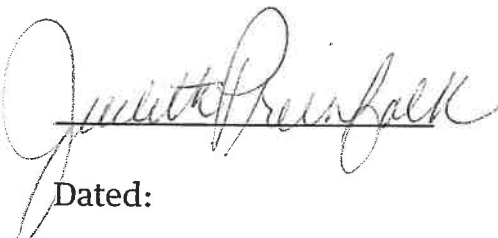
By: 
Joseph Lewis
Board President

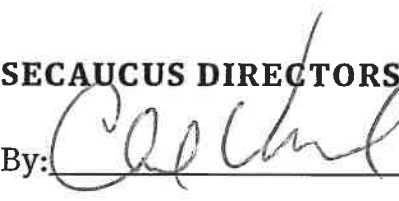
Dated: 1/5/24

Dated:

WITNESS:

SECAUCUS DIRECTORS' ASSOCIATION


Dated:

By: 
President

Dated: 1/5/2024