

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

2022-2023 through 2024-2025

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ARTICLE I – MEMBERSHIP

A. UNIT MEMBERSHIP:

In accordance with Chapter 123, Public Laws of 1974, the Board recognizes the Secaucus Supervisors' 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 instructional Supervisors employed or to be employed by the Secaucus Board of Education, hereinafter known as "the Board."

B. DEFINITIONS:

For purposes of clarity, the term "Supervisor," when used hereinafter in this Agreement, shall refer to all professional supervisory 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 Supervisors.

Such negotiations shall begin in accordance with procedures set forth by PERC. Any agreement so negotiated shall apply to all Supervisors 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, 2022 and shall continue in effect until June 30, 2025.

ARTICLE III – GRIEVANCE PROCEDURE

A. DEFINITION:

1. A “grievance” shall mean a complaint by a Supervisor or group of Supervisors 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 twenty (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 Supervisor.
2. As used in the above definition, the term “group of Supervisors” shall mean a group of Supervisors 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 Supervisor who has a grievance with his/her superior shall notify the superior within ten (10) school days of the event or action which the Supervisor alleges to have caused a grievance, or within twenty (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 (2) school days of such discussion, the grievant shall set forth his/her grievance, in writing, to the superior within ten (10) school days of such discussion.
3. The superior shall communicate his/her decision to the grievant and the Association, in writing, within three (3) 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 (5) days after the receipt of such decision.
 - b. The Superintendent shall meet with the grievant and a representative of the Association within ten (10) 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 (10) 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 (7) 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 (4) members, shall then meet with the grievant and a representative of the Association no later than twelve (12) school days after receipt of the written grievance.

5. The Board shall communicate its decision, in writing, along with supporting reasons, within twenty (20) days after the meeting described in Paragraph 6 (b) of this Section, 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 (5) 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 Supervisor, 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 Supervisors 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 – SUPERVISOR EMPLOYEE RIGHTS

A. REQUIRED MEETINGS OR HEARINGS:

Whenever any Supervisor 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. 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 school office prior to leaving the building.

C. USE OF SCHOOL FACILITIES:

1. Representatives of the Association shall be permitted, subject to the building Principal, 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, intranet, duplicating equipment, 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 SUPERVISOR DAY

- A.** Supervisors shall be involved in scheduling, but shall not be required to perform daily teaching duties, except in cases of emergency.
- B.** Each Supervisor's Office will be provided with a computer, printer, and telephone.
- C.** Every effort shall be made to provide each Supervisor with the use of their own office that provides for privacy in communications and meetings.

ARTICLE VII – IN-SCHOOL WORK YEAR

A. The operational basis for each 10-month Supervisor shall consist of an annual compensation for 10-month employment. This employment shall not exceed 196 days. Supervisors will work thirteen (13) additional days during the summer months as mutually agreed upon by the Superintendent and Supervisors, and shall be part of the Supervisor's base salary. Any additional days worked beyond the required thirteen (13) shall be compensated at a per diem rate of $1/200^{\text{th}}$ of the 10-month Supervisor's annual salary. Additional days must be approved by the Superintendent.

B. The operational basis for each 12-month Supervisor shall consist of an annual compensation for 12-month employment. Any and all per diem calculations shall be based on $1/260^{\text{th}}$ of the 12-month Supervisor's annual salary.

ARTICLE VIII – SUPERVISOR RESPONSIBILITIES

The Supervisors' responsibilities are as follows:

A. OPERATIONS AND EVALUATIONS:

Pre-K → Grade 12 teachers: specific out-of-subject assignments to be determined by the Administration.

B. PROFESSIONAL DEVELOPMENT:

Chair subject appropriate Staff Development Committees. Develop Professional Development workshop(s) for implementation on scheduled in-service workshop days.

C. CURRICULUM:

Responsible for overseeing any necessary Pre-K → Grade 12 curriculum development and on-going revisions required to assure compliance with State Core Curriculum Standards.

1. Supervisors will oversee the infusion of Cross Content Workplace Readiness Standards into appropriate subject area(s).

D. INSTRUCTION:

Supervisors will not be required to perform daily teaching duties, except in cases of emergency.

ARTICLE IX – EVALUATION

A. RIGHT TO FULL KNOWLEDGE:

The Board and the Superintendent subscribe to the principles that a Supervisor 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:

COPIES OF REPORTS:

Each Supervisor 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 Supervisor shall receive a copy of each written evaluation.

RIGHT OF A SUPERVISOR TO RESPOND:

A conference shall be arranged between the evaluator and the Supervisor as soon as possible after receipt of the written evaluation in compliance with applicable law. At such time, the Supervisor 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 or more

as required by law for each non-tenured Supervisor. 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 applicable law.

Tenured Supervisors shall receive at least one written evaluation per year or more as required by law.

ARTICLE X – LEAVES OF ABSENCE

A. SICK LEAVE:

1. All 10-month Supervisors shall be entitled to twelve 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.
2. All 12-month Supervisors shall be entitled to fourteen (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.
3. Any Supervisor 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.
4. A contracted attendance service shall be provided for a Supervisor to report his/her unavailability for work. Failure of a Supervisor to report his/her unavailability for work one (1) hour before the start of the workday shall result in loss of pay for that day.

B. TEMPORARY LEAVES OF ABSENCE:

All Supervisors 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, sister, 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. Documentation on substantiating the illness shall be required for each absence.
3. **Personal Leave:** Up to five days per school year for personal business. Unused personal days shall accumulate into accumulated sick leave at the rate of one personal day to one sick day. Under no circumstances will personal leave be taken on a day preceding or following a school holiday or recess period.
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. A leave of absence, without pay, of up to two days shall be granted to any Supervisor who joins the Peace Corps, VISTA or National Teacher Corps, or serves as an exchange teacher/Supervisor or oversees teacher/Supervisor and is a full-time participant in either of such programs or accepts a Fulbright Scholarship.

2. Military leave, without pay, shall be granted to any Supervisor 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.
3. Maternity leave, without pay, shall be granted by the Board in accordance with the following procedures:
 - a. All initial applications for, and application for extensions or reductions for, maternity leave shall be made, in writing, to the Superintendent.
 - b. All pregnant Supervisors may apply for pregnancy leave. As a condition to receiving such leave, a pregnant Supervisor shall notify the Superintendent of Schools of the fact of her pregnancy as soon as her pregnancy is known or medically confirmed. She 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 pregnant Supervisor must make application for such leave no later than sixty days prior to the date when she wishes her leave to commence. The commencement date of the pregnancy leave shall be determined by taking into account the needs of the District and the physical ability of the Supervisor to continue. It is expected that pregnancy leaves will commence no later than the start of the eighth month of pregnancy unless the Supervisor presents a statement from her physician stating she is physically able to continue all of her duties beyond that time, in which event, she shall be permitted to continue to the date certified by her physician.

The Board may require a Supervisor during pregnancy to produce a Certificate from her physician stating that she may continue working effectively at the duty to which a Supervisor has been assigned. The Board shall not require the Supervisor to provide such a Certificate (updated) more than once every sixty calendar days, except during the last two months of pregnancy during which period such Certification may be requested every thirty calendar days. In the event of any question as to the condition of the pregnant Supervisor or as to the opinion of her physician, the Supervisor may be required by the Board to submit to an examination, at the Board expense, by its designated physician and the Supervisor shall be required to submit such an examination.

Any difference of opinion between the Supervisor's physician and the Board physician as to the ability of the Supervisor to continue to perform her duties shall be resolved by a third physician appointed by the Supervisor's physician and the Board's physician or by the Hudson County Medical Society, should the two physicians be unable to agree.

Expenses of such examinations shall be borne equally. Nothing stated herein is intended to restrict the right of the Board to remove any pregnant Supervisor from her duties if it should determine that her performance has substantially decreased from the time immediately prior to her pregnancy or for any other just cause.

- c. All pregnancy leaves shall be terminated no later than one month following the date of the delivery of the child unless the Supervisor's physician shall certify that a further period of recuperation is required by the Supervisor, in which event, said leave shall be continued for such additional period of time as

shall be deemed necessary by the Supervisor's physician and to have such question resolved in the same manner as provided herein above in the case of a pregnant Supervisor seeking to continue working prior to commencing a pregnancy leave. In no event shall any Supervisor be permitted to return to duty following a pregnancy leave unless she produces a statement from her physician that she is physically able to return to duty during the last month of the academic school year unless permitted to do so by the Board in its discretion.

- d. Any pregnancy leaves of absence granted to a non-tenured Supervisor shall not extend beyond the end of the academic school year in which the leave is applied for and obtained, unless the Board, in its sole discretion, elects to grant such extension.
- e. Any Supervisor may, in the case of a birth of a child, or in the case of adoption by such Supervisor 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 child-rearing purposes, provided that:
 - i. In cases where both parents are employed in this School System, only one of said persons may apply for such leave.
 - ii. In the case of a female Supervisor, the application for child-rearing leave shall be made to become effective immediately upon the termination of her pregnancy leave.
 - iii. All initial applications and applications for extensions or reductions for child-rearing leave must be made, in writing, to the Superintendent and the initial application 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 application period which necessitates a late application by a Supervisor for a child-rearing leave, the specified application period shall be waived, provided the Supervisor makes application for such leave immediately upon learning of the unforeseen occurrence.

- f. Child-rearing leave shall be granted for a period of up to the end of the academic year in which the child is born or adopted, and such leave shall, upon the request of the Supervisor, be extended for an additional one academic school year. A Supervisor 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 application period which necessitates late application by a Supervisor for extension of a child-rearing leave, the specified period may be waived, providing the Supervisor makes application for such extension immediately upon learning of the unforeseen occurrence. Unless the child-rearing leave is a continuation of a pregnancy leave, it is not anticipated that child-rearing leave will be permitted to commence during the first month of the academic school year. A Supervisor requesting child-rearing leave will normally not be permitted to return to the School System following such leave during the last month of any academic school year.
- g. The Board may set reasonable conditions for the granting of the child-rearing leave, including requirement that the Supervisor receiving such leave not accept full-time employment during

all or part of the period of the child-rearing leave which would interfere with the purpose of such leave.

- h. Any child-rearing leave granted to a non-tenured Supervisor shall not extend beyond the end of the academic year for which the pregnancy leave is granted, unless the Board, in its sole discretion agrees to grant such extension.
- i. Any Supervisor who applied for and received child-rearing 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.
- j. All child-rearing leaves of absence and pregnancy leaves commencing prior to physical disability shall be without the benefit of experience increment credit.
- k. The designation of a leave as pregnancy leave or child-rearing leave shall not, solely by reason of such designation, determine the Supervisor's rights with respect to sick leave.

D. Upon return from leave granted pursuant to this Article, a Supervisor shall be considered as if he/she were actively employed by the Board during the sick leave and shall be placed on an appropriate salary level only if the Supervisor worked five (5) or more months in that 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 1/200th of the 10-month Supervisor's annual salary. Any leave of absence, without pay, shall be deducted at the rate of 1/260th of the 12-month Supervisor's annual salary.

H. VACATION

Each 12-month Supervisor shall be entitled to twenty two (22) vacation days annually. All vacation days will be used by June 30th, prorated for any partial year worked. A maximum of five (5) unused vacation days can be carried over from one contract year to the next year. These days must be used during the contract year to which they are carried over and cannot be accumulated past one contract year.

ARTICLE XI – INSURANCE PROTECTION

A. Insurance Provided. The Board shall provide each employee with full health, prescription and dental benefits. Health Benefits shall be provided through the School Employees' Health Benefits Program or another plan which is equal to said plan. The base plan for all eligible employees and their dependents shall be NJ Direct15.

B. Contributions. In the event that an employee elects to receive health insurance coverage, he/she shall pay one and one half percent (1.5%) of his/her base salary, consistent with *N.J.S.A. 18A:16-17* or any amendments thereto, or the contributions specified in c.78, P.L. 2011 (Sections 39 and 41), whichever is higher, through the withholding of the contribution from the pay, salary or other compensation, towards the cost of said health care benefits coverage.

C. Waiver. In the event that employee instead agrees to “opt-out” of health insurance benefits, however, no such deduction shall be made.

ARTICLE XII – SEPARATION FROM SERVICE

A. ACCUMULATED SICK DAYS:

1. Upon retirement, the Supervisor shall receive separation compensation for accumulated sick days at the rate of \$75.00 per day.

a. Total separation compensation for accumulated sick days shall not exceed \$15,000, except as provided below.

b. If the Supervisor was party to the collective negotiations agreement between the Board and the Association that was in force on May 21, 2010, then he/she shall be entitled to full payment for whatever sick days he/she had accumulated at the expiration of said agreement, regardless of whether such sum exceeds \$15,000.

2. Supervisors employed as of June 30, 2011 who have a “bank” of unused personal days shall not be permitted to add unused personal days to that bank after June 30, 2011.

At the time of retirement from employment with the District, a benefit of Unused Personal Days will be paid to the Supervisors who were employed on or before June 30, 2011 as follows:

- **At least ten years of service:** up to fifty Personal Days at \$75.00/day;
- **At least fifteen years of service:** up to seventy-five Personal Days at \$75.00/day;
- **At least twenty years of service:** up to one hundred Personal Days at \$75.00/day;

- **Twenty-Five years or more of service:** up to one hundred twenty-five Personal Days at \$75.00/day.

If a Supervisor was party to the collective negotiations agreement between the Board and this Association that was in force on May 21, 2010, then in the event of his/her death while in active service of the District, whatever benefits provided in this Section that he/she had accumulated upon the expiration of said agreement shall be payable to his/her beneficiary or estate. Such payment shall not be made to the beneficiary or estate of any Supervisor who was not party to a collective negotiations agreement with the Board that was in force on May 21, 2010.

ARTICLE XIII – SALARY

10-Month Supervisor Salary Guide			
Step	2022-2023	2023-2024	2024-2025
1	\$94,065	\$94,986	\$95,932
2	\$95,687	\$96,652	\$97,598
3	\$97,309	\$98,318	\$99,310
4	\$98,839	\$99,985	\$101,022
5	\$100,641	\$101,557	\$102,735
6	\$101,980	\$103,409	\$104,350
7	\$103,742	\$104,785	\$106,253
8	\$105,632	\$106,594	\$107,666
9	\$107,640	\$108,537	\$109,526
10	\$109,736	\$110,600	\$111,521
11	\$111,987	\$112,754	\$113,642
12	\$114,227	\$115,066	\$115,855
Any Supervisor with an earned Doctorate degree will receive an additional \$2000 added to his/her base salary.			

12-Month Supervisor Salary Guide			
Step	2022-2023	2023-2024	2024-2025
1	\$114,431	\$116,003	\$117,618
2	\$116,006	\$117,578	\$119,193
3	\$117,581	\$119,196	\$120,811
4	\$119,156	\$120,814	\$122,474
5	\$120,731	\$122,433	\$124,137
6	\$122,306	\$124,051	\$125,800
7	\$123,881	\$125,669	\$127,462
8	\$125,456	\$127,288	\$129,125
9	\$127,031	\$128,906	\$130,788
10	\$128,606	\$130,524	\$132,451
11	\$130,181	\$132,143	\$134,114
12	\$131,756	\$133,761	\$135,777
Any Supervisor with an earned Doctorate degree will receive an additional \$2000 added to his/her base salary.			

ARTICLE XIV – DEDUCTIONS FROM SALARY

A. ASSOCIATION PAYROLL DUES DEDUCTION:

1. The Board agrees to deduct from the salaries of its employees dues for all members of the Association. Such deductions shall be made in compliance with Chapter 233, N.J. Public Laws of 1969 (N.J.S.A. 52:14-159e) and under Rules established by the State Department of Education. The person designated shall collect monies and turn them over to the Treasurer of the Association.
2. The Association shall certify to the Board, in writing, the current rate of its membership dues. Any change in the rate of its membership dues shall be given to the Board, in writing, prior to the effective date of change.

ARTICLE XV – REMUNERATION FOR BEDSIDE INSTRUCTION/EXTRACURRICULAR ACTIVITIES

Supervisors shall be eligible for bedside instruction and shall be paid in accordance with the current SEA agreement.

ARTICLE XVI – REIMBURSEMENT FOR INCURRED EXPENSES

A. The Board agrees to reimburse Supervisors for reasonable expenses incurred while on assigned school business beyond the normal scope of employment, subject to the Board's policy on travel reimbursement and New Jersey law. This includes but is not necessarily restricted to:

1. Cost of seminars and workshops.
2. Travel expenses for assigned visitations to other schools.
3. Travel expenses for multiple-school personnel.
4. Tuition for courses taken specifically at the request of the Board.

B. Supervisors shall be reimbursed for approved travel expenses at the NJOMB rate. All travel and participation in cost-bearing activities must receive prior approval of the Superintendent of Schools in accordance with the Board's policy on travel reimbursement and New Jersey law.

C. Request for reimbursement shall be submitted to the Superintendent of Schools on the standard vouchers used by the Secaucus Board of Education and shall be itemized with bills attached in addition to any other requirements mandated by the Board's policy on travel reimbursement and New Jersey law.

ARTICLE XVII – JUST CAUSE PROVISION

No Supervisor 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 XVIII – 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: 1/20/23

Dated:

WITNESS:

**SECAUCUS SUPERVISORS'
ASSOCIATION**



By: 

Association President

Dated: March 1, 2023

Dated: March 1, 2023