

**ELMWOOD PARK BOARD OF EDUCATION
WITH
ELMWOOD PARK EDUCATION ASSOCIATION
AGREEMENT
2021-2024**

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PREAMBLE

WHEREAS, the Board of Education of the Borough of Elmwood Park, New Jersey, hereinafter called the Board, and the Elmwood Park Education Association, hereinafter call Association, having entered into negotiations in accordance with N.J.S.A. Title 34, Chapter 13A; L. 1941, Ch. 100; as last amended, and having reached an agreement on the terms of employment.

And in accordance with law hereby embody its agreement, terms and conditions of employment as follows:

THIS AGREEMENT entered into this 22nd day of June, 2021 by and between BOARD OF EDUCATION OF THE BOROUGH OF ELMWOOD PARK, NEW JERSEY, hereinafter called the Board, and ELMWOOD PARK EDUCATION ASSOCIATION, hereinafter called Association.

DURATION: This agreement shall be for a three-year period commencing July 1, 2021 through June 30, 2024.

ARTICLE I

RECOGNITION

- A. The Board hereby recognized the Association as the exclusive and sole representative as defined in Chapter 303 and 123 of the Laws of New Jersey for collective negotiations concerning grievances and terms and conditions of employment for the following employees under contract or leave:
 - 1. Teachers.
 - 2. School Nurses, Guidance Counselors.
 - 3. School Librarians and/or Media Specialists.
 - 4. Learning Disabilities Teacher Consultant, School Psychologist, School Social Worker, and Speech Language Pathologist, Occupational Therapist, Board Certified Behavior Analyst, and Educational Technology Specialist.
 - 5. Custodians and maintenance men, bus driver/utility workers.
 - 6. Executive secretaries, secretaries, bookkeepers and clerks, except the Payroll/ Bookkeeper and Confidential Secretaries shall be excluded.
- B. All other persons, positions, and units not specifically defined above are excluded.
- C. In this Agreement the term "Teachers" as used throughout shall refer to all personnel listed under A1, A2, A3, and A4 of Article I unless specifically designated otherwise.

ARTICLE II

NEGOTIATION PROCEDURE

- A. The parties agree to enter into collective negotiations over a successor agreement in accordance with the law governing such negotiations. Any Agreement so negotiated shall be voted on by the parties, and if ratified, apply to all employees.
- B.
 - 1. Representatives of the Board and the Association's negotiations committee shall meet by mutual agreement for the purpose of reviewing the administration of the agreement, and to resolve problems that may arise.
 - 2. All meetings between the parties shall be regularly scheduled, whenever possible to take place when the employees involved are free from assigned responsibilities, unless otherwise agreed.
 - 3. Should a mutually acceptable amendment to this Agreement be negotiated by the parties, it

shall be presented, in writing, to the Superintendent/administration prior to ratification by the parties.

- C. Except as this Agreement shall hereinafter otherwise provide, all terms and conditions of employment applicable on the effective date of this Agreement to employees covered by this Agreement as established by the rules, regulations and/or policies of the Board in force on said date, shall continue to be applicable during the term of this Agreement. Unless otherwise provided in this Agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce or otherwise detract from any employee benefit existing prior to its effective date.
- D. The Board agrees not to negotiate concerning said employees in the negotiating unit as defined in ARTICLE I of this Agreement with any organizations other than the Association for the duration of this Agreement.

ARTICLE III

GRIEVANCE PROCEDURE

A. Definition

1. The term "grievance" means a complaint by any employee or group of employees (as defined in the recognition clause) that there has been a wrong application, interpretation, or violation of Board policy, this Agreement, and/or administrative decision affecting him or them.
2. The term "grievance" and the procedure relative thereto shall not be deemed applicable in the following instances:
 - a. The failure or refusal of the Board to renew a contract of a non tenure employee.
 - b. Dismissal for cause.
 - c. Reduction in force of personnel.
3. An established past practice shall be enforceable under the terms of this Agreement. An established past practice must satisfy three (3) standards. They are:
 - a. It must be unequivocal and regularly and uniformly granted.
 - b. It must be clearly enunciated and freely and openly allowed.
 - c. It must be readily ascertainable over a reasonable period of time as a fixed and established practice accepted by both the Association and the Board.
4. The term "employee" shall mean any individual governed by Article I.
5. The term "representative" shall include the organization designated herein as the Association, or any person authorized by law and designated by any employee or group of employees of by the Board to act on his, its or their behalf and to represent it or them.
6. The term "immediate" superior shall mean the person to whom the aggrieved employee is directly responsible.
7. The terms "party" 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.

B. Purpose

1. The purpose of this procedure is to secure, at the lower possible level, a decision as to the grievance. Both parties agree that these procedures 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 rights 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 by the Association provided the adjustment is not inconsistent with terms of this Agreement and that the Association has been given the opportunity to be present at such adjustment and state its views.

C. Procedure

1. The number of days indicated at each level should be considered as a maximum, and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.
2. In the event a grievance is filed at such time that it cannot be processed through all steps in the 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 may be reduced by mutual agreement so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is possible; otherwise, a grievance, if left unresolved by the end of the school year, shall be adjusted in the following school year.
3. Any aggrieved employee shall institute action under the provisions hereof within thirty calendar days of the occurrence complained of, or within thirty calendar days after he would reasonably be expected to know of its occurrence. Failure to act within said thirty-day period shall be deemed to constitute an abandonment of the grievance.
4. Level One: An employee with a grievance shall first discuss it with his principal or immediate superior, either directly or through the Association's designated representative, with the objection of resolving the matter informally.
5. Level Two: If the aggrieved person is not satisfied with the disposition of his grievance at Level One and his principal has completed the grievance form, or if no decision has been rendered within five school days after presentation of the grievance, he may file the grievance in writing with the Elmwood Park Education Association (hereinafter referred to as the Association) within five school days after the decision at Level One or ten school days after the grievance was presented, whichever is sooner. Within five school days after receiving the written grievance, the Association shall refer it to the Superintendent of Schools.
6. Level Three: If the aggrieved person is not satisfied with the disposition of his grievance at Level Two, or if no decision is rendered within ten school days after the grievance was delivered to the Superintendent, he may within five school days after the grievance was delivered to the Superintendent, whichever is sooner, request in writing that the Association submit his grievance to the Board of Education (hereinafter referred to as the Board).
7. Level Four:
 - a. Within ten (10) school days after receiving the written grievance, the Board, at the Board's option, may make arrangements for a meeting to hear and consider the matter, In the event the Board elects to have a hearing, the Board shall render a decision on the matter within twenty (20) school days after receipt of the grievance.
 - b. If the aggrieved person is not satisfied with the disposition of the grievance at Level Three, or if no decision has been rendered within ten school days after the grievance was delivered to the Board, (except as may be provided for in paragraph 6 hereof) he may, within five school days after a decision by the Board or fifteen school days after the grievance was delivered to the Board, whichever is sooner, request in writing that the Association submit his grievance to arbitration within fifteen school days after receipt of a request by the aggrieved person.
 - c. Within ten school days after such written notice of submission 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 commitment within the specified period, a request for a list of arbitrators may be made to the American Arbitration Association by either party. The parties shall be bound by the rules and procedures of the American Arbitrators Association in the selection of an arbitrator.

- d. The arbitrator so elected shall confer with the representatives of the Board and the Association and hold hearings, promptly and shall issue his decision after the final statements and proofs on the issue are submitted to him. The arbitrator shall decide the issue of arbitrability within the current law of New Jersey. The arbitrator's decision shall be in writing and shall set forth his findings and conclusions on the issue submitted. The arbitrator shall be without authority or power to make any decision which will, require the commission of an act prohibited by law or which is a violation of the terms of this Agreement, or which concerns any matter which is not mandatory or permissible matters for arbitration. The decision of the arbitrator shall be submitted to the Board and the Association and shall be non-binding as a monetary, economic matters and binding as to non-economic, non-monetary matters on both parties.
- e. The Board shall implement the decision of the arbitrator on a grievance involving a non-economic or non-monetary matter within twenty (20) days after the decision by the arbitrator is submitted of five (5) days after the next regular scheduled meeting of the Board, which is longer.
- f. The cost for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses, and the cost of the hearing room shall be borne equally by the parties.

D. Rights of Employees to Representation

1. Any party in interest may be represented at all stages of the grievance procedure by himself, or at his option, by a representative selected/approved by the Association, or authorized by law. When an employee is not represented by the Association, the Association shall have the right to be present to state its views at all stages of the grievance procedure.
2. Any employee, his representative, and members of the Board of Education, its agents, servants, employees, and representatives, processing a grievance shall be assured freedom from restraint, interference, coercion, discrimination, or reprisal.

E. Miscellaneous

1. Decisions rendered at Level One which are unsatisfactory to the aggrieved person and all decisions rendered at Levels Two and Three of the grievance procedure shall be in writing, setting forth the decision and the reasons therefore, and shall be transmitted promptly to all parties in interest and to the Association.
2. All documents, communications, and records dealing with the processing of a grievance shall be filed and kept in a separate file on all the participants.
3. Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents shall be prepared jointly by the Superintendent and the Association and given appropriate distribution so as to facilitate operation of the grievance procedure.
4. All meetings and hearing under this procedure shall not be conducted in public unless requested by either party and shall include only such parties in interest and their designated or selected representatives heretofore referred to in this Article.
5. In the event there is an expansion, reduction, or modification of the subject matters deemed grievable by act of law the parties will be bound by such expansion, reduction, or

modification in the utilization of the grievance procedure.

ARTICLE IV

EMPLOYEES' RIGHTS

- A. No employee shall be disciplined, reprimanded, reduced in rank, or deprived of any professional advantage without 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. However, this section shall not apply to withholding of an increment.
- B. Whenever any employee is required to appear before the Superintendent, Board, or any committee or member thereof concerning any matter which could adversely affect the continuation of that employee in his office, position, or employment or the salary or any increments pertaining thereto, then he shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a representative of the Association present to advise him and represent him during such meeting or interview. This section shall not apply to the appearances before the Superintendent or any committee of the Board which deals with subjects of any educational nature. This section only applies to disciplinary meetings.
- C. The teacher shall maintain the right and responsibility to determine grades and other evaluations of students within the grading policies based upon his professional judgment of available criteria pertinent to any given subject area or activity to which he is responsible. In the event that a teacher is questioned regarding any grade, he shall meet with the building principal to discuss the matter. If, after this meeting there is a disagreement regarding the validity of a grade change, the Superintendent shall meet with the teacher and principal. The Superintendent shall have the right, after consultation with the parties, to adjust a grade or make alternate suggestions for remedy to the matter. If the Superintendent determines that the grades shall be changed, he will give written reasons for such change to the teacher involved.
- D. The notice of an agenda for any meeting shall be given to the employees involved at least one school day prior to meetings, except in an emergency. Employees shall have an opportunity to suggest items for the agenda.
- E. The board shall provide a faculty lounge/designated workspace with phone for use by staff members in each building. HS/MS will be considered one building.
- F. 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 elsewhere.

ARTICLE V

RIGHTS AND PRIVILEGES

- A. Association Rights and Privileges
 - 1. The Board agrees to furnish to the Association, for copying, all information available to the public, a register of all personnel identified in Article I hereof, together with information which may be necessary for the Association to process any grievance or complaint with the permission of the employee involved.
 - 2. Whenever any representative of the Association or any employee is mutually scheduled by the parties to participate during working hours in negotiations, or grievance proceedings, he shall suffer no loss in pay.
 - 3. The Association and its representatives may use school buildings at all reasonable hours for meetings with prior approval of the principal of the building.
 - 4. The Association may use school facilities and equipment, including computers, printers,

scanners, photocopying machines and other duplicating equipment, at reasonable times when such equipment is not otherwise in use. However, the prior approval of the principal or his designated representative must be obtained. The Association will provide all material and supplies at its own cost and expense.

5. The Association may have, in each school building, the exclusive use of a bulletin board in each faculty lounge. The Board must first approve the size of such board.
6. The Superintendents of Schools shall include an officer of the Association chosen by the Association in the organization of any advisory committee representative of all school buildings and staff members in the planning of in-service programs, to assist him, the Board, or any Committee or members thereof.
7. The Association may have the right to use the inter-school mail facilities and the school mail boxes as it deems necessary, provided, it does not interfere with the operation of the school.

B. Board Rights and Privileges

1. The Board hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties, and responsibilities conferred upon it by law or which may hereafter be conferred upon and vested in it by the laws and Constitution of the State of New Jersey and of the United States, including, but not limited to the following:
 - a. To the management and administrative control of the operation of the District and its properties and facilities and the activities of its employees;
 - b. To hire all employees and to determine their qualifications and conditions for continued employment or assignment and to promote and transfer employees;
 - c. To suspend, demote, discharge or take other disciplinary action for good and just cause;
 - d. To determine curricula, grades, grade policy, courses, athletic and recreational programs, methods of instruction and materials used for instruction;
 - e. To determine the methods, means, and personnel by which District operations are conducted;
 - f. To determine the content of job qualifications and duties as allowed by law or regulation;
 - g. To take all necessary actions to carry out its responsibilities in the conduct of regular business and in emergencies;
 - h. To determine the length of the pupil school day and the pupil school year.
2. The exercise of the foregoing powers, rights, authority, duties, or responsibilities of the Board, the adoption of policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited by the terms of this Agreement and Chapter 122 and then only to the extent such terms hereof are in conformance with the Constitution and Laws of New Jersey and of the United States.
3. Nothing contained herein shall be construed to deny, limit or restrict the Board of Education in regard to any rights it may have pursuant to New Jersey Statute or any applicable regulation.

ARTICLE VI

RESPONSIBILITIES, DUTIES AND JOB DESCRIPTION

CUSTODIAL, MAINTENANCE AND BUS DRIVERS/UTILITY WORKERS

- A. Custodial, Maintenance and Bus Drivers/Utility Workers includes custodians, maintenance and bus drivers/utility workers.
- B. The basic purpose of the operation and maintenance activities of the school shall be to provide physical conditions most conducive to carrying out the educational program of the schools.
- C. The duties of the custodian and maintenance/groundskeeper personnel shall include all responsibilities as are included in job descriptions which are made a part of this Agreement by reference.
- D. 1. The custodial and maintenance/groundskeeper staff shall have their hours set at forty (40) per week.
2. Shift assignments for custodians/maintenance/groundskeeper shall be as follows:
- Elementary/Middle School/High School:
- First Shift: 7:00 A.M. to 3:30 P.M. (one half hour for lunch)
- Second Shift: 11:00 A.M. to 7:30 P.M. (one half hour for lunch)
- Third Shift: 3:00 P.M. to 11:30 P.M. or 11:00 P.M. to 7:30 A.M. (one half hour for lunch)
3. Duty free lunch for custodian personnel under this section will constitute a one half hour lunch period to be taken in the building to which the employee is assigned, subject to any emergent need for services. In the event the employee's lunch period is interrupted, the employee shall resume the balance of his duty free lunch period upon completion of said emergent task.
- Duty free lunch for all maintenance personnel shall be from 12:00 Noon to 12:30 P.M. All maintenance personnel shall be permitted to leave the buildings if they wish, subject to any emergent need.
- E. 1. Each member of the maintenance/custodial/bus driver staff shall be required to wear a uniform whenever on duty. Two sets of uniforms will be provided for each maintenance man; two shirts and two pants will be provided for each custodian at the earliest opportunity with the understanding that the laundry for these garments shall be the responsibility of the employee, and that the uniforms remain the property of the Board of Education. In addition, work shoes will be reimbursed to each employee not to exceed \$200.00 per school year.
2. The Board will provide one winter jacket and one rain/wet weather jacket for every maintenance and custodial personnel every three years.
- F. Tenure rights shall be acquired after three years of satisfactory service for full time custodial and maintenance personnel. Custodians hired on or after July 1, 2021 shall not receive tenure.
- G. All custodial personnel shall report to the building principal and plant engineer and/or any other person as may be designated by the Board of Education. All maintenance/groundskeeper personnel shall report to the plant engineer or any other person as may be designated by the Board of Education. Both in turn shall report to the Business Administrator. It is expressly understood and agreed by the Association that it shall be the Board of Education's sole option to decide whether or not there shall be a plant engineer as set forth in this Article. It is the intention of the parties that the Board, at its full discretion, may eliminate the position of plant engineer and have

the employees report directly to the Business Administrator and/or the Superintendent of Schools and/or any other person so designated.

- H. Persons employed on the operation and maintenance of staff shall:
 - 1. Be physically able-bodied;
 - 2. Have good moral habits;
 - 3. Be literate (able to read, write and follow written instructions);
 - 4. Be adaptable to work around children;
 - 5. Have skill, training and experience in the work to be done;
 - 6. Submit evidence of good health by means of a doctor's examination;
 - 7. Shall obtain Black Seal License no less than one year from dates of employment.
- I. All newly appointed and employed personnel shall present a certificate from a physician signifying that he is physically and mentally capable of performing his duties in the Elmwood Park School System.
- J. The Business Administrator may, at any time, require a staff member to furnish a certificate from a physician signifying that the employee is physically and mentally qualified to continue his duties in the Elmwood Park School System. Such physician's certificate to be paid by the Board.
- K. All employees shall complete work sheets at the conclusion of each daily tour during the working hours.

ARTICLE VII

RESPONSIBILITIES AND DUTIES OF SECRETARIAL STAFF

- A. Secretarial staff includes executive secretaries, secretaries, bookkeepers and clerks.
- B. All secretarial staff employees shall be either a twelve-month or ten-month employee. The work year for a ten-month employee shall consist of September 1 through June 30 of each year.
- C. All employees of the unit shall work under the direction of the immediate supervisor in whatsoever duties are assigned. The Board reserves the right to assign any employee to perform functions normally performed by this unit within the system, notwithstanding the fact that the employee may normally function under the Business Administrator's jurisdiction or the Superintendent's jurisdiction, or a principal's jurisdiction. By way of example and not limitation, such reservation also the Board to assign a secretary to a principal, to the Business Administrator's office or Superintendent's office when it deems necessary. Such reservation shall not be exercised arbitrarily, nor will it affect a ten-month or twelve-month employee's normal status.
- D. All calculations with respect to time elapsing, accruing or qualifying under this contract, shall be made in accordance with the contract year.
- E. All secretarial and clerical personnel will be notified of a vacancy at the time the position is advertised.
- F. Any new employee hired after the date of this agreement will be required to work an eight hour shift between the hours of 7:30 A.M. and 4:30 P.M. The hours of said eight hour shift and any changes in said hours of said eight-hour shift will be at the discretion of the Board of Education.
- G. Tenure rights for executive secretaries, secretaries, bookkeepers, and clerks shall be acquired after three consecutive years of satisfactory service for full time employees.
- H. When the Superintendent of Schools declares school closed due to inclement weather, this will

include all secretarial and clerical personnel, without loss of pay,

- I. The secretaries will be dismissed when Administrators have been dismissed earlier at the discretion of the Superintendent.

ARTICLE VIII

SALARIES

- A. The term "teacher" shall include teachers, school nurses, occupational therapist, board certified behavior analyst, educational technology specialist, guidance counselors, school librarians and/or media specialists, learning disabilities teacher consultants, school psychologists, school workers and speech language pathologists.
- B.
 - 1. The salaries of all teachers covered by this Agreement for the school year, 2021-2022 are set forth in Schedule A, which is attached hereto and made a part hereof.
 - 2. The salaries of all teachers covered by this Agreement for the school year, 2022-2023 are set forth in Schedule B, which is attached hereto and made a part hereof.
 - 3. The salaries of all teachers covered by this Agreement for the school year, 2023-2024 are set forth in Schedule C, which is attached hereto and made a part hereof.
- C.
 - 1. Teachers employed on a ten-month basis shall be paid on the 15th and 30th of the month. Teachers shall have the option to receive payment of salary by twenty or twenty-four equal checks. This option shall be exercised once each year by each teacher no later than May 1 of the preceding school year.
 - 2. Guidance Counselors and members of the Child Study Team (School Psychologist, Learning Disabilities Teacher-Consultant, School Social Workers and Behaviorists) shall be employed for an additional twenty (20) days between the last day of school for all teachers and the commencement of the next school year. Guidance Counselors, and members of the Child Study Team employed for these additional twenty (20) days shall be paid, as additional compensation, one-tenth (1/10th) of base salary.
 - 3. Teachers may individually select to have ten percent of their monthly salary deducted from their pay and deposited in the North Jersey Federal Credit Union, 44 Mola Boulevard, Elmwood Park, New Jersey 07407. Participants in this program must notify the Board Secretary in writing on or before August 31 of each school year for continuing employees and on or before September 30 for new employees and remain in the program for a minimum of one school year.
 - 4. When a payday falls on or during a school holiday, vacation, or weekend, teachers shall receive their paychecks on the last previous working day.
- D. Teachers may volunteer for substitute assignments during unassigned or free periods and any teacher within the system so volunteering shall be paid \$30.00 per 30-minute period or \$45.00 per 45-60-minute period.
- E. All High School Guidance Counselors shall receive an annual stipend of \$3,000.00 for the duration of this Agreement. The stipend shall be in addition to their respective step on the teacher's salary guide. These personnel shall have the following working condition stipulations different from other unit personnel:
 - 1. Work year shall be exclusive of vacation periods which are enjoyed by other unit personnel.
 - 2. Working day shall be the same as other unit personnel with the inclusion and the requirement of a 60-minute duty-free lunch, to work an additional 30 minutes at the end of the day.
- F. All media specialists in district shall receive an annual stipend of \$3,000.00 for the duration of this Agreement. The stipend shall be in addition to their respective step on the teacher's salary guide.

This person shall have the following working condition stipulation different from other unit personnel;

1. Work year shall be September 1 through June 30 exclusive of vacation periods which are enjoyed by other unit personnel.

G. Members of the child study team shall receive an annual stipend of \$3,000.00 for the duration of this Agreement. The stipend shall be in addition to their respective step on the teacher's salary guide. These employees shall have the following working conditions different from other unit personnel:

1. Work year shall be exclusive of vacation periods which are enjoyed by other unit personnel.

2. Working day shall be from 8:00 A.M. to 4:00 P.M. with a one-hour duty free lunch.

H. Whenever any employee in the performance of duty is required to utilize his/her automobile outside the district, such employee shall be reimbursed at the rate established in accordance with N.J.S.A. 18A:11-12.

I. The stipends for all coaching positions shall be in accordance with the student activity guides annexed to this Agreement.

J. All teachers shall be employed on a voluntary, as needed basis, for work during the months of July and August. Salary for said additional employment shall be pro-rated on a per diem basis of the teacher's base salary for the ensuing school year.

K. Salaries of all teachers covered by this Agreement, are set forth in Schedules A, B, and C which are attached hereto and made a part hereof. Schedules A, B and C shall be applicable for the school years 2021-2022, 2022-2023, 2023-2024, respectively.

Longevity shall be paid to qualifying teachers in addition to the above salary schedule at a rate set forth below for years of service to the Elmwood Park School District.

The years of service will be computed on the basis of June 30 of each preceding school year only. The noncumulative longevity schedule shall be as follows:

	2021-22	2022-23	2023-24
Completion of 10-14 years of service	\$700 annually	\$700 annually	\$700 annually
Completion of 15 years of service -	\$825 annually	\$825 annually	\$825 annually
Completion of 16 years of service -	\$925 annually	\$925 annually	\$925 annually
Completion of 17 years of service -	\$925 annually	\$925 annually	\$925 annually
Completion of 18 years of service -	\$925 annually	\$925 annually	\$925 annually
Completion of 19 years of service -	\$925 annually	\$925 annually	\$925 annually
Completion of 20 years of service -	\$925 annually	\$925 annually	\$925 annually
Completion of 21 years of service -	\$1025 annually	\$1025 annually	\$1025 annually
Beyond 21 years of service -	\$1100 annually	\$1100 annually	\$1100 annually

It is expressly understood that the said longevity is for the term of the contract only and is not a continuing obligation of the Elmwood Park Board of Education. The parties further agree that should longevity payments be included in a subsequent collective negotiations agreement, any such future longevity payments will be paid commencing on the July 1st following

- the completion of the years of service requirement set forth in Article VIII, Salaries, Section K.
- L. Certified personnel (including teachers, nurses, physical therapists, occupational therapists, and speech therapists) employed in the Summer School Program will be compensated \$2,750.00 for the 3-hour day session, 4 days per week, not to exceed 20 days. If certificated personnel (including teachers, nurses, physical therapists, occupational therapists, and speech therapists) are employed in the Extended School Year Program, compensation will be \$3,300.00 for the 4-hour day session, 4 days per week, not to exceed 20 days. Secretaries will be paid \$25 per hour in both programs.

ARTICLE IX

SALARIES

CUSTODIAL, MAINTENANCE STAFF, BUS DRIVERS/UTILITY WORKERS

- A. Salaries of all custodians, maintenance, bus drivers and utility worker's personnel, covered by this Agreement, are set forth in Schedules D & E which are attached hereto and made a part hereof. Schedules D & E shall be applicable for the school years, 2021-22, 2022-23, and 2023-24, respectively.
- B. Work performed after forty (40) hours will be paid at the rate stipulated by R.S. 34:11-56A, etc. All overtime pay shall be calculated based on the hourly rate of pay for the employee on the shift to which he is normally assigned. Overtime pay will be based on a two-hour minimum.
- C. The annual salary increment of any custodian or maintenance man may be withheld upon the recommendation of the Board Secretary where the quality of performance does not meet the standards established by the Board of Education and the Administration, and is not so severe as to warrant removal of the employee on the charges of incompetence.

It is understood that before such action takes place, the employee will be given a minimum of three observations and administrative guidance, and supervisory help shall be given to the employee to eliminate the deficiency and to forestall this action.

Final evaluation reports shall be submitted by the Board Secretary to the Board of Education by May 15 of each school year.

- D. Overtime for custodians shall be offered on a rotating basis. These Salary Guides include the following provisions:
1. Six percent (6%) for night shifts 3:00PM to 11:30 PM and 11:00 PM to 7:30AM, and a four (4) percent differential for the 11:00 AM to 7:30 PM shift, per the shift schedule set forth in Article VI, Paragraph D (2).
 2. All salaries based on twelve months. Non twelve month employees shall receive prorated pay.
 3. Schedule D and E reflect any and all compensation to be received by an employee.
 4. a. Noncumulative longevity shall be paid to qualified employees in addition to the above salary schedule at a rate set forth below for years of service to the Elmwood Park School District. Employees hired prior to July 1, 2021 are grandfathered at 7 years of service. The schedule shall be as follows:

	2021-22	2022-23	2023-24
Completion of 8 years of service	\$500 annually	\$500 annually	\$500 annually
Completion of 10 years of service	\$600 annually	\$600 annually	\$600 annually
Completion of 13 years of service	\$700 annually	\$700 annually	\$700 annually
Completion of 15 years of service	\$800 annually	\$800 annually	\$800 annually
Completion of 16 years of service	\$900 annually	\$900 annually	\$900 annually
Completion of 21 years of service	\$1075 annually	\$1075 annually	\$1075 annually

- b. It is expressly understood that the said longevity is for the term of this contract only and is not a continuing obligation of the Elmwood Park Board of Education.
- c. Longevity shall be pro-rated for less than twelve-month employees.

- 5. Bus driver shall be compensated for overtime as follows:
 - a. Overtime up to four hours- \$100.00
 - Overtime over four hours- \$160.00

ARTICLE X

SALARIES - SECRETARY STAFF

- A. Secretarial staff shall include executive secretaries, secretaries, bookkeepers, and clerks.
- B. The annual salary increment of any employee may be withheld upon the recommendation of the Superintendent of Schools where the quality of performance does not meet the standards established by the Board and the administration and is not so severe to warrant removal for charges of incompetence. It is understood that before such action takes place, the employee will be given a minimum of three observations with a written report for each, of strengths and weaknesses observed. All possible administrative guidance and supervisory help shall be given to the employee to eliminate the deficiencies and to forestall this action.

Final evaluation shall be completed by Superintendent no later than May 15 of each school year.
- C. Any employee who is changed from one guide column, upwards to another, shall be placed at the same step which she would be on, had the column change not occurred.
- D. Employees are to be placed onto the appropriate salary guide column in accordance with the position held and listed in the Salary Schedules F, G, H, I, J, K, and L, for school years, 2021-22, 2022-23, and 2023-24.
- E. Longevity shall be paid to qualifying employees, and the rate and qualifications are set forth for school years 2021-22, 2022-23, and 2023-24.
- F. Employees are to be placed on the appropriate salary guide columns in accordance with job descriptions set forth and approved by the Board of Education of Elmwood Park and attached hereto and made a part hereof.
- G. Employees shall be paid in twenty equal semi-monthly installments on the 15th and 30th of the month. Payments for ten-month employees shall commence each September 15th of the contract year. Employees shall have the option to receive payment of salary by twenty or twenty-four equal

checks. This option shall be exercised once each year by each employee no later than May 1st of the preceding school year.

- H. Non-cumulative longevity shall be paid to qualifying employees in addition to the above salary schedule at a rate set forth below for years of services to the Elmwood Park School District. The years of service will be computed on the basis of June 30th of each preceding school year only. The schedule shall be as follows:

	2021-22	2022-23	2023-24
Completion of 8 years of service	\$500 annually	\$500 annually	\$500 annually
Completion of 11 years of service	\$600 annually	\$600 annually	\$600 annually
Completion of 14 years of service	\$700 annually	\$700 annually	\$700 annually
Completion of 17 years of service	\$800 annually	\$800 annually	\$800 annually
Completion of 19 years of service	\$900 annually	\$900 annually	\$900 annually
Completion of 21 years of service	\$1075 annually	\$1075 annually	\$1075 annually

It is expressly understood that the said longevity is for the terms of this contract only and is not a continuing obligation of the Elmwood Park Board of Education.

- I. Salaries for all secretarial staff covered under this agreement are set forth in Schedules F, G, H, I, J, K, L, which are attached hereto and made a part hereof for school years 2021-2022, 2022-2023, and 2023-2024, respectively.

ARTICLE XI

VACATIONS/SECRETARIES

- A. Twelve-Month Employees

Employees assigned to work responsibilities encompassing a twelve (12) month period and who have been on the payroll continuously for one year as of June 30th, shall be entitled to ten (10) days' vacation commencing July 1st of the next succeeding school year. Employees who work less than a period of six months, as of June 30th of any year, shall be entitled to one day of vacation for each whole month worked to a maximum of five days, starting July 1st of the next succeeding school year. Employees who have been on the payroll for less than one year but more than six months shall be entitled to five days' vacation as of June 30th, starting July 1st of the next succeeding school year. After completion of eight (8) years of service in the Elmwood Park School System, the employee shall be entitled to fifteen (15) days of vacation. After the completion of fourteen (14) years of service in the Elmwood Park School System, the employee shall be entitled to twenty (20) days' vacation. The years of service shall be computed on the basis of June 30th of each preceding school year only.

- B. Ten-Month Employees

1. Ten-month employees shall be entitled to all school calendar vacation and holidays.
2. Any ten-month employee who shall work during the months of July and August shall be compensated on a per diem, pro rata basis. Payment for days worked during the months of July and August shall be made no later than September 30.

- C. General

1. Any employee who leaves the Board of Education prior to the completion of one year, shall not be entitled to any pay in lieu of vacation. After completion of one year, an employee who

leaves the employ of the Board of Education shall be entitled to pay in lieu of vacation on a prorated basis.

2. Vacation days are not cumulative and must be taken in the contract year.
3. All vacations are to be preferably taken when schools are closed, applied for at least two (2) weeks prior to the vacation period requested and receive the approval of the Superintendent of Schools. In arranging vacation schedules, preference shall be given to those with more seniority than others and also consider what is in the best interest of the school district.
4. Twelve (12) month employees shall be entitled to a day away from work with pay in accordance with the following holiday schedule:

N.J.E.A. Convention - two days

July 4th - one day

Labor Day - one day

Thanksgiving Day - two days (Thanksgiving Day and the Friday following)

Christmas Eve Day - one day

Christmas - one day

New Year's Eve Day - one day

New Year's Day - one day

Good Friday- one day

Six (6) floating days per contract year to be determined at the sole discretion of the Board of Education, but no later than June 15 preceding any Board of Education and Association approved/ratified, contract year.

5. Unless expressly set forth elsewhere in this Agreement, there shall be no other vacation days or holidays not set forth in this agreement.
6. Ten month secretaries and ten month clerks shall work in accordance with the teacher's school calendar with the exception of starting work on September 1 and working to June 30th.

ARTICLE XII

VACATIONS - CUSTODIANS/MAINTENANCE

A. Definitions

1. Twelve Month Employees are those employees assigned to work responsibilities encompassing a twelve-month work year.
2. Ten Month Employees are those employees assigned to work responsibilities encompassing a ten-month work year.

B. Vacations for Twelve Month Employees

1. Employees assigned to work responsibilities encompassing a twelve- month period and who have been on the payroll continuously for one year as of June 30th, shall be entitled to ten (10) days' vacation commencing July 1st of the next succeeding school year. Employees who work less than a period of six months, as of June 30th of any year, shall be entitled to one day of vacation for each whole month worked to a maximum of five days, starting July 1 of the next succeeding school year. Employees who have been on the payroll for less than one year but more than six months shall be entitled to five days-vacation as of June 30th, starting July 1st of the next succeeding school year. After completion of eight (8) years of service in the

Elmwood Park School System, the employee shall be entitled to fifteen (15) days of vacation, After the completion of fourteen years of service in the Elmwood Park School System, the employee shall be entitled to twenty (20) days' vacation. The years of service shall be computed on the basis of June 30 of each preceding school year only.

- C. Ten Month Employees shall not be entitled to vacation days.
- D. All employees shall be entitled to the following seventeen (17) days as paid holidays:

- July 4th
- Labor Day
- Two N.J.E.A. Convention days
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve Day
- Christmas Day
- New Years Eve Day
- New Year's Day
- Good Friday

Six (6) floating days per contract year to be determined at the sole discretion of the Board of Education but no later than June 15th preceding any contract year.

- E. If any work is performed on any day listed in Paragraph D, the employee performing said work shall receive one and one half (1 ½) time his regular straight time calculated rate of pay for all hours worked on said day. Any employee who is eligible to receive such pay shall not receive the same unless he works his full scheduled work day both preceding and following the said date.
- F. Any employee who leaves the Board of Education prior to the completion of one year shall not be entitled to any pay lieu of vacation. After completion of one year, an employee who leaves the employ of the Board of Education shall be entitled to pay in lieu of vacation on a prorated basis for the contract year in which said employee leaves said employment.
- G. Vacation days are not cumulative and must be taken in the contract year.
- H. All vacations must be taken when the school is closed. All custodian personnel are required to take two weeks of vacation during the regularly scheduled plant shut down unless assigned to the skeleton crew during that period. All 12 month employees who have more than two weeks' vacation shall arrange their vacation with the prior approval of the Board of Education at least two weeks prior to taking said vacation. Preference shall be given on the basis of seniority and what is in the best interest of the school district, which shall not be exercised arbitrarily.

ARTICLE XIII

SICK LEAVE

- A. All twelve-month employees shall be entitled to twelve sick leave days each school year as of the first day of employment of any employee for each school year. Sick days for each new employee shall be pro-rated from the date of employment to June 30 following.
- B. All ten month employees shall be entitled to ten sick leave days each school year as of the first day of employment of any employee for each school year. Sick days for each new employee shall be pro-rated from the date of employment to June 30 following.

- C. Guidance Counselors and members of the Child Study Team who are employed for an additional one month period during the months of July and August (as provided for in Article VI hereof) shall be entitled to one additional sick day.
- D. Teachers with 20 years or more of actual teaching in Elmwood Park will be entitled to a total of 12 sick days each school year as of the first official day of said school year, pro-rated at a rate of one day per month. The 12 days include ten days in Section B.
- E. Unused sick leave days shall be accumulated from year to year with no maximum limit.
- F. Upon the voluntary retirement of an employee, an employee shall be paid for 50% of all accumulated sick leave accumulated while employed in the Elmwood Park School System. The rate of pay for such sick leave shall be according to the per diem rate that the said employee was earning at the time he accumulated sick days i.e. for 50% of days accumulated in 1975- 1976, he is to be paid on retirement the per diem rate for 1975-1976. In the event that for the days accumulated prior to 1976-1977 school year, it is impossible to determine in which years the days were accumulated, the employee shall be paid at the per diem rate for 1975-1976 school year. Notwithstanding anything to the contrary, any employee hired after July 1, 1993 shall only be entitled to a maximum of \$12,500.00.
 - 1. Employees who give notice of their retirement prior to December 31 of the school year, which precedes the next school year in which the retirement will become effective, shall receive their unused sick leave compensation no later than July 1 of the year of retirement.
 - 2. For employees who do not give the notice of their retirement in the previous school year, such employees shall receive their unused sick leave compensation no later than October 1 of the year of their retirement.
- G. Employees shall be given a written accounting of accumulated sick leave days no later than September 30 of each school year.
- H. In the event of the death of an employee while employed in the district, any unused sick-day compensation which the employee would have been entitled to upon his retirement, shall be paid over to a designated beneficiary. If the employee fails to designate a beneficiary, said payment shall be made to the estate of the deceased employee,
- I. If any teacher, school nurse, guidance counselor, school librarian and/or media specialist, learning disabilities teacher consultant, school psychologist, school social worker, and speech language pathologist or any other unit employee uses two or less sick days in any one school year, said employee shall, in addition to the rights secured pursuant to this Article, be paid an incentive pay equal to one day of salary. Said payment to be made as soon as possible at the end of the school year. Effective July 1, 2012, employees may not use any sick days in order to be eligible to receive this benefit.
- J. Employees shall be allowed two (2) half sick days. To qualify to be charged for only a half day, an employee must complete four (4) periods in the high school and middle school, and three and one-half (3.5) hours in the elementary schools.
- K. In the event of a sick day absence of ten or more consecutive days, employee shall present a return to work form (standard AMA form as attached as Exhibit 1) duly completed and executed by the employee's treating physician.
- L. Any staff who shall call in sick must call the substitute service and must email or call his building principal either the evening before or by 7:30 a.m. pursuant the policy to be created by administration.
- M. Employees shall be afforded two (2) family illness days per year. Unused family illness days shall be banked as unused sick leave. May be permitted to use half family illness days. Half days as defined in Article XIII. J.

ARTICLE XIV

TEMPORARY LEAVE OF ABSENCE

- A. Full time employees, shall be entitled to the following temporary non-cumulative leaves of absence each school year:
1. a. One day leave of absence for the personal, legal, business, household, or family matters which require absence during school hours. Application in writing to the employee's immediate superior for personal leave shall be made at least two days before taking such leave (except in the case of emergency) and the applicant for such leave shall not be required to state the reason for taking such leave other than that he is taking it under this section. In the case of any emergency leave, a reason will be required upon his return. No day under this section may be taken before or after any day school is closed, due to a holiday.
 - b. Personal leave in accordance with this provision shall be increased to two days for all employees who have completed three full years of service in the district as of June 30th of preceding school year.
 - c. Any employee who shall not use their one day leave of absence, as provided for in Article XIV A. 1(a) or shall not use either of their two days leave of absence as provided for in Article XIV. A. 1 (b).
 - d. Shall be compensated one day's salary for one unused personal day. Should an employee have a second unused personal day, that personal day will be rolled into the employee's unused sick day bank. Payment shall be made as soon as reasonably possible after the end of the school year.
2. Up to two days for one representative of the Association to attend conferences and conventions of county, state, and nationally affiliated organizations. Said representative of the Association may be compensated for said two days upon prior approval of the Board of Education.
 3. Time necessary for appearances in any legal proceeding connection with the employee's actual employment in Elmwood Park or any legal proceeding regarding the Elmwood Park School system provided that the employee is required by law to attend and further provided that the employee or a fellow employee is not the part that initiated the law suit. It is further agreed that the employee shall not be compensated for waiting time at the legal proceeding but only for the actual time it took to present his testimony.
 4. Up to five (5) work days as designated by the employee for the bereavement of immediate family (husband, wife, child, stepchild, parent, stepparent, mother-in-law, father-in-law, brother, sister, niece, nephew, brother-in-law, sister-in-law, grandparent, grandchild, and domestic partner). In the event the employee is the primary caregiver of another family member not listed above, the same provision shall apply so long as appropriate documentation is provided. The Superintendent may, at his/her discretion, approve additional days.
 5. Time necessary for persons called into temporary active duty of any unit of the U.S. Reserves or the State National Guard, not to exceed two weeks, provided such obligations cannot be fulfilled on days when schools are not in session. An employee shall be paid his regular pay in addition to any pay which he receives from the State or federal government.
 6. Other leaves of absences with or without pay may be granted by the Board for good reason, past practice shall not be resorted to. Each case is to be on its own merits.
- B. Leaves taken pursuant to Section "A" above shall be in addition to any sick leave to which the employee is entitled.

- C. Personal days shall be taken as whole days only.

ARTICLE XV

EXTENDED LEAVE OF ABSENCE

- A. A leave of absence, without pay, of up to two years shall be granted to any teacher who joins the National Teacher Corps. Or serves as an exchange teacher and is a full time participant in either of such programs, or accepts a Fulbright Scholarship. This is limited to one teacher a year and for tenure teachers only.
- B. Military leave, without pay, shall be granted to any employee who is inducted in any branch of the Armed Forces of the United States for the period of said induction and three months thereafter or three months after recovery of any wound or sickness at time of discharge.
- C. Maternity leave
 - 1. In the case of the birth or adoption of a child, any employee shall have the right to apply for a leave provided herein for child-rearing purposes.
 - 2. A child-rearing leave shall be granted for a period of up to one year with a second year at the option of and the approval of the Board.
 - 3. Application for a child-rearing leave must be filed at least three months before the anticipated birth or adoption of the child. Application deadlines may be waived in cases of sudden emergency or exigency.
 - 4. The employee shall specify in writing the date on which she wishes to commence the leave and the date on which she wishes to return to work.
 - 5. The Board may change the requested dates upon finding that the granting of such leave for the dates requested would substantially interfere with the administration of any school or the district.
 - 6. Following the granting of such leave to any employee, the commencement or termination dates thereof may be further extended or reduced upon application by the employee which should be submitted at least three months prior to the desired change.
 - 7. Such extension or reduction may be granted by the Board for an additional, reasonable period of time except that the Board may alter the request dates upon finding that such extension or reduction substantially interferes with the administration of a school or the district.
 - 8. When an employee who has been granted a child-rearing leave returns to the system any time other than, the start of the school year, such employee may be assigned to any position decided upon by the Superintendent so long as such assignment is within the classification of said employee.
 - 9. Anything to the contrary notwithstanding, a childrearing leave granted to a non-tenured employee need not be extended beyond the end of the contract year in which the leave is obtained.
- D. Other leave of absence, without pay, may be granted by the Board for good reasons.
- E.
 - 1. Upon return from leave granted pursuant to Section "A" or "B" of this Article, an employee shall be considered as if he were actively employed by the Board during the leave and shall be placed on the salary schedule at the level he would have achieved if he had not been absent, provided, however, that time spent on said leave shall not count toward the fulfillment of the time requirements for acquiring tenure. An employee shall not receive salary step advancement on the guide for the time spent on a leave granted pursuant to Sections "C" or "D" of this Article, nor shall such time count toward fulfillment of the time requirements for acquiring tenure.

2. An employee shall be entitled to all benefits under this Contract and also unused accumulated sick leave and credits toward sabbatical eligibility which shall be restored to him/her upon his/her return and he/she shall be given consideration to be assigned to the same or similar position which he/she held at the time said leave commenced, if available, or, if not, to a substantially equivalent position.

ARTICLE XVI

INSURANCE PROTECTION

- A. The Board shall provide health-care insurance protection through the School Employees Health Benefit Plans including all plans. All employees shall contribute to his/her healthcare in accordance with the Tier IV rates set forth in Ch. 78, P.L. 2011.
- B. The Board shall provide to each employee a description of health-care insurance coverage provided under this Article, which shall include a clear description of conditions and limits of coverage.
- C. The Board agrees to continue the payment of insurance premiums for employees who have exhausted their accumulated sick days for the period of time allowed by the carriers not to exceed nine (9) months, through June 30, 2022. Effective July 1, 2022, the Board will agree to continue the payment of insurance premiums for employees who have exhausted their accumulated sick days for the period of time allowed by the carriers, not to exceed four (4) months.
- D. The Board agrees to pay the full premium cost, minus employee contributions for employee or family coverage.
 1. Private Prescription Plan —20/10/10 co-pay.
 2. Private Dental Plan. Each employee shall have the option, as may be available, to enroll in either a premiere or PPO dental plan.
- E. Employees who are required to use their private vehicles for school business and can demonstrate that they are required to pay addition insurance premiums for this purpose, shall be reimbursed for said additional cost, not to exceed \$200.00.

ARTICLE XVII

ADVANCED EDUCATIONAL OPPORTUNITIES TEACHERS

Teachers of the Elmwood Park School District are encouraged to continue their advanced education in the following ways:

1. To take graduate courses in areas specific to their field, or in general education areas as might be needed for certification and/or training required for teaching of new courses or programs.
2. In order to qualify for reimbursement and movement across the guide, all courses and programs must have prior approval of the Superintendent of Schools. The Superintendent may only grant approval when the course is taken at a duly authorized institution of higher education as defined in section 3 of P.L. 1986, c 87 (C.18A3-15.3) and the course degree is related to the employee's current or future teaching responsibilities. The Superintendent's interpretive decision on all approval matters will be solely his to make but should be made in a consistent and fair manner. Any teaching staff member denied approval may make an appeal to the Board. The Board's decision is not grievable.
3. In order to get subject reimbursement referred to in paragraph 2, the teacher must fill out the appropriate request for approval forms and deliver same to the teacher's principal and Superintendent and obtain receipts of said delivery at least 45 days prior to the start of the course.
4. The Board shall reimburse the teacher for courses at the per credit cost as established by

Rutgers University, plus 50% of that per credit cost. Reimbursement does not include fees or student charges. Tuition reimbursement will not be granted for courses needed to obtain certification necessary for employment.

5. The maximum reimbursement for a teacher shall be for 6 credits in one school year, including the summer session. However, teachers can elect to take more courses at their own expense as long as they follow the same approval procedure as if they were to be reimbursed but indicating that they will be paying by themselves. Tuition reimbursement shall not be available to first and second year non-tenured teachers.
 6. The Board's maximum annual liability for tuition reimbursement shall be \$45,000.
 7. Courses subsidized by any governmental, foundation, or other agency or institution will be ineligible for reimbursement. However, when such subsidy represents less than fifty percent of tuition and fees reimbursement may be added to such subsidy to a total of fifty percent of the cost provided the course meets all other requirements listed herein.
 8. Evidence of successful completion of a course shall be presentation of an official final report showing a mark of B or higher by the institution attended and a form of proof of payment showing payment of tuition and fees involved. When a teacher is enrolled in an approved graduate degree program, the Superintendent may approve the total program thereby waiving separate approval of each course. Such a teacher shall maintain an average of B or higher for the program completed to date for reimbursement.
 9. Reimbursement to the employees shall be made on October 1 of the subsequent school year, provided staff member remains an employee in the district. If said staff member is not an employee of the District on October 1 of the year subsequent to the period for which tuition reimbursement is requested, the staff member shall not be entitled to reimbursement. Notwithstanding anything to the contrary, if an employee is otherwise qualified to receive tuition reimbursement but was rified from the district, said employee shall receive tuition reimbursement in accordance with this provision.
 10. No request shall be considered more than six months after completion of the course, which will be deemed to be the last scheduled meeting of the class and not to include extension or special arrangements.
 11. The school year shall be from July 1st to June 30th for purposes of these regulations.
 12. When the Superintendent so recommends and the Board approves, costs must be assumed by the Board when employees are requested to participate in courses, workshops, or institutes for the benefit of the Elmwood Park School System.
 13. Teachers who separate from employment with the Elmwood Park Board of Education less than two (2) full calendar years from the date the board approved the payment of the tuition reimbursement shall be required to repay the Board of Education a monthly prorated amount calculated at 1/24. The Board of Education shall be authorized to deduct the teacher's repayment for its tuition reimbursement from the teacher's final paycheck. Any remaining balance shall be paid by the teacher within thirty (30) days of separation from employment.
- B. The Board agrees to pay each secretarial staff employee and custodial staff employee (custodians, maintenance men, executive secretaries, secretaries, bookkeepers and clerks) up to \$400.00 per year for the cost of tuition and other reasonable expenses for any job-related courses as approved by the Superintendent of Schools.

ARTICLE XVIII

EMPLOYEE-ADMINISTRATION LIAISON

- A. The Association shall select a Liaison Committee for each school building which shall meet with the principal at least once a month during the school day for the duration of the school year to

review and discuss local school problems and practices, and to play an active role in the revision or development of building policies. Said committee shall consist of not more than one member for every fifteen employees in the school building but shall in no event have less than two members.

- B. Minutes of the meetings of the Liaison Committee shall be kept, approved and signed by the principal and the representative of the employees and forwarded to individual members of the Board of Education through the office of the Superintendent. The minutes of these meetings shall not be considered nor constitute an agreement between the Board and the Liaison Committee, the employees, or the Association.
- C. The Associations representatives shall meet with the Superintendent during the year to review and discuss current school problems and practices and the administration of this agreement. Meetings shall be established by mutual agreement but in no case shall there be less than three meetings in any one school year.
- D. The Employee-Administration Liaison Committee shall not replace grievance procedure or the negotiation procedure. All negotiations will take place at the negotiations table by duly authorized parties and all grievances shall follow the grievance procedure.

ARTICLE XIX

DEDUCTION FROM SALARY

- A. Dues Deduction
 - 1. Subject to applicable Federal and/or State law, the Board agrees to deduct local and affiliated Association dues from the salaries of employees upon request in compliance with Chapter 233, N.J. Public Laws of 1969 (N.J.S.A. 52:14-14.9e) and under the rules and regulations of the N.J. State Department of Education pertaining thereto.
- B. Indemnification and Save Harmless Provision
 - 1. Liability — The Association agrees to indemnify and hold harmless against any liability which may arise be reason of any action taken by the Board in complying with the provisions of the Article, provided that:
 - a. The Board gives the Association timely notice in writing of any claim, demand, suit or other form of liability in regard to which it will seek to implement this paragraph; and
 - b. If the Association so requests in writing, the Board will surrender to it full responsibility for the defense of such claim, demand, suit or other form of liability and will cooperate fully with the Association in gathering evidence, securing witnesses, and in all other aspects of said defense.
 - c. If the Board requests that the Association defend said action the Association must retain its own attorney in regard to the defense of such claim and such a request by the Board in writing to the Association will release the Board of any liability hereunder.

ARTICLE XX

WORK YEAR

- A. Provided that the Superintendent of Schools is satisfied that a teacher's work is complete the Superintendent, in his sole discretion, shall determine a system for teachers to follow in closing out the school year. Said system shall provide for individual teachers to be released upon their demonstration to the Superintendent or his designee of satisfactory completion of the close-out system.
- B. The teacher's work year schedule shall include a total of 184 days. The schedule of duty days shall be as follows:

- a. 180 days - School in session;
- b. 1 day - Orientation (full day).
- c. 3 days - In service days. These days shall not be scheduled during a holiday or a vacation period. The in-service day shall commence at 8:30 A.M. and end at 3:00 P.M. with one hour for duty free lunch for all teachers.

Subject to reasonable costs, one in-service day shall be used to be credited for purposes of continuing education requirements. Such credits cannot be used for purposes of advancement on the guide, tuition reimbursement, or college credits. As to in-service days, the Administration will make reasonable and good faith efforts to obtain the input of the Association as to program content, based on the needs of the District and the continuing education requirements of the New Jersey Department of Education.

C.

- 1. The length of the teacher work day is as follows:
 - Elementary: 8:30 – 3:40 (7hrs and 10 minutes)
 - Middle School: 7:50 am – 3:15 pm (7hrs and 25 minutes)
 - High School: 7:50 am – 3:15 pm (7hrs and 25 minutes)
- 2. Teachers may leave 15 minutes earlier on Fridays.
- 3. The administration retains the right to unilaterally alter the start times/end times but shall consult with the Association prior to making a change of more than ten (10) minutes. The Association will receive two (2) months advance notice prior to a change in the work day.

ARTICLE XXI

LEAVING BUILDING DURING LUNCH HOURS

Employees shall be permitted to leave the school building during their duty free lunch periods provided that each employee immediately prior to leaving signs out, indicating the time of day, and immediately prior to reporting back to duty signs in, indicating the time of day, on forms prescribed by the Board. There shall be no other leaving the building without permission of the Principal. Any lateness in reporting back to duty when signing in shall constitute tardiness as in the sign-in procedure for the commencement of the school day.

ARTICLE XXII

RECORDING PRESENCE

- A. Teachers shall record presence upon entering and exiting the building.
- B. Tardiness of employees shall be governed by Policy 3212.1 of the Elmwood Park Board of Education as it is applicable to employees covered by this Agreement.
- C. The start of the school day for elementary school students shall be 8:45 A.M. All teaching staff members shall report for work and be available for assignment no less than fifteen minutes prior to the start of day for students.
- D. 1. The administration shall assign, at the option of the administration, teachers in the high school and middle school to classes during X and 0 periods. X period shall commence one period prior to the start of school for students, 0 period shall be for one period to commence at the end of the regular school day for students. Teachers so assigned shall be compensated in an amount equal to a pro-rata percentage of their base salary (1/8). No loss of compensation shall be incurred for use of sick day under Article XIII or temporary leave of absence under Article XIV. Compensation shall be paid on the 30th day of each month.

2. The administration shall have option to assign teachers to one additional teaching assignment during periods 1-8 in addition to teacher assignments provided for in Article XXIII.
3. A teacher with five teaching periods may be assigned one additional teaching period during X or 0; or during the regular school days in the place of a supervision period.
4. A teacher with more than five teaching periods may be assigned one additional teaching period only during X or 0 period and extra help will be given prior to home room each day for those teachers assigned to an 0 period.
5. Teachers with five teaching periods who are involved with extra-curricular activities (ECA) can only be assigned one additional teaching period at the X period; or during school day in place of a supervision period.
6. A teacher teaching more than five periods per day who is involved in ECA can only be assigned one additional period during the X period.
7. Teachers will be compensated on a monthly basis for assignments during the X and 0 periods.
8. Assignments to the X and 0 periods shall not result in any reduction of force.

ARTICLE XXIII

TEACHER ASSIGNMENTS

- A.
 1. All teachers shall be given written notice of their schedule, class and/or subject assignments and building assignment for the forthcoming year not later than three (3) days before the last day in school for students.
 2. In the event that any changes in such schedules, class and/or subject assignments, or building assignments after three days before the last day in school for students, any teacher affected shall be notified as soon as possible in writing.
- B. Schedules of teachers who are assigned to more than one school shall be arranged so that such teacher shall be required to engage in the least amount of inter school travel. Multi- building assignments shall not constitute an assignment to a particular building but one that is district-wide. (The parties intend this sentence to mean only that the Board reserves its right to make single or multi-building assignments.)
- C.
 1. No high school or middle school teacher shall have more than five (5) academic periods per day, except the Board may at its sole discretion make the following assignments:
 - a. Art and Music- All teachers may be assigned 5 1/2 teaching academic periods per day.
 - b. Physical Education All teachers may be assigned 6 teaching academic periods per day.
 2. Any variation in pupil contact time downward shall not be considered as a precedent setting practice. The Board shall make all teacher assignments within the context of the approved school day for each building as per N.J.S.A. Title 18A and the New Jersey Administrative Code.
 3. All elementary school teachers shall be required to do supervisory duty of no more than 90 minutes per week. No elementary school teacher shall be required to perform duty during their lunch period. The Board shall engage a sufficient number of Para-professionals to carry out the program. It is the Board's intention not to use teaching personnel; however, when an emergency situation arises, a volunteer among the faculty can be sought. An emergency situation shall be defined as the absence of a qualified person. Should a volunteer not be available, a faculty member may be assigned on a prescheduled rotation basis. The faculty member so assigned shall receive \$30.00 for one half hour and \$45.00 for 45-60 minutes.
 4. All staff may be assigned homeroom or before or after school student supervision duties.

Notwithstanding anything to the contrary contained herein, the Board of Education may assign teachers to six academic teaching periods. In the event of said assignment, said teachers teaching six academic periods per day shall be paid additional compensation equal to one-eighth of their present salary.

Any teacher being compensated for teaching extra periods shall not have any duty throughout the day (periods 1-8), except that they may be assigned a homeroom.

5. Middle School and High School homeroom periods may be combined with first period.
- D. All pre-K thru 5th grade teachers shall receive a minimum of 200 minutes of preparation time to be scheduled during the defined instructional workday. Preparation time will begin after student arrival and end before student dismissal. Prep periods shall be no less than 30 minute increments.

Elementary Special Area Teachers (Art, Music, Physical Education, Spanish, Science Lab, Media/Tech) can be assigned prep time beginning at 8:30 a.m. and ending at 9:00 a.m. Any elementary special area teacher named above who is assigned a preparation period that begins at 8:30 a.m. shall not be assigned a duty for that day.
- E. All teaching staff members shall remain on duty one hour after the end of the regular student day on the first work day of each week to attend teacher meetings as may be scheduled. If no teacher meeting is scheduled, teacher shall remain on duty in accordance with normal practice.
- F. Teachers shall provide student supervision on a voluntary basis, prior to the normal teacher reporting time. To the extent that a teacher serves, teacher shall be entitled to time off as approved by administration.
- G. Bedside instruction shall be compensated at a rate of \$30.00 for one half hour, any additional time should be prorated at that rate. Participation shall be voluntary for the employee.
- H. The attendance by all teachers at the annual back to school night is mandatory. All teachers will return for Back to School Night and one other activity to be scheduled between the teacher and the building administrator. Back to School Night will be an early dismissal day for students and staff. The other activity is on a full day for students and staff.
- I. Curriculum writing will be compensated at the rate of \$60.00 per hour during the academic year and at the per diem rate outside the academic year for no less than 8 hours. PLCs can provide for curriculum revising throughout the year, not to exceed 4x per academic year. District co-planning will occur a minimum of 4x per academic year.
- J. Loss of Prep – Any district teacher whose preparation period is interrupted by administration-called meetings, such as but not limited to, IEP meetings, grade level meetings, team planning meetings, department meetings, 504 meetings, I&RS meetings, shall be paid \$30 for one half hour, any additional time should be prorated at that rate. Meetings between 8:30 a.m. – 8:45 a.m. cannot be charged and teachers will only get paid for meetings once they surpass 30 minutes.

ARTICLE XXIV

PROMOTIONS

All vacancies in promotional positions, including specialists and/or projects, teachers, pupil personnel workers, and positions in programs funded by the federal government shall be adequately publicized by the Superintendent.

ARTICLE XXV

MENTOR TEACHER/PROVISIONAL TEACHER

A teacher serving as a mentor shall receive payment for the mentoring role equal to the amount of money received by the Board of Education from any source for participation in the mentoring program.

ARTICLE XXVI

MISCELLANEOUS

- A. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law but all other provisions or applications shall continue in full force and effect.
- B. Whenever any notice is required to be given by either of the parties to this Agreement to the other pursuant to the provisions of this Agreement, either party shall do so by certified or registered letter at the following addresses:
 - 1. If by Association, write to the Board at: 60 East 53rd Street, Elmwood Park, New Jersey 07407.
 - 2. If by Board, write to the Association at the school address of the Association President when school is in session, or at the home address during vacation periods.
- C. This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargain able issues which were or could have been the subject of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter, whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this agreement.

ARTICLE XXVII

DURATION OF AGREEMENT

- A. This Agreement shall be effective as of July 1, 2021 and shall continue in effect until June 30, 2024.

SCHEDULE A
Teachers Year 1 Guide

YEAR 1 2021-2022

Step	BA	BA+15		BA+30	MA	MA+30
1	51,080	52,585		53,330	54,830	57,830
2	51,830	53,205		54,330	55,635	58,330
3	52,580	53,830		55,330	56,080	58,830
4	53,980	55,230		56,730	57,730	60,605
4a-5a	55,280	56,530		58,030	59,280	62,280
6	57,024	57,524		58,974	59,974	64,024
7	58,673	59,173		60,423	61,923	66,423
8	60,223	60,723		62,223	63,973	68,473
9	61,773	62,273		63,773	65,523	70,023
10	63,623	65,373		66,123	70,623	74,123
11	66,123	68,123		70,123	72,123	75,623
12	69,928	71,928		73,928	74,928	79,428
13	73,478	75,478		76,478	77,978	83,978
14	76,178	79,510		80,510	83,010	87,010
14A	78,878	81,544		82,544	85,794	89,794
15	81,578	83,578		84,578	88,578	92,578
15A	85,278	86,528		88,528	91,028	95,478
16	90,028	90,528		93,528	94,528	99,428

SCHEDULE B**Teachers Year 2 Guide****YEAR 2 2022-2023**

Step	BA	BA+15		BA+30	MA	MA+30
1-2	52,809	54,184		55,309	56,614	59,309
3	53,559	54,809		56,309	57,059	59,809
4	54,309	55,559		57,059	58,059	60,934
5	55,605	56,855		58,355	59,605	62,605
5a-6a	57,349	57,849		59,299	60,299	64,349
7	58,998	59,498		60,748	62,548	66,748
8	60,553	61,053		62,553	64,303	68,803
9	62,133	62,633		64,133	65,883	70,383
10	63,873	65,623		66,373	70,873	74,373
11	66,373	68,373		70,373	72,373	75,873
12	70,178	72,178		74,178	75,178	79,678
13	73,728	75,728		76,728	78,228	84,228
14	76,428	79,760		80,760	83,260	87,260
14A	79,128	81,794		82,794	86,044	90,044
15	81,828	83,828		84,828	88,828	92,828
15A	85,528	86,778		88,778	91,278	95,728
16	90,278	90,778		93,778	94,778	99,678

SCHEDULE C

Teachers Year 3 Guide

YEAR 3 2023-24

Step	BA	BA+15		BA+30	MA	MA+30
1	53,202	54,577		55,702	57,007	59,702
2-3	53,927	55,177		56,677	57,427	60,177
4	54,652	55,902		57,402	58,402	61,277
5	55,942	57,192		58,692	59,942	62,942
6	57,679	58,179		59,629	60,629	64,679
6a-7a	59,319	59,819		61,069	62,869	67,069
8	60,873	61,373		62,873	64,623	69,123
9	62,453	62,953		64,453	66,203	70,703
10	64,178	65,928		66,678	71,178	74,678
11	66,653	68,653		70,653	72,653	76,153
12	70,453	72,453		74,453	75,453	79,953
13	74,003	76,003		77,003	78,503	84,503
14	76,703	80,035		81,035	83,535	87,535
14A	79,403	82,069		83,069	86,319	90,319
15	82,103	84,103		85,103	89,103	93,103
15A	85,803	87,053		89,053	91,553	96,003
16	90,528	91,028		94,028	95,028	99,928

Teacher's Salary Guide Movement Chart

		Year 1		Year 2		Year 3
2020-21		2021-22		2022-23		2023-24
						1
		1		1-2	→	2-3
1		2	→	3	→	4
2	→	3	→	4	→	5
3	→	4	→	5	→	6
3a-4a	→	4a-5a	→	5a-6a	→	6a-7a
5	→	6	→	7	→	8
6	→	7	→	8	→	9
7	→	8	→	9	→	10
8	→	9	→	10	→	11
9	→	10	→	11	→	12
10	→	11	→	12	→	13
11	→	12	→	13	→	14
12	→	13	→	14	→	14A
13	→	14	→	14A	→	15
14	→	14A	→	15	→	15A
14A	→	15	→	15A	→	16
15	→	15A	→	16	→	16
15A	→	16	→	16	→	16
16	→	16	→	16	→	16

**SCHEDULE D
Custodial Salary Guides**

STEP	2021-2022	2022-2023	2023-2024
1	45,624	47,124	48,204
2	45,975	47,475	48,555
3	46,326	47,826	48,906
4	46,677	48,177	49,257
5	47,847	49,347	50,427
6	49,022	50,522	51,602
7	50,222	51,722	52,802

**Night Custodians
Salary Guides**

STEP	2021-2022	2022-2023	2023-2024
1	45,624	47,124	48,204
2	45,975	47,475	48,555
3	46,326	47,826	48,906
4	46,677	48,177	49,257
5	47,847	49,347	50,427
6	49,022	50,522	51,602
7	50,222	51,722	52,802
8	51,422	52,922	54,002
9	52,622	54,122	55,202
10	55,872	57,372	58,452
11	58,732	60,232	61,312

SCHEDULE E
Maintenance Guides

STEP		2021-2022		2022-2023		2023-2024
1		50,973		52,473		53,553
2		51,336		52,836		53,916
3		51,699		53,199		54,279
4		52,062		53,562		54,642
5		53,274		54,774		55,854
6		54,665		56,165		57,245
7		55,889		57,389		58,469
8		57,100		58,600		59,680
9		58,580		60,080		61,160
10		61,632		63,132		64,212
11		64,513		66,013		67,093

Custodial and Maintenance Salary Guide Movement Chart

	Year 1	Year 2	Year 3
2020-21	2021-22	2022-23	2023-24
			1
		1	2
	1	2	3
1	2	3	4
2	3	4	5
3	4	5	6
4	5	6	7
5	6	7	8
6	7	8	9
7	8	9	10
8	9	10	11
9	10	11	11
10	11	11	11
11	11	11	11

SCHEDULE F

Secretary Movement Chart

		Year 1		Year 2		Year 3
2020-21		2021-22		2022-23		2023-24
						1
				1	<input type="checkbox"/>	2
1		1-2	<input type="checkbox"/>	2-3	<input type="checkbox"/>	3-4
2	<input type="checkbox"/>	3	<input type="checkbox"/>	4	<input type="checkbox"/>	4-5
3	<input type="checkbox"/>	4	<input type="checkbox"/>	4-5	<input type="checkbox"/>	6
4	<input type="checkbox"/>	5	<input type="checkbox"/>	6	<input type="checkbox"/>	7
5	<input type="checkbox"/>	6	<input type="checkbox"/>	7	<input type="checkbox"/>	8
6	<input type="checkbox"/>	7	<input type="checkbox"/>	8	<input type="checkbox"/>	8A
7	<input type="checkbox"/>	8	<input type="checkbox"/>	8A	<input type="checkbox"/>	9
8	<input type="checkbox"/>	8A	<input type="checkbox"/>	9	<input type="checkbox"/>	9A
8A	<input type="checkbox"/>	9	<input type="checkbox"/>	9A	<input type="checkbox"/>	10
9	<input type="checkbox"/>	9A	<input type="checkbox"/>	10	<input type="checkbox"/>	11
9A	<input type="checkbox"/>	10	<input type="checkbox"/>	11	<input type="checkbox"/>	11
10	<input type="checkbox"/>	11	<input type="checkbox"/>	11	<input type="checkbox"/>	11

Clerk 10 Months

STEP	2021-2022	STEP	2022-2023	STEP	2023-2024
1-2	30,391	1	31,556	1	32,256
3	31,349	2-3	32,443	2	33,143
4	32,284	4	33,211	3-4	33,911
5	33,222	5	34,152	5	34,872
6	34,494	6	35,430	6	36,170
7	35,679	7	36,642	7	37,382
8	37,569	8	38,548	8	39,298
8A	39,143	8A	40,122	8A	40,872
9	40,952	9	41,931	9	42,681
9A	42,761	9A	43,740	9A	44,490
10	44,408	10	45,207	10	45,957
11	45,773	11	46,573	11	47,423

SCHEDULE G
Secretaries 10 Months

STEP	2021-2022	STEP	2022-2023	STEP	2023-2024
1-2	29,060	1	30,225	1	30,925
3	29,881	2-3	30,975	2	31,675
4	30,798	4	31,725	3-4	32,425
5	31,825	5	32,755	5	33,475
6	32,849	6	33,785	6	34,525
7	33,872	7	34,835	7	35,575
8	35,546	8	36,525	8	37,275
8A	37,246	8A	38,225	8A	38,975
9	38,946	9	39,925	9	40,675
9A	40,646	9A	41,625	9A	42,375
10	43,226	10	44,025	10	44,775
11	45,525	11	46,325	11	47,175

SCHEDULE H

Executive Secretaries 10 Months

STEP	2021-2022	STEP	2022-2023	STEP	2023-2024
1-2	35,685	1	36,850	1	37,550
3	36,732	2-3	37,826	2	38,526
4	37,825	4	38,752	3-4	39,452
5	38,972	5	39,902	5	40,622
6	40,140	6	41,076	6	41,816
7	41,309	7	42,272	7	43,012
8	43,218	8	44,197	8	44,947
8A	45,152	8A	46,131	8A	46,881
9	47,020	9	47,999	9	48,749
9A	48,887	9A	49,866	9A	50,616
10	50,592	10	41,625	10	42,375
11	52,016	11	52,816	11	53,666

SCHEDULE I
Clerk 12 Months

STEP	2021-2022	STEP	2022-2023	STEP	2023-2024
1-2	37,354	1	38,519	1	39,219
3	38,541	2-3	39,635	2	40,335
4	39,699	4	40,626	3-4	41,326
5	40,871	5	41,801	5	42,521
6	42,339	6	43,275	6	44,015
7	43,696	7	44,659	7	45,399
8	46,517	8	47,496	8	48,246
8a	46,629	8a	47,608	8a	49,158
9	47,605	9	48,584	9	49,834
9a	49,888	9a	50,867	9a	51,617
10	51,773	10	52,572	10	53,322
11	51,773	11	52,673	11	53,523

SCHEDULE J
Secretaries 12 Months

STEP	2021-2022	STEP	2022-2023	STEP	2023-2024
1-2	38,523	1	39,688	1	40,388
3	39,731	2-3	40,825	2	41,525
4	40,940	4	41,867	3-4	42,567
5	42,292	5	43,222	5	43,942
6	43,643	6	44,579	6	45,319
7	44,993	7	45,956	7	46,696
8	47,305	8	48,284	8	49,034
8a	47,443	8a	48,422	8a	49,972
9	48,445	9	49,424	9	50,674
9a	50,792	9a	51,771	9a	52,521
10	52,741	10	53,540	10	54,290
11	52,741	11	53,641	11	54,491

**SCHEDULE K
BOOKEEPERS**

STEP	2021-2022	STEP	2022-2023	STEP	2023-2024
1-2	44,693	1	45,858	1	46,558
3	45,117	2-3	46,211	2	46,911
4	45,341	4	46,268	3-4	46,968
5	46,749	5	47,679	5	48,399
6	48,336	6	49,272	6	50,012
7	49,906	7	50,869	7	51,609
8	52,375	8	53,354	8	54,104
8a	52,617	8a	53,596	8a	55,146
9	53,723	9	54,702	9	55,952
9a	56,086	9a	57,065	9a	57,815
10	58,051	10	58,850	10	59,600
11	58,051	11	58,951	11	59,801

SCHEDULE L

Executive Secretaries 12 Months

STEP	2021-2022	STEP	2022-2023	STEP	2023-2024
1-2	42,841	1	44,006	1	44,706
3	44,079	2-3	45,173	2	45,873
4	45,375	4	46,302	3-4	47,002
5	46,734	5	47,664	5	48,384
6	48,117	6	49,053	6	49,793
7	49,501	7	50,464	7	51,204
8	51,872	8	52,851	8	53,601
8a	52,095	8a	53,074	8a	54,624
9	53,182	9	54,161	9	55,411
9a	55,482	9a	56,461	9a	57,211
10	57,385	10	58,184	10	58,934
11	57,385	11	58,285	11	59,135

STUDENT ACTIVITY SALARY SCHEDULE

Additional interest clubs, approved by the superintendent, will be paid at the standard rate of \$907 (HS/MS/Elementary). Any dollar amounts in the student activity salary schedule not specifically addressed in previous proposals will increase at the same amount as the salary settlement each year.

Student Activity Schedule

2021-2022

	Step 1	Step2	Step 3	Step 4
COACHES/ADVISORS				
FOOTBALL COACHES				
HEAD	\$8,578	\$9,541	\$10,732	\$12,542
FIRST ASSISTANT	\$6,420	\$6,819	\$7,437	\$8,027
ASSISTANTS	\$5,016	\$5,479	\$6,076	\$6,679
WRESTLING/BASKETBALL				
HEAD	\$6,105	\$7,128	\$8,333	\$10,363
ASSISTANT	\$4,864	\$5,328	\$5,929	\$6,524
SOCCER/BASEBALL/TRACK/SOFTBALL/VOLLEYBALL				
HEAD	\$6,105	\$7,437	\$8,333	\$9,413
ASSISTANT	\$4,864	\$5,328	\$5,929	\$6,524
BOWLING/TENNIS/CROSS COUNTRY				
HEAD	\$4,241	\$4,725	\$5,328	\$5,929
ASSISTANT	\$3,716	\$4,119	\$4,725	\$5,328
ATHLETIC/COMPETITION/CHEERLEADER ADVISOR				
VARSITY	\$1,887	\$2,083	\$2,332	\$2,585
JV	\$1,887	\$2,083	\$2,332	\$2,585
FRESHMAN	\$1,632	\$1,833	\$2,083	\$2,332
MIDDLE SCHOOL	\$1,632	\$1,833	\$2,083	\$2,332
MAJORETTE ADVISOR	\$2,237	\$2,672	\$3,167	
COLOR GUARD ADVISOR	\$2,237	\$2,672	\$3,167	

WINTER GUARD ADVISOR	\$4,034	\$4,417	\$4,910	\$5,411
INTRAMURAL ADVISOR MS	\$1,539			
MUSICAL/BAND				
BAND DIRECTOR HS/MS	\$4,034	\$4,417	\$4,910	\$5,410
ASSISTANT BAND DIRECTOR HS/MS	\$2,237	\$2,425	\$2,672	\$2,914
FRONT BAND CONSULTANT	\$3,261	\$3,668		
MUSICAL PRODUCTION ADVISOR HS/MS	\$2,237	\$2,672	\$3,167	
ASSISTANT MUSICAL PRODUCTION ADVISOR HS/MS	\$1,122	\$1,337	\$1,586	
MUSICAL CONDUCTORS HS	\$2,237	\$2,672	\$3,167	
DRAMATIC PRODUCTION ADVISOR HS	\$2,237	\$2,672	\$3,167	
ASST. DRAMATIC PRODUCTION ADVISOR HS	\$1,122	\$1,337	\$1,586	
SUMMER MUSIC ADVISOR	\$2,559			
SPORTS MANAGEMENT				
SUMMER WEIGHT ROOM ADVISOR	\$2,559			
EQUIPMENT MANAGER	\$5,570			
WEIGHT ROOM COORDINATOR (12 MONTHS)	\$10,771			
ATHLETIC CASHIER	\$1,975			
OPEN GYM COORDINATOR	\$10,771			
STUDENT INTEREST CLUBS				
CREATIVE WRITING CLUB	\$935			
ENVIRONMENTAL CLUB	\$935			
DANCE CLUB	\$935			
K-POP CLUB	\$935			
MULTICULTURAL CLUB	\$935			
MATH CLUB	\$935			
MOCK TRIAL CLUB	\$935			
PHOTOGRAPHY CLUB	\$935			
SPANISH CLUB	\$935			
STRATEGIC GAMING CLUB	\$935			

SASA CLUB	\$935			
STIGMA FREE CLUB	\$935			
DIGITAL MEDIA CLUB	\$935			
DIGITAL SKILLS/CRUSADER NEWS CLUB	\$935			
ENVIRONMENTAL CLUB	\$935			
GAMING CLUB	\$935			
POLISH CLUB (PILOT)	\$935			
POETRY CLUB	\$935			
SERVICE/VOLUNTEERISM CLUB	\$935			
BOOK CLUB	\$935			
CREATIVE WRITING CLUB	\$935			
STEM CLUB	\$935			
TENNIS CLUB	\$935			
SADD	\$935			
DEBATE CLUB	\$935			
PHOTOGRAPHY CLUB	\$935			
MULTICULTURAL CLUB	\$935			
COMPUTER CLUB	\$935			
MEDIA CLUB	\$935			
MATH CLUB	\$935			
ERASE	\$935			
D.E.C.A.	\$935			
INTERACT CLUB	\$935			
ANIME CLUB	\$935			
ART CLUB	\$935			
CHESS CLUB	\$935			
LETTER CLUB	\$935			
*ADDITIONAL INTEREST CLUBS, APPROVED BY THE SUPERINTENDENT, WILL BE PAID AT THE STANDARD RATE OF \$935 (HS/MS/ELEM.)				
ACADEMIC CLUB ADVISORS				
NATIONAL HONOR SOCIETY ADVISOR	\$935			

NATIONAL JR. HONOR SOCIETY	\$935			
FOREIGN LANGUAGE ADVISOR	\$935			
SPANISH HONOR SOCIETY	\$935			
ITALIAN HONOR SOCIETY	\$935			
6TH GRADE ADVISOR	\$935			
7TH GRADE ADVISOR	\$935			
8TH GRADE ADVISOR	\$935			
9TH GRADE ADVISOR	\$935			
10TH GRADE ADVISOR	\$935			
11TH GRADE ADVISOR	\$1,253			
SENIOR ADVISOR	\$2,123			
PEER GROUP ADVISOR	\$935			
NEWSPAPER ADVISOR HS/MS	\$2,237	\$2,672	\$3,167	
STUDENT CONGRESS ADVISOR	\$935			
YEARBOOK ADVISOR HS/MS	\$3,261	\$3,668		
DIRECTOR OF STUDENT FINANCE GR. 6-12	\$3,516	\$3,919		
MATH LEAGUE ADVISORS HS/MS	\$935			
ELEMENTARY COMMUNITY OUTREACH ADVISOR*	\$2,237			
TECHNOLOGY				
WEBMASTER	\$8,020			
TECHNOLOGY ASSISTANT	\$4,489			
CUSTODIAL				
HEAD CUSTODIAN	\$1,031			
EVENING CUSTODIAN COORDINATOR	\$2,062			
HVAC ENERGY MANAGER	\$2,062			
ADDITIONAL STIPENDS				
DEPARTMENT/BUILDING CHAIR (HS/MS/ELEMENTARY)	\$2,335			
TEACHER IN CHARGE	\$1,062			
HIB SPECIALIST	\$1,062			

CHAPERONE PER EVENT	\$51 FOR FIRST HOUR AND \$20 FOR EACH ADDITIONAL HOUR			
NURSING DISTRICT ADVISOR	\$2,335			
FRIDAY DETENTION (PER DIEM) (HS/MS-PM ELEMENTARY-AM)	\$96			
FRIDAY DETENTION SUBSTITUTE (PER DIEM)	\$96			
AM HALL MONITOR	\$2,246			
AM HALL MONITOR SUBSTITUTE	\$12	per session		
HALL MONITOR HS LUNCH PERIOD	\$2,246			
SCHOOL STORE ADVISOR	\$935			
BEFORE OR AFTER SCHOOL INTERVENTION TUTORING	\$52	per session		
IMMIGRANT PROGRAM	\$62	per session		

Student Activity Schedule

2022-2023

	Step 1	Step2	Step 3	Step 4
COACHES/ADVISORS				
FOOTBALL COACHES				
HEAD	\$8,844	\$9,837	\$11,064	\$12,931
FIRST ASSISTANT	\$6,619	\$7,030	\$7,667	\$8,276
ASSISTANTS	\$5,171	\$5,649	\$6,264	\$6,886
WRESTLING/BASKETBALL				
HEAD	\$6,294	\$7,349	\$8,591	\$10,684
ASSISTANT	\$5,015	\$5,493	\$6,113	\$6,726
SOCCER/BASEBALL/TRACK/SOFTBALL/VOLLEYBALL				
HEAD	\$6,294	\$7,667	\$8,591	\$9,705
ASSISTANT	\$5,015	\$5,493	\$6,113	\$6,726
BOWLING/TENNIS/CROSS COUNTRY				
HEAD	\$4,372	\$4,872	\$5,493	\$6,113
ASSISTANT	\$3,831	\$4,247	\$4,872	\$5,493
ATHLETIC/COMPETITION/CHEERLEADER ADVISOR				
VARSITY	\$1,945	\$2,147	\$2,404	\$2,665
JV	\$1,945	\$2,147	\$2,404	\$2,665
FRESHMAN	\$1,683	\$1,890	\$2,147	\$2,404
MIDDLE SCHOOL	\$1,683	\$1,890	\$2,147	\$2,404
MAJORETTE ADVISOR	\$2,307	\$2,755	\$3,265	
COLOR GUARD ADVISOR	\$2,307	\$2,755	\$3,265	
WINTER GUARD ADVISOR	\$4,159	\$4,554	\$5,062	\$5,578
INTRAMURAL ADVISOR MS	\$1,587			

MUSICAL/BAND				
BAND DIRECTOR HS/MS	\$4,159	\$4,554	\$5,062	\$5,577
ASSISTANT BAND DIRECTOR HS/MS	\$2,307	\$2,500	\$2,755	\$3,004
FRONT BAND CONSULTANT	\$3,362	\$3,782		
MUSICAL PRODUCTION ADVISOR HS/MS	\$2,307	\$2,755	\$3,265	
ASSISTANT MUSICAL PRODUCTION ADVISOR HS/MS	\$1,157	\$1,379	\$1,635	
MUSICAL CONDUCTORS HS	\$2,307	\$2,755	\$3,265	
DRAMATIC PRODUCTION ADVISOR HS	\$2,307	\$2,755	\$3,265	
ASST. DRAMATIC PRODUCTION ADVISOR HS	\$1,157	\$1,379	\$1,635	
SUMMER MUSIC ADVISOR	\$2,638			
SPORTS MANAGEMENT				
SUMMER WEIGHT ROOM ADVISOR	\$2,638			
EQUIPMENT MANAGER	\$5,743			
WEIGHT ROOM COORDINATOR (12 MONTHS)	\$11,105			
ATHLETIC CASHIER	\$2,037			
OPEN GYM COORDINATOR	\$11,105			
STUDENT INTEREST CLUBS				
CREATIVE WRITING CLUB	\$964			
ENVIRONMENTAL CLUB	\$964			
DANCE CLUB	\$964			
K-POP CLUB	\$964			
MULTICULTURAL CLUB	\$964			
MATH CLUB	\$964			
MOCK TRIAL CLUB	\$964			
PHOTOGRAPHY CLUB	\$964			
SPANISH CLUB	\$964			
STRATEGIC GAMING CLUB	\$964			
SASA CLUB	\$964			
STIGMA FREE CLUB	\$964			
DIGITAL MEDIA CLUB	\$964			

DIGITAL SKILLS/CRUSADER NEWS CLUB	\$964			
ENVIRONMENTAL CLUB	\$964			
GAMING CLUB	\$964			
POLISH CLUB (PILOT)	\$964			
POETRY CLUB	\$964			
SERVICE/VOLUNTEERISM CLUB	\$964			
BOOK CLUB	\$964			
CREATIVE WRITING CLUB	\$964			
STEM CLUB	\$964			
TENNIS CLUB	\$964			
SADD	\$964			
DEBATE CLUB	\$964			
PHOTOGRAPHY CLUB	\$964			
MULTICULTURAL CLUB	\$964			
COMPUTER CLUB	\$964			
MEDIA CLUB	\$964			
MATH CLUB	\$964			
ERASE	\$964			
D.E.C.A.	\$964			
INTERACT CLUB	\$964			
ANIME CLUB	\$964			
ART CLUB	\$964			
CHESS CLUB	\$964			
LETTER CLUB	\$964			
*ADDITIONAL INTEREST CLUBS, APPROVED BY THE SUPERINTENDENT, WILL BE PAID AT THE STANDARD RATE OF \$964 (HS/MS/ELEM.)				
ACADEMIC CLUB ADVISORS				
NATIONAL HONOR SOCIETY ADVISOR	\$964			
NATIONAL JR. HONOR SOCIETY	\$964			
FOREIGN LANGUAGE ADVISOR	\$964			
SPANISH HONOR SOCIETY	\$964			

ITALIAN HONOR SOCIETY	\$964			
6TH GRADE ADVISOR	\$964			
7TH GRADE ADVISOR	\$964			
8TH GRADE ADVISOR	\$964			
9TH GRADE ADVISOR	\$964			
10TH GRADE ADVISOR	\$964			
11TH GRADE ADVISOR	\$1,291			
SENIOR ADVISOR	\$2,189			
PEER GROUP ADVISOR	\$964			
NEWSPAPER ADVISOR HS/MS	\$2,307	\$2,755	\$3,265	
STUDENT CONGRESS ADVISOR	\$964			
YEARBOOK ADVISOR HS/MS	\$3,362	\$3,782		
DIRECTOR OF STUDENT FINANCE GR. 6-12	\$3,625	\$4,040		
MATH LEAGUE ADVISORS HS/MS	\$964			
ELEMENTARY COMMUNITY OUTREACH ADVISOR*	\$2,307			
TECHNOLOGY				
WEBMASTER	\$8,269			
TECHNOLOGY ASSISTANT	\$4,628			
CUSTODIAL				
HEAD CUSTODIAN	\$1,063			
EVENING CUSTODIAN COORDINATOR	\$2,126			
HVAC ENERGY MANAGER	\$2,126			
ADDITIONAL STIPENDS				
DEPARTMENT/BUILDING CHAIR (HS/MS/ELEMENTARY)	\$2,407			
TEACHER IN CHARGE	\$1,095			
HIB SPECIALIST	\$1,095			
CHAPERONE PER EVENT	\$53 FOR FIRST HOUR AND \$20 FOR EACH			

	ADDITIONAL HOUR			
NURSING DISTRICT ADVISOR	\$2,408			
FRIDAY DETENTION (PER DIEM) (HS/MS-PM ELEMENTARY-AM)	\$99			
FRIDAY DETENTION SUBSTITUTE (PER DIEM)	\$99			
AM HALL MONITOR	\$2,315			
AM HALL MONITOR SUBSTITUTE	\$13	per session		
HALL MONITOR HS LUNCH PERIOD	\$2,315			
SCHOOL STORE ADVISOR	\$964			
BEFORE OR AFTER SCHOOL INTERVENTION TUTORING	\$53	per session		
IMMIGRANT PROGRAM	\$64	per session		

Student Activity Schedule

2023-2024

	Step 1	Step2	Step 3	Step 4
COACHES/ADVISORS				
FOOTBALL COACHES				
HEAD	\$9,118	\$10,142	\$11,407	\$13,332
FIRST ASSISTANT	\$6,824	\$7,248	\$7,905	\$8,533
ASSISTANTS	\$5,332	\$5,824	\$6,458	\$7,099
WRESTLING/BASKETBALL				
HEAD	\$6,489	\$7,577	\$8,857	\$11,015
ASSISTANT	\$5,171	\$5,664	\$6,303	\$6,935
SOCCER/BASEBALL/TRACK/SOFTBALL/VOLLEYBALL				
HEAD	\$6,489	\$7,905	\$8,857	\$10,006
ASSISTANT	\$5,171	\$5,664	\$6,303	\$6,935
BOWLING/TENNIS/CROSS COUNTRY				
HEAD	\$4,507	\$5,023	\$5,664	\$6,303
ASSISTANT	\$3,950	\$4,378	\$5,023	\$5,664
ATHLETIC/COMPETITION/CHEERLEADER ADVISOR				
VARSITY	\$2,006	\$2,214	\$2,479	\$2,747
JV	\$2,006	\$2,214	\$2,479	\$2,747
FRESHMAN	\$1,735	\$1,949	\$2,214	\$2,479
MIDDLE SCHOOL	\$1,735	\$1,949	\$2,214	\$2,479
MAJORETTE ADVISOR	\$2,378	\$2,841	\$3,367	
COLOR GUARD ADVISOR	\$2,378	\$2,841	\$3,367	
WINTER GUARD ADVISOR	\$4,288	\$4,695	\$5,219	\$5,751
INTRAMURAL ADVISOR MS	\$1,636			

MUSICAL/BAND				
BAND DIRECTOR HS/MS	\$4,288	\$4,695	\$5,219	\$5,750
ASSISTANT BAND DIRECTOR HS/MS	\$2,378	\$2,578	\$2,841	\$3,097
FRONT BAND CONSULTANT	\$3,466	\$3,899		
MUSICAL PRODUCTION ADVISOR HS/MS	\$2,378	\$2,841	\$3,367	
ASSISTANT MUSICAL PRODUCTION ADVISOR HS/MS	\$1,192	\$1,421	\$1,686	
MUSICAL CONDUCTORS HS	\$2,378	\$2,841	\$3,367	
DRAMATIC PRODUCTION ADVISOR HS	\$2,378	\$2,841	\$3,367	
ASST. DRAMATIC PRODUCTION ADVISOR HS	\$1,192	\$1,421	\$1,686	
SUMMER MUSIC ADVISOR	\$2,720			
SPORTS MANAGEMENT				
SUMMER WEIGHT ROOM ADVISOR	\$2,720			
EQUIPMENT MANAGER	\$5,921			
WEIGHT ROOM COORDINATOR (12 MONTHS)	\$11,449			
ATHLETIC CASHIER	\$2,100			
OPEN GYM COORDINATOR	\$11,449			
STUDENT INTEREST CLUBS				
CREATIVE WRITING CLUB	\$994			
ENVIRONMENTAL CLUB	\$994			
DANCE CLUB	\$994			
K-POP CLUB	\$994			
MULTICULTURAL CLUB	\$994			
MATH CLUB	\$994			
MOCK TRIAL CLUB	\$994			
PHOTOGRAPHY CLUB	\$994			
SPANISH CLUB	\$994			
STRATEGIC GAMING CLUB	\$994			
SASA CLUB	\$994			
STIGMA FREE CLUB	\$994			
DIGITAL MEDIA CLUB	\$994			

DIGITAL SKILLS/CRUSADER NEWS CLUB	\$994			
ENVIRONMENTAL CLUB	\$994			
GAMING CLUB	\$994			
POLISH CLUB (PILOT)	\$994			
POETRY CLUB	\$994			
SERVICE/VOLUNTEERISM CLUB	\$994			
BOOK CLUB	\$994			
CREATIVE WRITING CLUB	\$994			
STEM CLUB	\$994			
TENNIS CLUB	\$994			
SADD	\$994			
DEBATE CLUB	\$994			
PHOTOGRAPHY CLUB	\$994			
MULTICULTURAL CLUB	\$994			
COMPUTER CLUB	\$994			
MEDIA CLUB	\$994			
MATH CLUB	\$994			
ERASE	\$994			
D.E.C.A.	\$994			
INTERACT CLUB	\$994			
ANIME CLUB	\$994			
ART CLUB	\$994			
CHESS CLUB	\$994			
LETTER CLUB	\$994			
*ADDITIONAL INTEREST CLUBS, APPROVED BY THE SUPERINTENDENT, WILL BE PAID AT THE STANDARD RATE OF \$994 (HS/MS/ELEM.)				
ACADEMIC CLUB ADVISORS				
NATIONAL HONOR SOCIETY ADVISOR	\$994			
NATIONAL JR. HONOR SOCIETY	\$994			
FOREIGN LANGUAGE ADVISOR	\$994			
SPANISH HONOR SOCIETY	\$994			

ITALIAN HONOR SOCIETY	\$994			
6TH GRADE ADVISOR	\$994			
7TH GRADE ADVISOR	\$994			
8TH GRADE ADVISOR	\$994			
9TH GRADE ADVISOR	\$994			
10TH GRADE ADVISOR	\$994			
11TH GRADE ADVISOR	\$1,332			
SENIOR ADVISOR	\$2,256			
PEER GROUP ADVISOR	\$994			
NEWSPAPER ADVISOR HS/MS	\$2,378	\$2,841	\$3,367	
STUDENT CONGRESS ADVISOR	\$994			
YEARBOOK ADVISOR HS/MS	\$3,466	\$3,899		
DIRECTOR OF STUDENT FINANCE GR. 6-12	\$3,737	\$4,166		
MATH LEAGUE ADVISORS HS/MS	\$994			
ELEMENTARY COMMUNITY OUTREACH ADVISOR*	\$2,378			
TECHNOLOGY				
WEBMASTER	\$8,525			
TECHNOLOGY ASSISTANT	\$4,772			
CUSTODIAL				
HEAD CUSTODIAN	\$1,096			
EVENING CUSTODIAN COORDINATOR	\$2,192			
HVAC ENERGY MANAGER	\$2,192			
ADDITIONAL STIPENDS				
DEPARTMENT/BUILDING CHAIR (HS/MS/ELEMENTARY)	\$2,482			
TEACHER IN CHARGE	\$1,129			
HIB SPECIALIST	\$1,129			
CHAPERONE PER EVENT	\$55 FOR FIRST HOUR AND \$20 FOR EACH			

	ADDITIONAL HOUR			
NURSING DISTRICT ADVISOR	\$2,482			
FRIDAY DETENTION (PER DIEM) (HS/MS-PM ELEMENTARY-AM)	\$102			
FRIDAY DETENTION SUBSTITUTE (PER DIEM)	\$102			
AM HALL MONITOR	\$2,387			
AM HALL MONITOR SUBSTITUTE	\$13	per session		
HALL MONITOR HS LUNCH PERIOD	\$2,387			
SCHOOL STORE ADVISOR	\$994			
BEFORE OR AFTER SCHOOL INTERVENTION TUTORING	\$55	per session		
IMMIGRANT PROGRAM	\$66	per session		

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 hereunto be affixed, all on the day and year first above written.

**ELMWOOD PARK BOARD OF
EDUCATION**

ATTEST:



8/24/21, Secretary

By 

, Vice President 8/24/2021

**ELMWOOD PARK EDUCATION
ASSOCIATION**

ATTEST:



8/24/21 EPEA

By 

8/24/21 EPEA, President