

AGREEMENT

Between

NATIONAL PARK EDUCATION ASSOCIATION

and

THE NATIONAL PARK BOARD OF EDUCATION

July 1, 2020 to June 30, 2025

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INTRODUCTION

THIS AGREEMENT, is entered into this day of August, 2021, by and between THE BOARD OF EDUCATION, Borough of National Park, Gloucester County, New Jersey, hereinafter called the "Board," and the NATIONAL PARK EDUCATION ASSOCIATION, hereinafter called the "Association."

WITNESSETH:

WHEREAS, the Board and the Association recognize and declare that providing a quality education for the students of National Park School District is their primary aim and that the character of such education depends predominately upon the quality of teaching, the availability of materials, the functional utility of facilities, the release of imagination in planning, the application of democratic processes in administration, and the maintenance of high morals among the teaching faculty, and

WHEREAS, the members of the teaching profession are particularly qualified to advise the formulation of policies and programs designed to improve educational standards, and

WHEREAS, the Board has an obligation, pursuant to Chapter 123, Public Laws 1974 to negotiate with the Association as the representative of employees hereinafter designated with respect to the terms and conditions of employment, and

WHEREAS, the parties have reached certain understandings which they desire to confirm in the Agreement,

Be it RESOLVED, in consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE 1
RECOGNITION

A. Unit

The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiation concerning terms and conditions of employment for certificated and non-certificated personnel, employed by the Board, including:

Certificated Staff

Teachers
Social Worker
Nurse

Non-Certificated Staff

Library Aide

but excluding:

Superintendent
Principal
Administrative District and School Secretary
Custodial staff
Technology Coordinator
Aides (lunch and classroom)

B. Definition of Teachers

Unless otherwise indicated, the term "teachers" when used hereinafter in this Agreement, shall refer to all professional employees represented by the Association in the negotiating unit as above defined, and references to male teachers shall include female teachers.

C. Definition of Employees

Unless otherwise indicated, the term "employees" when used hereinafter in this Agreement, shall refer to all bargaining unit employees covered by this contract as defined above.

ARTICLE 2
NEGOTIATION PROCEDURE

A. Deadline Date

The parties agree to enter into collective negotiation over a successor Agreement in accordance with Chapter 123 Public Laws 1974 in a good-faith effort to reach agreement on all matters concerning the terms and conditions of teachers' employment. Any Agreement so negotiated shall apply to all employees, be reduced to writing, be signed by the Board and the Association, and be adopted by the Board and approved by the rank and file of the Association.

B. Selection of Representatives

Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party.

C. Modification

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

The party seeking a successor agreement shall give notice to the other of its intent to negotiate said agreement no later than October 30 of the calendar year

preceding the calendar year in which this Agreement expires. Following said notice, negotiations shall commence on a mutually agreed date.

D. Cost

The cost of reproduction of the Agreement in sufficient number to supply the members of each principle shall be borne equally by the parties.

ARTICLE 3
GRIEVANCE PROCEDURE

A. Definitions

1. Grievance

A "grievance" is a claim by an employee or the Association based upon the interpretation, application or alleged violation of this Agreement, policies or administrative decisions affecting an employee or a group of employees.

2. Aggrieved Person

An "aggrieved person" is the person or persons making the claim.

3. Party in Interest

A "party in interest" is the person or persons making the claim and any person including the Association or Board who might be required to take action or against whom action might be taken in order to resolve the claim.

B. Purpose

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may from time to time arise affecting teachers. These proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

C. Procedure

1. Time Limits

Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement. Failure on the part of the grievant or the Association to proceed from one level to the next within the stated time limits shall be construed as an abandonment of the grievance.

2. Year-End Grievance

In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, and, if left unresolved until the beginning of the following school year, could result in irreparable harm to a party in interest, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year.

3. Level One - Informal Discussion

Within fifteen (15) school days of an alleged violation of the Agreement, an employee with a grievance shall first discuss it with the immediate superior, either directly or through the Association's designated representative. Within five (5) school days of the meeting, the administrator must render a decision in writing. If no decision is given within five (5) school days, the grievance shall move to Level Two.

4. Level Two - Superintendent

If the grievant is not satisfied with the disposition of the grievance at Level One, the employee/Association shall file the grievance within five (5) school days at the Superintendent's level. The Superintendent shall schedule a hearing with the employee/Association within five (5) school days of receiving the grievance. Within five (5) school days of hearing the grievance, the Superintendent shall send a written decision to the employee/Association. If no decision is rendered, the grievance shall be deemed denied and may move to Level Three.

5. Level Three - Board

If the grievant is not satisfied with the disposition of the grievance at Level Two, the employee/Association may request a hearing with the Board within five (5) school days of the Superintendent's written decision. After the request, the Board shall call a hearing within thirty (30) school days. Such hearing may be held before the Board in executive session and/or a committee of the Board, which will be determined at the Board's discretion. The Board or committee of the Board, as applicable shall render a decision, in writing, within ten (10) school days of the hearing or forty (40) school days from receipt of the grievance. If no decision is rendered, the grievance shall move to Level Four.

6. Level Four - Arbitration

- a. If the grievant is not satisfied with the disposition of the grievance at Level Three, the Association shall notify the Board in writing within fifteen (15) school days of its intent to move the grievance to arbitration.
- b. The submission to arbitration shall be to Public Employment Relations Commission (PERC) and the parties shall select the arbitrator in accordance with its rules.
- c. The Arbitrator so selected shall confer with the representatives of the Board and the Association and hold hearings promptly and shall issue his/her decision not later than twenty (20) days from the date of the close of the hearings or, if oral hearings have been waived, then from the date the final statements and proofs on the issues are submitted to him/her. The arbitrator's decision shall be in writing and shall set forth his/her findings of fact, reasoning and conclusions on the issues submitted. The arbitrator shall be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of the Agreement. The decision of the arbitrator shall be submitted to the Board and the Association and shall be final and binding on the parties.
- d. All costs for said arbitration shall be equally borne by both parties.

D. Rights of Employees to Representation

1. Employee and Association

Any aggrieved person may be represented at all steps of the grievance procedure by himself /herself, or at his/her option, by a representative selected or approved by the Association. When an employee is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance procedure.

2. Reprisals

No reprisals of any kind shall be taken by the Board or by any member of the administration against any participant in the grievance procedure by any reason of such participation.

E. Miscellaneous

1. Class Action Grievance

If a violation affects three or more employees, it is considered a class action grievance.

2. Separate Grievance File

All documents, communications, and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.

3. Meetings and Hearings

All meetings and hearings under this procedure shall be conducted in private and shall include only such parties in interest and their designated or selected representatives heretofore referred to in this Article.

4. The termination of a non-tenured employee pursuant to the notice provision of his/her contract, and/or the nonrenewal of a non-tenured employee, shall not be considered a grievance and shall not be subject to this grievance procedure.

ARTICLE 4
MANAGEMENT RIGHTS

Except as otherwise expressly limited by the provisions of this Agreement, the Board will retain sole jurisdiction and authority over matters of policy, including but not limited to the educational policy, instructional program, philosophy and/or curriculum, and will retain the right, in accordance with applicable laws and regulations, to:

1. Take whatever actions may be necessary to carry out the mission of the Board.
2. Determine the methods, means and personnel by which such operations are conducted.
3. Maintain the efficiency of the school operations entrusted to them.
4. Direct employees of the School.
5. Relieve employees from duties because of incompetency or for other just cause.
6. Suspend, demote, discharge or take other disciplinary action against employees for just cause.
7. Exercise all rights regarding nonrenewal of nontenured employees to the fullest extent permitted by law, any provisions in this Agreement to the contrary withstanding.
8. To engage in the executive management and administrative control of the School and its properties and facilities.
9. To make rules of procedure and conduct, to use improved methods and

equipment, to determine work schedules and shifts, to decide the number of employees needed for any particular time and to be in sole charge of the quality and quantity of the work required.

10. To make, maintain and amend such reasonable rules and regulations as may from time to time be deemed best for the purposes of maintaining order, safety and/or the effective operation of the School after advance notice thereof to the employees and Association.
11. To hire all employees, to determine their qualifications and conditions of continued employment, or assignment, and to promote and transfer employees.
12. To lay off employees in the event of lack of work or funds or under conditions where continuation of such work would be inefficient and non-productive.
13. The Board reserves the right with regard to take whatever action may be necessary to carry out its functions in the event of an emergency.

ARTICLE 5 MAINTENANCE OF OPERATION

During the term of this Agreement and during any time that the Agreement is in effect while the parties are negotiating for a successor agreement, neither the Association, nor any person or entity acting in its behalf or in concert with, will cause, authorize or support, nor will any of its members take part in any strike (i.e., the concerted failure to report for duty or willful absence of any employee from his position, or stoppage of work or absence in whole or in part, from the full, faithful and proper performance of the employee's duties of employment), work stoppage, slow-down, walk-out or other illegal job action against the Board. Any such action would constitute a material breach of this Agreement and will subject the Association to court action, including an injunction, as well as disciplinary action against individual members. If the Association engages in any such action and the Board is successful in seeking an injunction, back to work order and or contempt order, the Association and/or any of its affiliated representative associations, shall be responsible for all of the Board's attorney fees and costs.

The Association will make every effort to prevent its members from participating in any strike, work stoppage, slow-down, or other activity aforementioned or supporting any such activity by any other employee or group of employees of the Board, and that the Association will order all such members who participate in such activities to cease and desist from same immediately and to return to work and take other steps as may be necessary under the circumstances to bring about compliance with the Association's order.

Nothing contained in this Agreement shall be construed to limit or restrict the Board in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity

for injunction or damages, or both, in the event of such breach by the Association or its members.

ARTICLE 6
TEACHER RIGHTS

A. Rights and Protection in Representation

Pursuant to Chapter 123, Public Laws 1974, the Board and the Association hereby agree that every employee of the Board shall have the right freely to organize, join and support the Association and its affiliate for the purpose of engaging in collective negotiations and other concerted activities for mutual aid and protection, as well as to freely refuse. The Board and the Association agree that they shall not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by Chapter 123, Public Laws 1974, or other laws of New Jersey or the Constitutions of New Jersey and the United States; that it shall not discriminate against any teacher with respect to hours, wages or any terms or conditions of employment by reason of the teachers' membership or non-membership in the Association and its affiliates, the teachers' participation or non-participation in any activities of the Association and its affiliates, collective negotiations with the Board, or the teachers' institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

B. Statutory Savings Clause

Nothing contained herein shall be construed to deny or restrict to any teacher such rights as he/she may have under New Jersey School Laws or other applicable laws and regulations as of July 1, 1977. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere. However, any rights which arise hereafter by statutory enactment or regulation shall be granted to the teachers only if the law requires. If such rights are not so required, then they shall not be applicable unless acquired by negotiations.

C. Just Cause Provision

No employee shall be disciplined, reprimanded, reduced in rank or compensation, 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. The termination of a non-tenured employee pursuant to the notice provision of his/her contract, and/or the nonrenewal of a non-tenured employee, shall not be considered discipline for purposes of this provision.

D. Required Meetings or Hearings

Whenever any employee is required to appear before the Superintendent or his/her designee in an investigative interview, Board or any committee member, representative, or agent thereof, concerning any matter which could adversely affect the continuation of that teacher in his/her office, position or employment, or the salary or any increments pertaining thereto, the teacher shall be entitled to have a representative of the Association present to advise him/her and represent him/her during such meeting or interview. Any suspension of a teacher pending charges shall be in accordance with New Jersey Statutes.

E. Teachers shall be advised of any change in grade for a student.

F. Complaint or Criticism of Teachers

Subject to law, any question or criticism by a supervisor, administrator or board member of a teacher and his/her instructional methodology shall be made in confidence and not in the presence of students, parents, or other public gatherings.

No material derogatory to an employee's conduct, service, character or personality shall be placed in his/her personnel file unless the teacher has had an opportunity to review such material by affixing his/her signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The employee shall also have the right to submit a written response to such material and his/her response shall be reviewed by the Principal or Superintendent and attached to the file copy.

The response must be placed in the file no later than ten (10) school days after the evaluation is entered into the employee's file.

Any complaints regarding a teacher made to any member of the administration by any parent, student, or other person which are used in any manner in evaluating a teacher shall be promptly investigated and called to the attention of the teacher. The teacher shall be given the opportunity to respond to and/or rebut such complaint and shall have the right to be represented by the Association at any meetings or conferences regarding such a complaint. If a complaint is so raised, the teacher is not to use said complaint or its being raised in any manner to the detriment of the student, the parent, or other person.

G. Notification of Criticism

A teacher shall be notified within one (1) school day of any complaints, whether verbal or written that may have an adverse impact on his/her performance evaluation or which could lead to formal disciplinary action, including but not limited to written reprimand, withholding of increment, nonrenewal or termination.

ARTICLE 7
ASSOCIATION RIGHTS AND PRIVILEGES

A. Use of School Buildings

At the beginning of the school year, the Board shall grant the Association the privilege of using the school building during non-school hours for meetings provided it does not interrupt the normal operation of the school. This shall not be construed to permit the Association to use the school building for planning action adverse to the Board.

B. Exclusive Rights

The rights and privileges of the Association and its representatives as set forth in this Agreement shall be granted only to the Association as the exclusive representative of the teachers.

C. Orientation Programs

The orientation programs for new employees shall be co-sponsored by the Board and the Association with the Association obligated to assume only such costs as may be mutually agreed upon during planning of such programs. To the extent prohibited by law, the Board shall not be expected to assume the cost of purely social events conducted as part of such orientation programs, nor shall the Association be expected to assume the cost of speakers, consultants, and services normally considered an appropriate professional in-service training activity of a board of education. Duties and responsibilities of employees involving student supervision shall be clearly explained as outlined in the Mentoring Plan developed by the Local Professional Development Committee.

This orientation shall be held before the start of the school year, dates to be selected by the Board, and conducted under the direction of the Superintendent and Principal.

ARTICLE 8
TEACHER WORK YEAR

A. In-School Work Year

1. Definition of In-School Work Year

The in-school work year shall include days when pupils are in attendance, orientation days, and any other days on which teacher attendance is required. The calendar shall provide for 185 working days for employees.

2. Event Assignments

Teachers will be required to attend four (4) events outside of school hours, including but not limited to at least one (1) evening of parent-teacher conferences, one HASA event or meeting and one (1) Back-to-School Night. Back to School Night will be held on an early dismissal days for

the students and staff (with the understanding that an early dismissal day elsewhere on the calendar will become a full day for staff). Members will be permitted to leave after student dismissal and returning for the evening commitment. These events will be mutually agreed upon between NPEA and administration.

3. Inclement Weather

Employee attendance shall not be required whenever student attendance is not required due to inclement weather.

4. The School Nurse will be allowed up to 12 hours at the hourly rate set forth in Schedule C during the summer (not including any ESY). The summer schedule will be determined by the Principal with input from the School Nurse.

B. School Calendar

The Association shall be provided with a copy of the school calendar draft for input.

ARTICLE 9
TEACHING HOURS AND TEACHING LOAD

A. Teacher Day

1. Check-In Procedure

As professionals, teachers are expected to devote to their assignments the time necessary to meet their responsibilities, but they shall not be required to "clock in and clock out" by hours and minutes. Teachers shall indicate their presence for duty in a prescribed manner as determined by the Principal.

2. Arrival and Dismissal Time

The teacher's workday shall be 7 hours, 10 minutes in length. The work day for the social worker shall be equal to the teacher work day but shall be subject to flexible hours as determined by the Principal. Teachers shall be notified by August 20th as to times of the pupil day. No teacher shall be required to report for duty earlier than fifteen (15) minutes before the opening of the pupil's school day, and shall be permitted to leave ten (10) minutes after the close of the pupil's school day. The time before the beginning of the pupil school day and prior to pupil dismissal shall not be considered duty-free and may be devoted to non-instructional pupil supervision.

B. Leaving the Building

Employees may leave the building without requesting permission during their scheduled duty-free lunch period only but must sign out and in upon return.

C. Meetings

1. Faculty and Other

Teachers may be required to remain after the end of the regular work day or report before school for the purpose of attending a reasonable number of faculty or other professional meetings, not to exceed 30 meetings per year, with no more three (3) meetings in a month. Such meetings shall begin no later than ten (10) minutes after the student dismissal time or shall not start before 7:45 AM and shall run for a reasonable amount of time. Except in cases of emergency involving the health and safety of students and teachers, if additional time is needed, students shall be dismissed early. If these exceed three (3) meetings, employees shall be paid at the rate set forth in Schedule C. The Principal shall consult with the Association about meeting dates by September 30 each year.

2. Prior to Holidays and Weekends

Absent extraordinary circumstances, meetings which take place after the regular in-school work day and which require attendance shall not be called on Fridays or on any day immediately preceding any holiday, or other day upon which teacher attendance is not required at school.

3. Association Right to Speak

An Association representative may speak to the teachers during any meeting referred to in paragraph 1 above on the request of the representative. The topics shall be non-controversial and shall not involve Board-Association labor relations.

4. Notice and Agenda

The notice of, and agenda for, any meeting shall be given to the teachers involved at least one school (1) day prior to the meetings, except in an emergency. Teachers shall have the opportunity to suggest items for the agenda.

D. Preparation Time

Teachers will each be given a minimum of 200 minutes of preparation time each week (full days/Week schedule.) However, additional preparation minutes may be made available depending upon the final master schedule each year.

Preparation time shall be permitted for the teachers when their classes are covered by an authorized person, such as art, music, physical education, technology, or

library instructors. Teachers shall not be assigned to any other duties at these times.

Special education and regular education teachers who are co-teaching will receive a common prep period once per week.

E. Extra-Curricular Activities

1. Guidelines for Selection of Personnel

a. Notice of vacancies shall be given to entire staff through the usual administrative channels. Such notice shall clearly define necessary qualifications for position, duties involved and rate of compensation.

b. Applications must be submitted to administration in writing within the time limit set by the administrative office.

c. Qualifications for Selections

The qualifications set forth for a particular position shall not be changed unless the Association has been notified in advance of such changes. All qualified teachers shall be given adequate opportunity to make application and no position shall be filled until all properly submitted applications shall be considered.

Announcements of appointments shall be made by posting a list. The list shall be given to the Association and shall indicate which positions have been filled and by whom.

2. Salary

Teacher participation in extracurricular activities when extended beyond the regularly scheduled in-school day shall be compensated according to the rate of pay in Schedule C. A voucher shall be submitted at the end of the activity.

ARTICLE 10
TEACHER EMPLOYMENT

A. Placement on Salary Schedule

1. Adjustment to Salary Schedule

Each employee shall be placed on his/her proper step of the salary schedule in accordance with paragraph 2 below.

2. Credit for Experience

For purposes of placement on the salary guide, credit for years of experience in teaching in a duly accredited public school may be given on a year-for-year basis at the discretion of the Board up to the tenth (10th) year. Credit for teaching experience may be at the discretion of the Board but in no event shall the Board pay a new employee a salary not represented in the salary guide or above that step for which they are entitled or inappropriate for the level of that employee's education. Additional credit not to exceed 4 years for military experience shall be given upon initial employment.

B. Notification of Contract and Salary

Teachers shall be notified of their contract and salary status for the ensuing year no later than May 15th.

ARTICLE 11
SALARIES

A. Salary Schedule

Salary Guide Increases:

2020-2021 3.0% inclusive of increment, effective July 1, 2020.

2021-2022 3.0% inclusive of increment

2022-2023 3.1% inclusive of increment

2023-2024 3.1% inclusive of increment

2024-2025 3.0% inclusive of increment

The Salary Guide shall apply to the following group of employees:

1. See Schedule A
 - a. Teachers
 - b. Nurse
 - c. Social Worker
2. See Schedule B
 - a. Librarian Aide

B. Method for Summer Pay Plan

1. The Federal Credit Union shall be employed as a savings account for summer retrieval by the faculty and other staff members.
2. The accounts are in the name of the individual employees and it is their responsibility to change the amount of withholding and to make contact regarding withdrawal of funds after the school year ends. This account is contributions plus interest payable to the employee.

Method of payment can be changed with the approval of the Board and Association.

C. Pay Dates

1. Pay Dates shall be the 15th and 30th of the month, including June.
2. Exception:
When a pay day falls on or during a school holiday, a Monday or weekend, staff shall receive their pay checks on the preceding school day.

D. Part-Time Employees

The salary for a part-time employee shall be prorated by calculating the proportion of the work year and work day she/he works in proportion to the work year and work day of a full-time employee.

ARTICLE 12
TEACHER ASSIGNMENT

A. Notification

1. Date for Presently Employed Teachers

All teachers shall be given written notice of their class and/or subject assignments, building assignments and room assignments for the forthcoming year not later than June 1st.

2. New Teachers

The Superintendent shall give notice of assignments to new teachers as soon as practicable, and except in cases of emergency, not later than August 1.

3. Revisions

In the event that changes in such schedules, class and/or subject assignments, building assignments, or room assignments are made by the Board or proposed by the Administration after June 1st, the Association

and any teacher affected shall be notified promptly in writing. Upon the request of the teacher and the Association, the changes shall be promptly reviewed between the Superintendent and the teacher affected and to his/her option, a representative of the Association.

ARTICLE 13
VOLUNTARY TRANSFERS AND REASSIGNMENTS

A. Notification of Vacancies

1. Date

No later than May 15 of each school year, the Superintendent or designee shall deliver to the Association and post in school office a list of the known vacancies which shall occur during the following school year.

2. Filing Requests

Teachers who desire a change in a grade may file a written statement of such desire with the Superintendent not later than May 1st. Such statement shall include the grade to which the teacher desires to be assigned.

3. Posting

As soon as practicable, and no later than June 1, the Superintendent or designee shall post and deliver to the Association a schedule showing the names of all teachers who have been reassigned and the nature of such reassignment.

ARTICLE 14
INVOLUNTARY TRANSFERS AND REASSIGNMENTS

A. Notice

Notice of an involuntary reassignment shall be given to teachers as soon as practicable, and except in cases of emergency, not later than June 1st.

B. Meeting and Appeal

An involuntary transfer or reassignment shall be made only after a meeting between the teacher involved and the Principal and Superintendent, at which time the teacher shall be notified of the reason therefor.

C. Teachers who have a teaching assignment or classroom location change are eligible to receive up to 6 hours at the hourly rate as listed in Schedule C of the contract.

ARTICLE 15
SUMMER SCHOOL AND HOME TEACHING

A. Posting

If summer programs are available, all openings for positions in the program shall be publicized by the Superintendent.

Summer openings shall be publicized as early in the month of May as possible and teachers shall, be notified of the action taken not later than June 1. Home instruction openings shall be posted as they occur.

B. Teachers employed in the National Park School District shall have priority to such assignments before appointment to applicants from outside the district.

C. Salary

Salary schedules for positions included in this Article shall be negotiated under procedures outlined in Article II of this Agreement along with regular salary schedules wherever possible, or at such other times as may be appropriate (June 1), in order to conform to the time requirements for the implementation of such programs. See Schedule C.

ARTICLE 16
TEACHER EVALUATION

A. Evaluations of teaching staff members will be conducted in accordance with the rules and regulations of the New Jersey Department of Education.

ARTICLE 17
FAIR DISMISSAL PROCEDURE

A. Notification of Intention to Return

If the employee desires to accept such employment, he/she shall notify the Board of such acceptance, in writing, on or before June 1, in which event such employment shall continue as provided for herein. In default of such notice the Board shall not be required to continue the employment of the teacher.

ARTICLE 18
TEACHER FACILITIES

Teachers shall be provided with the following facilities:

1. Space for each teacher within each instructional area in which he/she teaches to store his/her instructional materials and supplies.

2. Suitable, private closet space with lock and key for each teacher to store coats and personal belongings;
3. Well-lighted and clean teacher rest rooms, separate from students' rest rooms;
4. A serviceable desk, chair, and/or filing cabinet for the exclusive use of each teacher;
5. Copies, exclusively for each teachers use, of all texts used in each of the courses he/she is to teach;
6. Adequate chalkboard/whiteboard space in every classroom;
7. Adequate books, paper, pencils, pens, chalk, erasers and other such material required in daily teaching responsibility;
8. An appropriate furnished, heated and air conditioned room which shall be reserved for the exclusive use of teachers' as a faculty lounge and work area. Although teachers shall be expected to exercise reasonable care in maintaining the appearance and cleanliness of said lounge, it shall be regularly cleaned by the school's custodial staff.

ARTICLE 19
TEACHER-ADMINISTRATION LIAISON

The Association shall select a Liaison Committee which shall meet with the Principal whenever necessary during the school year to review and discuss local school problems and practices, and to play an active role in the revision and development of building policies. Areas for consideration shall include but not be limited to such matters as curriculum, textbooks, distribution of materials and supplies, discipline and parent visitation. Said committee shall consist of no less than three (3) members appointed by the Association.

ARTICLE 20
SICK LEAVE

A. Accumulative

All employees employed shall be entitled to sick leave days each year as of the first official day of said school year provided they report for duty on that date. Employees who report to work more than one month after the start of the school year or who otherwise work less than a full school year shall have their sick days prorated. Unused sick leave days shall be accumulated from year to year with no maximum limit.

Employees hired before July 1, 2008 shall be entitled to 10 sick days and 3 family illness days per year. Unused family illness days will convert to and accumulate as sick days to be used in subsequent years.

All staff hired after July 1, 2008, shall be entitled to ten (10) sick days per year.

Sick leave for a part-time employee who works less than a five day work week shall be prorated by calculating the proportion of the work year and work day she/he works in proportion to the work year and work day of a full-time employee.

B. Notification of Accumulation

Teachers shall be given a written accounting of accumulated sick leave.

C. Retirement

In the event an employee has met the following requirements:

1. Minimum of twenty (20) years of service to the National Park School District,
2. has accumulated sick leave and qualifies for a service, age or disability retirement under the New Jersey State Pension Plan, and
3. notifies the Board on or before January 15th of the school budget year in which s/he retires,

the Board shall make payment, at the beginning of the next school budget year, to that employee in the following amount:

Seventy-five (\$75) per day for all unused sick days up to 100 days.

- D. If a teacher notifies the Board after January 15th, it will result in the payment of unused sick leave the beginning of the school budget year next following the year in which payment would have been made had timely notice been provided. Emergency or unusual circumstances concerning this provision of notification will be addressed on an individual basis.
- E. In the event of the death of an employee who has met all requirements under this section for sick day payment, payment shall be paid to his/her estate.
- F. An employee who opts to take a deferred retirement is not eligible for sick leave payment.

ARTICLE 21
TEMPORARY LEAVES OF ABSENCE

A. Types of Leaves

Employees shall be entitled to the following temporary non-accumulative leaves of absence with full pay each school year.

1. Personal

Three (3) days leave of absence for personal, legal, business, household or family matters which require absence during school hours. Personal leave for a part-time employee shall be prorated by calculating the proportion of the work year and work day she/he works in proportion to the work year and work day of a full-time employee.

Application to the employees immediate superior for personal leave shall be made at least two (2) school days before taking such leave (except in the case of emergencies) and the applicant shall indicate the reason for the leave such that the Administration can determine if the reason meets the criteria under this provision. Unused personal days shall be added to accumulated sick leave days.

The use of a personal day on any in-service day (full or half day) shall be limited to one personal day per teacher per school year.

2. Religious

For observance of religious holidays, where said observance prevents the employee from working on said days, the teacher shall use personal days.

3. School Visitation

Days for the purpose of visiting other schools or attending meetings or conferences of an educational nature, upon approval of the Superintendent.

4. Temporary Military

Time necessary for persons called into temporary active duty of any unit of the U.S. Reserves or the State National Guard. An employee shall be paid the difference between his/her regular pay and military pay.

5. Good Cause

Other leaves of absences with pay may be granted by the Board for good reason with the recommendation of the Superintendent. Any recommendation shall be at the discretion of the Superintendent and this

decision shall be final and binding and not subject to the grievance procedure of this Agreement.

B. Bereavement

In the event of death in the immediate family, employees shall be granted the following leave with pay per year and per event:

1. Five (5) days shall be granted in case of death of the employee's parents, spouse, child or domestic partner.
2. Three (3) days shall be granted in the case of death of the employee's brother or sister, parents of employee's spouse, grandchild and any other member of the immediate household.
3. One (1) day shall be granted in the case of death of the employee's grandparents, niece, nephew, in-law, aunt, uncle or friend.
4. In the case of unusual circumstances, the granting of additional days shall be left to the discretion of the Superintendent.

ARTICLE 22
EXTENDED LEAVES OF ABSENCE

A. Maternity

1. Natural Birth

At the employee's request and consistent with the Federal Family Medical Leave Act (FMLA) and the New Jersey Family Leave Act (NJFLA), the Board shall grant a leave of absence for any period of maternity disability. The employee seeking such a leave of absence for reasons associated with maternity disability shall file a written response with the Superintendent at least 60 days in advance of the anticipated date of birth of the child. Such request shall include the anticipated date of birth and the anticipated date on which said employee expects to return.

2. Adoption

Any employee adopting a child shall receive leave consistent with the Family Leave Act.

B. Illness to Employee and Illness in Family

A leave of absence without pay consistent with the NJFLA and FMLA of up to twelve (12) weeks shall be granted for the purpose of a serious health condition to the employee or caring for a member of the employee's immediate family with a

serious health condition. Additional leave may be granted at the discretion of the Board upon the recommendation of the Superintendent.

C. Return From Leave

1. Salary Guide Movement

A teacher shall not receive credit toward movement on the salary guide unless he/she works at least ½ of the teacher work year plus one day.

2. Benefits

All benefits to which an employee was entitled at the time his/her leave of absence commenced, including unused accumulated sick leave, shall be restored to him/her upon his/her return.

D. Extensions and Renewals

All extensions or renewals of leaves shall be applied for and granted in writing.

ARTICLE 23

PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

A. Purpose

In our rapidly changing society, teachers must constantly review curricular content, teaching methods and materials, educational philosophy and goals, social change and other topics related to education. The Board recognizes that it shares with its professional staff responsibility for the upgrading and updating of teacher performance and attitudes. The Board and the Association support the principle of continuing training of teachers, the improvement of instruction, and the curriculum development necessary as a part of the Gateway Group of Schools.

B. Programs

To work towards the ends stated above, the Board agrees to implement the following:

To pay up to the Board cap of \$5,000 in each year of the contract, up to \$2,500 for the Summer and Fall terms and \$2,500 for the Winter and Spring terms. If the full \$2,500 for the Summer/Fall term is not utilized, the balance will carry over to the Winter/Spring reimbursement. Reimbursement shall be made for the cost of tuition for courses taken above the Bachelor's Degree.

If all tuition reimbursement claims under the above paragraph exceed the cap set forth in the Summer/Fall term, or in the Winter-Spring term, all claims for that term shall be prorated. For example, if the cap set forth will cover 95% of all claims, all individual claims will be reimbursed at 95% of the claim amount.

C. The Superintendent's prior approval shall be obtained to qualify for reimbursement under this Article. To be eligible for reimbursement, the courses taken must be related to the employees' current or future job responsibilities. Successful completion (C or better) shall be required for reimbursement.

D. Requirements

1. Staff member must be an employee of the Board when the courses were taken.
2. Staff member must be an employee of the Board when the payment is made.

E. Procedure for Payment

1. Staff member shall submit the following to the Board Secretary:
 - a. Receipted bill for tuition from institution.
 - b. Transcript from institution indicating successful completion of course.
2. The Board shall make all tuition reimbursement payments before the end of July following when the course was successfully completed under the terms of this Article as long as the grade is submitted to the District by June 15. Furthermore, any employee who terminates employment with the Board before such payment is made shall forfeit any amounts due.

Movements on the salary guide resulting from satisfactory completion of graduate credits shall take effect on the first full pay period following September 1, or February 1, provided that appropriate documentation (transcript) is provided to the Board Secretary. Appropriate documentation must be submitted to the Board Secretary no later than 30 days prior to the next Board of Education meeting date.

F. A teacher who receives reimbursement under B. and who then leaves the District's employment within one (1) year of the receipt of the reimbursement, except in a retirement situation, a separation due to disability, a reduction-in-force or a non-renewal shall reimburse the District 100% of that reimbursed amount.

1. The application form for reimbursement shall contain an acknowledgement by the applying teacher that the provisions of the prior paragraph is in effect and that the teacher shall reimburse the District pursuant to them and that the above monies may be withheld from the last paycheck of the departing teacher.

2. All returned monies shall be placed back in the tuition reimbursement pool in the year that they are recovered and may be used in that year if the pool amount set forth in B. is exceeded.

ARTICLE 24
SUPERVISION OF STUDENT TEACHERS

A. Mutual Responsibility

The Board and the Association mutually recognize that the education of children of the National Park School District is their primary responsibility. The Board and the Association further recognize their responsibility to assist in the effective training of future teachers under the highest standards.

B. Procedures

The following procedures shall govern the supervision of student teachers.

1. Experience

No teacher shall have a student teacher under his/her supervision until his/her tenured year of teaching.

2. Voluntary Participation

Supervision by a teacher of a student teacher shall be voluntary.

3. Consent

Each teacher shall have the right to accept or reject a student teacher. The teacher shall receive the request to take a student teacher at least two (2) weeks prior to the student's introduction to the classroom.

4. Release Time

Each cooperating teacher shall be provided with release time with pay for: attendance at scheduled orientation, completion of written evaluations as per college/university guidelines, and conferencing with the supervisor of the student teacher.

5. Assignments

A cooperating teacher shall not be given additional assignments outside of his/her regular responsibilities during the period he/she is supervising a student teacher.

ARTICLE 25
PROTECTION OF TEACHERS, STUDENTS AND PROPERTY

A. Unsafe and Hazardous Conditions

Teachers shall not be required to work under unsafe or hazardous conditions or to perform tasks which endanger their health, safety, or well-being. In the event of any disorder or disruption in the regular school program, the Association shall have the right to meet with the Superintendent or designee to explore programs to address the safety of students, teachers, and property.

1. Reimbursement for Personal Property Damage

The Board shall reimburse teachers for the reasonable cost of any clothing or other personal property damaged or destroyed as a result of any assault suffered by (excluding motor vehicle) a teacher while the teacher was acting in the discharge of his/her duties within the scope of his/her employment. Teachers must first submit a claim to any available insurance carrier. To the extent the damage is not covered by any available insurance, the Board's limit on such reimbursement is \$250.00

B. Reporting Assaults

1. Immediate Superior

Teachers shall immediately report cases of assault suffered by them in connection with their employment to their immediate superior.

2. Superintendent

Such notification shall be immediately forwarded to the Superintendent who shall comply with any reasonable request from the teacher for information in the possession of the Superintendent relating to the incident or the persons involved, and shall act in appropriate ways as liaison between the teacher, the police, and the courts.

ARTICLE 26
INSURANCE PROTECTION

A. Full Health-Care Coverage

The Board shall provide health-care protection up to and including family coverage for those employees who require such coverage.

1. Changes in the benefits of the health-care insurance program shall be agreed upon by the Board and the Association.

2. Carriers

Effective July 1, 2020, and subject to Chapter 44, the new health care plan for all employees is AmeriHealth PPO \$15/80%; Rx \$15/\$30. Employee premium contribution will be in accordance with either Chapter 78 or Chapter 44.

Board will continue to offer the HDHP plan.

Subject to Chapter 44, the prescription co-pay shall be \$30 brand name, \$15 generic, with one pay per 30 day supply at retail or 90 day mail order.

A fiscal year Health Reimbursement Account will be offered of \$200 for single/\$300 for 2 adult or parent/child(ren)/\$500 for family coverage to cover prescription, doctor and emergency room co-pays only. If an employee does not use the amount of coverage allotted in that fiscal year, they will not be reimbursed the difference and the amount will not be carried over. New employees hired on or after July 1, 2014, shall not be covered by the prior two sentences. The amounts set forth in this paragraph shall be prorated according to the months the new or departing employee works in the year.

Employees shall also have the option to opt out of the health/hospitalization, prescription, and vision coverage and accept the Health Reimbursement plan of \$275 accrued per month (\$3,300.00 per fiscal year) as long as they can provide proof of coverage. The amounts set forth in this paragraph shall be prorated according to the months the new or departing employee works in the year.

3. Complete Annual Coverage

For each employee who remains in the employ of the Board for a full school year, the Board shall make payment of insurance premiums to provide insurance coverage for the full twelve (12) month period commencing September 1 and ending August 31. When necessary, payment of premiums on behalf of the employee shall be made retroactively or prospectively to assure uninterrupted participation and coverage.

B. Dental

The Board will pay one hundred percent (100%) of the single premium cost for dental insurance up to a maximum cap of \$463.08. Dependent coverage, if made available by the provider, will be offered. The full cost of dependent coverage will be the responsibility of the employee.

C. Description to Teachers

The Board shall provide to each employee a description of the health-care insurance coverage provided under this Article, no later than the beginning of the school year, which shall include a clear description of conditions and limits of coverage as listed on the previous page.

D. Committee

There shall be a committee of an equal number of Association representatives and Board/Administration representatives which shall meet each year of this Agreement beginning no later than October 1 with the object of discussing either party's ideas concerning insurances under this Article. The committee shall provide a written report to the parties by February 1 of each year detailing its discussions and recommendations it is making. Neither party is required to accept the recommendations of the committee, but if they wish to do so, any changes to this Article must be jointly ratified by the parties.

Chapter 78 amounts will remain at Tier IV contribution levels for the length of the contract.

ARTICLE 27
DEDUCTIONS FROM SALARY

A. Association Payroll Dues Deduction

1. Subject to any applicable law or court decision, the Board agrees to deduct from the salaries of the teachers for the Association, the Gloucester County Education Association, the New Jersey Education Association or the National Education Association, or any one of any combination of such Associations as said teachers individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 310, Public Laws of 1968 (N.J.S.A. 52:14-15, 9(e) and under rules established by the State Department of Education. Such monies together with records of any corrections shall be transmitted to the treasurer of the Association by the fifteenth of each month following the monthly pay period in which the deductions were made.
2. Each of the Associations named above shall certify to the Board, in writing, the current rate of its membership dues. Any Association which shall change the rate of its membership dues shall give the Board written notice prior to the effective date of such change.

B. Local, State and National Services

The Board agrees to deduct from teachers' salaries money for Local, State and/or National Association services and programs as said teachers individually and voluntarily authorize the Board to deduct and to transmit the monies promptly to such association or associations. Any teacher may have such deductions

discontinued at any time upon sixty (60) days written notice to the Board and the appropriate association.

ARTICLE 28
MISCELLANEOUS PROVISIONS

A. Non-discrimination

The Board and the Association agree that there shall be no discrimination, and that all practices, procedures, and policies of the school system shall clearly exemplify that there is no discrimination in the hiring, training, assignment, promotion, transfer or discipline of teachers or in the application or administration of this Agreement on the basis of any protected classifications pursuant to law.

B. Board Policy

This Agreement constitutes Board policy for the term of said Agreement, and the Board shall carry out the commitments contained herein and give them full force and effect as Board policy.

C. Savings Clause

Except as this Agreement shall otherwise provide, all terms and conditions of employment applicable on the signing 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 so 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 nor otherwise detract from any teacher benefit existing prior to its effective date.

D. Separability

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.

E. Compliance Between Individual Contract and Master Agreement

Any individual contract between the Board and an individual teacher, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

- F. The tuition paid by staff members who reside out of district for their children's attendance in the National Park School District shall be \$2,500 annually. Conditions of attendance will be governed by Board Policy.
- G. The per diem rate of pay for any full time, 10 month employee shall be calculated based on 1/200th multiplier.

ARTICLE 29
DURATION OF AGREEMENT

A. Duration of Period

This Agreement shall be effective as of July 1, 2020, and continue through June 30, 2025, subject to the Association's right to negotiate over a successor Agreement as provided in Article 2. This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated, unless it is extended in writing.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective secretaries, and their corporate seals to be placed thereon.

NATIONAL PARK EDUCATION ASSOCIATION

BY: 
President

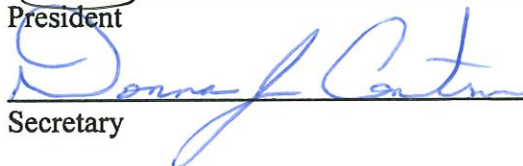
BY: 
Secretary

DATE: 10-22-21

10-22-21

NATIONAL PARK BOARD OF EDUCATION

BY: 
President

BY: 
Secretary

DATE: 10-21-21

BASE YEAR								
2019-20	National Park Teachers							
Salary Guide								
Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	DOC
1	54,999	55,999	56,999	57,999	58,999	59,999	60,999	61,999
2	55,752	56,752	57,752	58,752	59,752	60,752	61,752	62,752
3	56,552	57,552	58,552	59,552	60,552	61,552	62,552	63,552
4	57,752	58,752	59,752	60,752	61,752	62,752	63,752	64,752
5	58,952	59,952	60,952	61,952	62,952	63,952	64,952	65,952
6	60,152	61,152	62,152	63,152	64,152	65,152	66,152	67,152
7	61,847	62,847	63,847	64,847	65,847	66,847	67,847	68,847
8	64,097	65,097	66,097	67,097	68,097	69,097	70,097	71,097
9	66,597	67,597	68,597	69,597	70,597	71,597	72,597	73,597
10	69,097	70,097	71,097	72,097	73,097	74,097	75,097	76,097
11	71,647	72,647	73,647	74,647	75,647	76,647	77,647	78,647
12	74,197	75,197	76,197	77,197	78,197	79,197	80,197	81,197
13	76,782	77,782	78,782	79,782	80,782	81,782	82,782	83,782
14	79,367	80,367	81,367	82,367	83,367	84,367	85,367	86,367

YEAR 1								
2020-21	National Park Teachers							
Salary Guide								
Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	DOC
1	54,999	55,999	56,999	57,999	58,999	59,999	60,999	61,999
2	56,132	57,132	58,132	59,132	60,132	61,132	62,132	63,132
3	57,194	58,194	59,194	60,194	61,194	62,194	63,194	64,194
4	58,394	59,394	60,394	61,394	62,394	63,394	64,394	65,394
5	59,594	60,594	61,594	62,594	63,594	64,594	65,594	66,594
6	60,794	61,794	62,794	63,794	64,794	65,794	66,794	67,794
7	62,489	63,489	64,489	65,489	66,489	67,489	68,489	69,489
8	64,737	65,737	66,737	67,737	68,737	69,737	70,737	71,737
9	67,027	68,027	69,027	70,027	71,027	72,027	73,027	74,027
10	69,317	70,317	71,317	72,317	73,317	74,317	75,317	76,317
11	71,607	72,607	73,607	74,607	75,607	76,607	77,607	78,607
11A	73,897	74,897	75,897	76,897	77,897	78,897	79,897	80,897
12	76,187	77,187	78,187	79,187	80,187	81,187	82,187	83,187
13	78,477	79,477	80,477	81,477	82,477	83,477	84,477	85,477
14	80,767	81,767	82,767	83,767	84,767	85,767	86,767	87,767

YEAR 2								
2021-22	National Park Teachers							
Salary Guide								
Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	DOC
1	54,999	55,999	56,999	57,999	58,999	59,999	60,999	61,999
2	56,379	57,379	58,379	59,379	60,379	61,379	62,379	63,379
3	57,779	58,779	59,779	60,779	61,779	62,779	63,779	64,779
4	59,179	60,179	61,179	62,179	63,179	64,179	65,179	66,179
5	60,379	61,379	62,379	63,379	64,379	65,379	66,379	67,379
6	61,579	62,579	63,579	64,579	65,579	66,579	67,579	68,579
7	63,247	64,247	65,247	66,247	67,247	68,247	69,247	70,247
8	65,612	66,612	67,612	68,612	69,612	70,612	71,612	72,612
9	67,977	68,977	69,977	70,977	71,977	72,977	73,977	74,977
10	70,342	71,342	72,342	73,342	74,342	75,342	76,342	77,342
11	72,707	73,707	74,707	75,707	76,707	77,707	78,707	79,707
11A	75,072	76,072	77,072	78,072	79,072	80,072	81,072	82,072
12	77,437	78,437	79,437	80,437	81,437	82,437	83,437	84,437
13	79,802	80,802	81,802	82,802	83,802	84,802	85,802	86,802
14	82,167	83,167	84,167	85,167	86,167	87,167	88,167	89,167

YEAR 3								
2022-23	National Park Teachers							
Salary Guide								
Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	DOC
1	54,999	55,999	56,999	57,999	58,999	59,999	60,999	61,999
2	56,767	57,767	58,767	59,767	60,767	61,767	62,767	63,767
3	58,542	59,542	60,542	61,542	62,542	63,542	64,542	65,542
4	60,317	61,317	62,317	63,317	64,317	65,317	66,317	67,317
5	61,517	62,517	63,517	64,517	65,517	66,517	67,517	68,517
6	62,717	63,717	64,717	65,717	66,717	67,717	68,717	69,717
7	64,367	65,367	66,367	67,367	68,367	69,367	70,367	71,367
8	66,767	67,767	68,767	69,767	70,767	71,767	72,767	73,767
9	69,167	70,167	71,167	72,167	73,167	74,167	75,167	76,167
10	71,567	72,567	73,567	74,567	75,567	76,567	77,567	78,567
11	73,967	74,967	75,967	76,967	77,967	78,967	79,967	80,967
11A	76,367	77,367	78,367	79,367	80,367	81,367	82,367	83,367
12	78,767	79,767	80,767	81,767	82,767	83,767	84,767	85,767
13	81,167	82,167	83,167	84,167	85,167	86,167	87,167	88,167
14	83,567	84,567	85,567	86,567	87,567	88,567	89,567	90,567

Year 4								
2023-24	National Park Teachers							
Salary Guide								
Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	DOC
1	56,227	57,227	58,227	59,227	60,227	61,227	62,227	63,227
2	57,827	58,827	59,827	60,827	61,827	62,827	63,827	64,827
3	59,427	60,427	61,427	62,427	63,427	64,427	65,427	66,427
4	61,177	62,177	63,177	64,177	65,177	66,177	67,177	68,177
5	62,677	63,677	64,677	65,677	66,677	67,677	68,677	69,677
6	63,877	64,877	65,877	66,877	67,877	68,877	69,877	70,877
7	65,487	66,487	67,487	68,487	69,487	70,487	71,487	72,487
8	67,922	68,922	69,922	70,922	71,922	72,922	73,922	74,922
9	70,357	71,357	72,357	73,357	74,357	75,357	76,357	77,357
10	72,792	73,792	74,792	75,792	76,792	77,792	78,792	79,792
11	75,227	76,227	77,227	78,227	79,227	80,227	81,227	82,227
11A	77,662	78,662	79,662	80,662	81,662	82,662	83,662	84,662
12	80,097	81,097	82,097	83,097	84,097	85,097	86,097	87,097
13	82,532	83,532	84,532	85,532	86,532	87,532	88,532	89,532
14	84,967	85,967	86,967	87,967	88,967	89,967	90,967	91,967

Year 5								
2024-25	National Park Teachers							
Salary Guide								
Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	DOC
1	57,392	58,392	59,392	60,392	61,392	62,392	63,392	64,392
2	58,692	59,692	60,692	61,692	62,692	63,692	64,692	65,692
3	59,992	60,992	61,992	62,992	63,992	64,992	65,992	66,992
4	61,492	62,492	63,492	64,492	65,492	66,492	67,492	68,492
5	62,992	63,992	64,992	65,992	66,992	67,992	68,992	69,992
6	64,492	65,492	66,492	67,492	68,492	69,492	70,492	71,492
7	66,367	67,367	68,367	69,367	70,367	71,367	72,367	73,367
8	68,867	69,867	70,867	71,867	72,867	73,867	74,867	75,867
9	71,367	72,367	73,367	74,367	75,367	76,367	77,367	78,367
10	73,867	74,867	75,867	76,867	77,867	78,867	79,867	80,867
11	76,367	77,367	78,367	79,367	80,367	81,367	82,367	83,367
11A	78,867	79,867	80,867	81,867	82,867	83,867	84,867	85,867
12	81,367	82,367	83,367	84,367	85,367	86,367	87,367	88,367
13	83,867	84,867	85,867	86,867	87,867	88,867	89,867	90,867
14	86,367	87,367	88,367	89,367	90,367	91,367	92,367	93,367

**NATIONAL PARK - SCHEDULE C
EXTRA CURRICULAR COMPENSATION GUIDE**

Listed below are those activities to be compensated for at the rate indicated next to each activity as well as the time of the year for each activity.

<u>POSITIONS</u>	<u>2020-2021</u>	<u>2021-2022</u>	<u>2022-2023</u>	<u>2023-2024</u>	<u>2024-2025</u>
Summer Curriculum Work	\$35.00	\$35.00	\$35.00	\$35.00	\$35.00
Homebound Instruction	\$30.00	\$32.50	\$35.00	\$35.00	\$35.00
Summer Programs	\$30.00	\$32.50	\$35.00	\$35.00	\$35.00
I&RS	\$30.00	\$32.50	\$35.00	\$35.00	\$35.00
Other Position as Approved	\$30.00	\$32.50	\$35.00	\$35.00	\$35.00
Additional Meetings	\$30.00	\$32.50	\$35.00	\$35.00	\$35.00
Workshop and in-service presentations - (covers preparation and presentation)	\$192.00	\$192.00	\$192.00	\$192.00	\$192.00

STIPENDS / AFTER SCHOOL CLUBS

Effective July 1, 2020 through June 30, 2025

Facilitator	\$2,500.00
Music	\$2,600.00
Safety Patrol	\$850.00
Student Council	\$1,500.00

A proposal must be submitted before an activity is established.

Summer Curriculum work that is directed through the Gateway Group Curriculum Consortium will be compensated at that established rate above.

NATIONAL PARK - SCHEDULE D

TEACHERS' LONGEVITY GUIDE

Current employees with appropriate years or more of service hired before June 30, 2017 shall receive a longevity increment as shown below, in addition to any other compensation:

Years of Service

20 years	\$1,000.00
25 years	\$1,050.00
30 Years	\$1,200.00

Employees hired after July 1, 2002, longevity amount is \$1,050 after 25 years.

Employees hired after June 30, 2017 are not entitled to longevity.