

**CONTRACTUAL AGREEMENT BETWEEN
THE GREENWICH TOWNSHIP BOARD OF
EDUCATION**

**THE GREENWICH TOWNSHIP EDUCATION
ASSOCIATION**

JULY 1, 2019 TO JUNE 30, 2022

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ARTICLE I - PREAMBLE

This Agreement entered into by and between the Greenwich Township Board of Education, hereinafter called the "Board", and the Greenwich Township Education Association, hereinafter called the "Association", represents and incorporates the complete and final understandings of all topics that were or could have been the subject of negotiations. The parties are bound only by the expressed language of this Agreement.

ARTICLE II - DURATION OF AGREEMENT

- A. This agreement shall be effective July 1, 2019, and terminate June 30, 2022, provided that no successor Agreement has been adopted by that time, the terms of this Agreement shall remain in force until a new Agreement is ratified.
 - 1. Upon ratification, any and all benefits of the new agreement will be instituted retroactively to the date the agreement became effective.
- B. This Agreement may be amended by mutual consent through an instrument in writing duly executed by both parties. Any amendment made shall be binding on both parties from its agreed upon effective date.

ARTICLE III - RECOGNITION

- A. The Board hereby recognizes the Greenwich Township Education Association as the exclusive and sole representative for collective negotiations concerning terms and conditions of employment for all certified full-time teachers, nurses, librarians, guidance counselors and child-study team members and all full-time custodial, maintenance, secretarial/clerical, and classroom aides employed by the Board, but excluding Supervisory personnel; confidential employees, including secretary to the Superintendent and personnel working directly in the Business Office; and substitute, part-time hourly and/or summer employees.

1. For the duration of this Agreement, the Board agrees to only negotiate with the Association members and/or NJEA representatives included in subparagraph "A" above.
 2. The rights and privileges of the Association and its representatives as set forth in the agreement shall be granted to the Association as the exclusive representative of the titles listed in subparagraph "A" above, and to no other comparable teacher organization.
- B. Unless otherwise indicated, the term "teachers" when used hereinafter in this Agreement, shall refer to all professional employees represented by the Association in the negotiations unit as above defined. Unless otherwise indicated, the term "employee(s)" when used hereafter in this Agreement, shall refer to all teachers and Support Staff employees represented by the Association in the negotiations unit, as above defined. All references to employee include male and female employees.

ARTICLE IV- NEGOTIATIONS

- A. Negotiations shall begin no later than 120 calendar days prior to the Board's budget submission date as established by the New Jersey Public Employment Relations Commission ("NJ PERC") of the calendar year preceding the calendar year in which this agreement expires. Any agreement negotiated shall apply to the unit defined in Article I.
- B. Both the Association and the Board retain the right to approve or reject any tentative agreement reached by their respective committees. Any such tentative agreements in part or whole, reached by their committees are binding only after being reduced to writing, ratified by the Association, adopted by the Board and signed by representatives of the Association and the Board.
- C. All negotiations sessions between the Association and the Board shall be held at times other than the normal school day.

- D. During negotiations, the Board and the Association shall present relevant data, exchange points of view and make proposals and counter proposals. The Board shall make available to the Association for inspection during the normal business day all data and information of the Greenwich Township School District that is available to the public.

ARTICLE V - ASSOCIATION RIGHTS

- A. The Board agrees to furnish to the Association in response to requests from time to time reasonable information which may be necessary for the Association to process any grievance or complaint.
- B. Representatives of the Association, the New Jersey Education Association and the National Education Association shall be permitted to transact official Association business on school property at reasonable times, provided that this shall not interfere with or interrupt normal school operation. Permission of the Superintendent or his/her designee shall be required. Such permission shall not be withheld unreasonably.
- C. The Association and its representative(s) shall have the right to use school buildings at reasonable hours for meetings. Permission of the Superintendent or a designee shall be required. Such permission shall not be unreasonably withheld.
1. An Association representative may speak to the employees at any faculty meeting for a reasonable time upon the request of the representative. The Principal shall place the representative's request at the end of his/her agenda.
 2. Whenever possible, the notice of, and the agenda for, any meeting shall be given to the employees involved at least one (1) day prior to the meeting. Employees shall have the opportunity to suggest items for the agenda, which are due in the Principal's office one (1) week in advance of said meeting.
 3. Exceptions to the provisions of sections C.1 and C.2 above may be made in cases of emergency, as determined by the administration.

D. The Association shall have access to use school facilities and equipment at reasonable times, and when such equipment is not otherwise in use. No equipment shall be removed from school property without approval by the Superintendent, building Principal, or designee. The Association will pay for any damage incurred, loss or theft of borrowed property. Permission of the building Principal or his/her designee shall be required. Such permission shall not be withheld unreasonably.

E. Representation Fee

1. Prior to the beginning of each membership year, the Association will notify the Board, in writing, of the amount of regular membership dues, initiations fees, and assessments charged by the Association to its members for that membership year. The Board assumes no responsibility for said enforcement of the completed list.
2. Deduction and transmission of fee.

- a. Notification

The Association will submit to the Board a list of those employees in the bargaining unit who have not become members of the Association for the current membership year. The Board will deduct the full amount of the representation fee.

- b. Payroll Deductions

The Board will deduct the representation fee in equal installments, as nearly as possible, from the paychecks of the employees on the aforesaid list during the remainder of the membership year in question. The deduction will begin with the first paycheck paid within 30 days after the employee begins his or her employment in a bargaining unit position, unless the employee previously served in a bargaining unit position and continues in the employ of the Board in a non-bargaining unit position or was on lay-off, in which event the deductions will begin with the first paycheck paid 15 days after the resumption of the employee's employment in a bargaining unit position, whichever is later.

3. Changes

- a. The Association will notify the Board in writing of any changes in the aforesaid list, and such changes will be reflected in and deductions made no more than 30 days after the Board received said notice for professional staff and no more than 10 days for support staff.
- b. The Association shall indemnify and save the Board of Education harmless against any and all claims, demands, suits or other forms of liability including reasonable legal fees resulting from any of the provisions of this article or in reliance on any list, notice or assignment furnished under this article.

4. New Employees

On or about the last day of each month, beginning with the month this Agreement becomes effective, the Board will submit to the Association, a list of all employees who began their employment in a bargaining unit position during the preceding thirty (30) day period. The list will include names, social security numbers, job titles, dates of employment and places of assignment for all such employees. The Board will also notify the Association of any changes in the status of an employee regarding transfer, leave of absence, return from leave, retirement, resignation, separation from employment, death.

ARTICLE VI - MANAGEMENT RIGHTS

- A. The Board reserves sole jurisdiction and authority over matters of policy. According to provisions of State law and the language of this Agreement, the Board retains the following rights:
 1. Direct employees of the school district.
 2. To hire, promote, transfer, assign, and retain employees in positions within the school district, and to suspend, demote, discharge, or take other disciplinary action against employees.

3. To abolish any such positions for reasons of (a) economy; (b) efficiency; (c) reduction in the number of pupils; (d) change in administrative or supervisory organization of the district; (e) lack of work; (f) for other good cause.
 4. To maintain the efficiency of the school district operations entrusted to them.
 5. To determine the means by which such operations are to be conducted.
 6. To take whatever actions may be necessary to carry out the mission of the school district in situations or emergency. The rights of the Board shall include, but not be limited to, the provisions set forth in this paragraph.
- B. It is understood by all parties that under the rulings of the Courts of New Jersey and the State Commissioner of Education, the Board is forbidden to waive any rights or powers granted it by law.
- C. Any criticism of Administration or the Board shall be made in confidence and not in the presence of students, parents, teachers, or at school functions.

ARTICLE VII - EMPLOYEE RIGHTS

- A. The Board and Association agree that teachers have the right to freely organize, join, and support the Association, its activities, and affiliates for the purpose of engaging in collective negotiations, or to refrain from such activities. The Board further agrees that it shall not directly or indirectly discourage, deprive, or coerce any teacher in the enjoyment of these rights.
- B. No employee shall be disciplined, reprimanded, reduced in rank, or deprived of monetary compensation without just cause. Any such action asserted by the Board, or any agent or representative thereof, shall not be made public by either party until formal action is taken by the Board and shall be subject to the grievance procedure herein set forth. This shall not apply to the nonrenewal of a non-tenured teacher or employee.
- C. Whenever any employee is required to appear before the Superintendent, the Board, or any committee or member thereof concerning any matter which could adversely affect the

continuation of that employee in his/her office, position, or employment, or the salary or any increments pertaining thereto, then he/she shall be given prior written notice of the reasons for such a meeting or interview and shall be entitled to have a representative of the Association present to advise him/her and represent him/her during such meeting or interview.

- D. No employee shall be prevented from wearing pins or other identification of membership in the Association or its affiliates.
- E. When a visitor requests a conference with a teacher or classroom aide during the school day, the administration shall:
 - 1. Confer with said teacher or classroom aide to assure that both the conference and the timing are appropriate.
 - 2. Provide written permission to the visitor if granting administrative approval.
- F. Any district criticism of a teacher and his/her instructional methodology or an employee's job performance shall be made in confidence and not in the presence of students, parents, or at public gatherings, except to the extent such confidence is contrary to law.
- G. Any employee criticism of a Board Member, Administrator, or Supervisor shall be made in confidence and not in the presence of students, parents, or teachers, or at public gatherings.

ARTICLE VIII – EMPLOYMENT

TEACHERS

- A. All teachers shall be notified of their contract status in accordance with New Jersey law.
- B. Either the teacher or the Board may terminate employment providing sixty (60) calendar days notification is given and are in compliance with the appropriate statutes.
- C. Presently employed teachers may apply for vacancies or new positions at any time such vacancies or new positions occur.

1. Notices of vacancies and new positions shall be posted on the office bulletin boards and on the district website.
 2. Applications shall be in writing and addressed to the Superintendent, and shall include the following:
 - a. Reasons for desiring the change.
 - b. Capabilities and abilities which may especially qualify the requestor to be reassigned.
 - c. Problems envisioned in leaving present assignment.
 - d. Any other information to assist the Board and administrators to arrive at the best decision possible.
 3. Such applications will be considered at the appropriate times for the vacancies or new positions posted.
- D. In the event of any reduction in force, seniority and a record of satisfactory performance evaluation shall be the criteria for determining such reduction. Recall shall be based upon the same seniority and satisfactory performance evaluation.

SUPPORT STAFF

- A. Employees shall be notified of their employment status for the ensuing year by June 1, except classroom aides who shall be notified at the same time as teachers.
- B. Either the employee or the Board may end the employee-employer relationship provided two (2) weeks' written notification is given. However, in the case of a negative criminal history check on a new employee, the Board may end the relationship immediately.
- C. In the event of a reduction in non-tenured force, seniority and satisfactory performance evaluation shall be the criteria for determining such reduction. Recall shall be based upon the same seniority and satisfactory performance evaluation, i.e., last reduced, first called back.
- D. All new employees except classroom aides shall serve a six (6) month probationary period of employment.

- E. No new employee shall be hired at a higher rate of pay than someone presently employed and covered by the current contract and salary guide with comparable experience and educational background.

ARTICLE IX - WORK YEAR AND TIME REQUIREMENTS

TEACHERS

- A. The in-school work year of teachers employed on a ten (10) month basis (other than new personnel who shall be required to attend an additional two (2) days of orientation) shall not exceed one hundred eighty-five (185) days.
- B. The teacher's normal workday shall be seven (7) hours, twenty (20) minutes including duty free lunch. An early dismissal workday shall be five (5) hours. In-Service and Professional Development days will be held from 8:00 a.m. to 3:20 p.m. Sign-in and sign-out times will be set by Board policy. The individual teacher has the responsibility of notifying the Principal's office or designated person, of any deviation from this daily schedule.
- C. Duty-free lunch period
 - 1. Teachers shall have a daily duty-free lunch period of at least 45 minutes.
 - 2. Teachers may leave the building without requesting permission during their scheduled duty-free lunch periods, but they must indicate their leaving and returning by initialing the faculty "sign-in, sign-out" roster, in the office.
- D. Teachers will have a minimum of two hundred (200) minutes, five (5) forty (40) minute periods of preparation time in an average five-day (Monday to Friday) work week. All elementary and middle school teachers shall be granted preparation time during the time a specialist in the fields of art, music, Spanish/Italian, physical education, computers/technology and library science, is in charge of their class. The Board of Education will make reasonable efforts, to the extent possible, to secure specialist substitutes for specialist teachers absent due to sick or personal leave.
 - 1. Preparation time shall be devoted to work which is related to one's job responsibilities.

2. The Board recognizes that part of the above preparation time may be used to attend to personal needs consistent with the educational needs of the district.
 3. It is desirable for every teacher to have an uninterrupted preparation period each day. The practice of depriving teachers of preparation periods is undesirable.
 - a. In cases where regular substitute teachers are not available, teachers who volunteer may be used as substitute teachers during their non-teaching time. In the absence of volunteers, a teacher may be assigned to serve as a substitute teacher.
 - b. Teachers may be assigned to attend, including but not limited to, meetings with parents, administrators, Child Study Team members, during this regularly scheduled preparation period.
 4. Volunteers and assigned teachers will credit these periods up to a total of two hundred seventy (270) minutes or equal to the agreed upon work day schedule, which entitles him/her to (1) additional personal business day to be taken before May 31. Such coverage shall be arranged by the Principal and shall be distributed as equitably as possible among teachers.
- E. Teacher participation in field trips or activities which are scheduled to extend beyond the teacher's in-school work day, and overnight or weekend trips, shall be voluntary. It is understood that teacher participation in overnight or weekend trips will be prearranged prior to such a trip being scheduled.
- F. Exceptions to the provisions of Sections B, C, D, and E above may be made in cases of extreme emergency, as determined by the administration.
- G. Teacher participation in reasonable extracurricular activities is expected as part of their professional obligation.
- H. Teachers shall not be required to be in classrooms or have parent conferences on PTA meeting nights, except on scheduled annual Open House. Certificated staff will be required to attend one evening event that may include Open House/Back to School Night. Evening event will include arrival and departure 15 minutes prior to and after the scheduled event

time. This event will be scheduled as part of the approved district calendar and may be scheduled on a full or early dismissal day.

I. Grade Level Chairpersons

1. Each September the administration shall designate teacher representatives to serve as Grade Level Chairpersons. If volunteers cannot be found by June 30 of the previous school year, administration shall designate teacher representatives in early September.
2. Teachers will be paid \$300.00 to fulfill Grade Level Chairperson responsibilities.
3. The Grade Level Area Chairperson will meet with teachers (group) at any time on any day, except during instruction time. The purpose of these meetings is for the staff to discuss supply orders, field trips, and other concerns relating to that particular grade level or group.

J. Final determination of the school calendar resides with the Board. However, in the preparation leading up to final adoption by the Board, the Superintendent will contact the Association for suggestions before the completion of the calendar.

K. Teachers are required to remain after the end of the regular work day, without additional compensation, for the purpose of attending faculty meetings one (1) day each month. Such meeting shall run for no more than sixty (60) minutes each.

L. At his/her discretion, the CSA may appoint a Head Teacher to perform supervisory duties in the event the board or its designee deem it necessary. Candidates for this position must hold a valid supervisor's or principal's certificate. Head Teachers will be compensated \$50.00/hour while performing Head Teacher duties.

SUPPORT STAFF

A. The normal workday for custodial/maintenance staff and secretaries shall consist of eight consecutive hours which shall be according to Board Policy and shall include the following:

1. A duty free lunch break for:
 - a. Secretaries/clerical staff- 45 minutes

- b. Custodial/maintenance staff- 30 minutes
 - c. Classroom aides- 45 minutes
2. Breaks shall be as follows:
- a. Custodial/maintenance personnel: two fifteen (15) minute breaks - one in the first half of the day and one in the second half. Not to be combined with lunch or other break or to shorten the work day.
 - b. Secretarial/clerical personnel: one (1) fifteen minute break each working day.
 - c. The times that such break can be taken will be identified for the employee.
 - d. The breaks may not be combined, nor are they to be taken to extend lunch/dinner break or to extend a one half (1/2) personal day.
 - e. Exceptions may be made by the administration with breaks rescheduled when possible.
3. Secretaries' normal work hours shall begin one half (1/2) hour prior to the start of the school day for the particular school to which he/she is assigned and shall end one half (1/2) hour after the completion of the school day; with the following exceptions:
- a. On days immediately preceding holidays, the work hours shall be from one half (1/2) hour prior to the start of the school day and shall end immediately following student dismissal. This will include a 45-minute lunch and one (1) 15 minute break.
 - b. On days when school is not in session, (i.e. when students are not in the building) work hours shall be six (6) hours, to be determined by the secretaries' direct administrator. A one-half (1/2) hour lunch is included.
4. Classroom aides' normal working day shall be seven (7) hours and twenty (20) minutes, including a duty-free lunch of forty-five (45) minutes. Early dismissal days shall be four (4) hours and ten (10) minutes.
- a. Classroom aides shall follow the regular school calendar of 180 days plus two in-service days. Any inclement weather days which affect the school calendar shall also adjust the work schedule of the classroom aides.

- b. Classroom aides shall be required to be in attendance at all faculty meetings.
- 5. Custodial/maintenance employees' work hours will be a continuous eight (8) hours determined by specific needs of each building and assigned by the supervisor. Custodial/maintenance employees normal work hours shall be:
 - First shift - 6 am to 2 pm
 - Second Shift- 2 pm to 10 pm
 - Third shift- optional shift hours shall be offered on a voluntary basis and listed on a job posting
- B. A work week will normally be from Monday through Friday including holidays, vacations, personal days, etc.

ARTICLE X - TEACHER EVALUATION

- A. Observations and Evaluations:
 - 1. As in the past, all monitoring or observation of the work performance of a teacher shall be conducted openly, and with full knowledge of the teacher. The use of eavesdropping, public address, video cameras, audio systems, and similar surveillance devices shall be strictly prohibited.
 - 2. Teachers shall be evaluated in accordance with TEACHNJ and the corresponding regulations under ACHIEVENJ.
- B. Complaints regarding a teacher
 - 1. Those 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. The teacher shall be given an opportunity to respond to and/or rebut those complaints, which as a result of the investigation shall become part of his/her file.
 - 2. The teacher shall acknowledge that he/she has had the opportunity to review such materials by affixing his/her signature to the copy to be filed with the expressed

understanding that such signature in no way indicates agreement with the contents thereof. The teacher shall also have the right to submit a written answer to such material within 30 calendar days and his/her answer shall be reviewed by the Superintendent or his/her designee and attached to the file copy.

- C. All documents shall be filed, with or without signature, and such action shall be so indicated by the supervisor. Each document shall have this statement at the bottom "Teacher's signature indicates receipt and review of the document but not necessarily approval or disapproval. " The Association shall be informed if any employee described in the unit in Article III refuses to sign the document that is being placed in his/her file.
- D. Any question or evaluative criticism by a supervisor, administrator, or Board member of a teacher and his/her instructional methods shall be made in confidence.
- E. Members shall encourage the initiation of ideas and suggestions for projects by individual teachers, grade levels, Association committees, administrators, Board members, students, parents, or any combination of these.

SUPPORT STAFF

- A. Each employee shall be formally evaluated at least once each year using the appropriate instrument.
- B. An evaluation conference between the employee and the evaluator must be held after a formal evaluation.
- C. At the completion of the evaluation conference, the employee must sign his/her evaluation report. Such signature shall indicate only that the material has been reviewed.
- D. Within thirty (30) calendar days of the evaluation conference, the employee may attach a written comment to the evaluation report. Such comment(s) shall become part of the employee's permanent file only if requested by the employee.
- E. An evaluation report may be submitted to the central office, placed in the employee's file or otherwise acted upon only after the employee has had the opportunity to attach his written comments(s) or indicated in writing that no comments(s) will be made.

ARTICLE XI - LEAVES

A. Sick Leave

1. Twelve (12) days sick leave with pay shall be granted for each school year, two (2) of which may be used for family illness days.
2. Unused sick leave shall be cumulative.
3. Teachers who begin employment in the district after school begins in September shall receive one (1) day for every month remaining in the school year. If a teacher begins after the 15th of any month, they will not receive the day for that month.
4. Support Staff who begin employment in the district after the start of the fiscal year (July 1) shall receive one (1) day for every month remaining in the fiscal year, including one (1) day for the month in which employment begins.
5. Each employee shall be apprised of the number of accumulated sick days by October 1, tabulated as of September, including the current year.
6. For teachers, when absence exceeds the annual and accumulated sick leaves, the Board may pay any such person each day's salary less the cost of a replacement (either real or estimated, if a replacement is not employed) for a period of thirty (30) days or balance of the teacher contract year, whichever occurs first. Such payment shall be determined by the Board on a case-by-case basis. A day's salary is 1/200 of the annual salary.
7. For support staff, when absence exceeds the annual and accumulated sick leaves, the Board may pay any such person each day's salary less the cost of a replacement for a period not to exceed thirty (30) days. Such payment shall be determined by the Board on a case-by-case basis. A day's salary is 1/182 of the annual salary for classroom aides, 1/240 of the annual salary for secretaries and 1/260 of the annual salary for custodians.
8. Whenever an employee is absent from his/her post of duty as a result of personal injury caused by an accident arising out of and in the course of his/her employment, the Board shall pay to such employee the full salary or wages for the period of such absence for up to one (1) calendar year without having such absence charged to the annual sick leave or the accumulated sick leave provided in sections 18A:30-2 and 18A:30-3.

9. Any member of the staff excluded from work because of contact with a medically quarantined disease or sickness in the school system will not have any accumulated sick days deducted (not to exceed sixty [60] days).

B. Personal Leave

1. Each employee shall be granted no more than three (3) days of personal leave of absence with pay.
2. Personal leave days are to be utilized for personal business that cannot be conducted outside the normal work day.
3. Employees who begin employment in the district after the start of the fiscal year (July 1) shall have their personal days pro-rated as follows:
 - a. Three (3) days for those hired between July 1 and October 31;
 - b. Two (2) days for those hired between November 1 and February 29; and
 - c. One (1) day for those hired between March 1 and the end of the fiscal year (June 30).
4. Procedure
 - a. An application form for personal leave must be submitted to the Superintendent for approval through the normal chain of command beginning with the Principal at least five (5) calendar days in advance.
 - b. In cases of emergency, requests may be granted immediately by the Principal. In the latter case the application form shall be submitted through the normal chain of command within two (2) days after the employee's return to work in order to be paid.
5. The unused second and third days of personal leave are accruable to a maximum of twenty-three (23) days and may be used, with reason provided and Board approval, for the following purposes:
 - a. Extensions of sick leave after annual and accumulated sick leave is exhausted.

- b. Personal business that cannot be conducted outside the normal work day, after annual personal days are exhausted.
6. Each employee shall be apprised of the number of accumulated personal leave days by October 1, tabulated as of September, excluding the current year.

C. Professional Leave

1. Every teacher may apply for permission to visit other schools, attend seminars, and observe other educational programs. These days shall be designated as professional leave; must be requested one (1) week in advance of the monthly Board of Education meeting and must be approved by the Superintendent.

- D. Attendance is voluntary and no teacher shall be forced to attend seminars or other events outside of the district unless stipulated in the employee's Professional Development Plan or Corrective Action Plan. All approved in-service programs and workshops shall be eligible toward the fulfillment of the state mandated one hundred (100) hours professional development. Participants will receive hour for hour credit.

E. Bereavement Leave

1. Up to five (5) school days shall be granted for a death in the immediate family. This would include mother, father, sister, brother, mother and father-in-law, wife, husband, domestic partner and civil union partner, children, step-mother, step-father, step-brother, step-sister, step-children, brother and sister-in-law, grandparents and grandchildren. One (1) day for any other member of the family shall be granted. These days must be taken consecutively and concurrently with funeral activities except with special permission from the Superintendent for situations such as military, religious, or extraordinary travel.

F. Good Cause

1. Other leaves of absence without pay may be granted at the discretion of the Board.

G. Child Rearing Leave

1. A tenured teacher or support staff employee anticipating the birth of his/her child may apply for and will be granted an unpaid leave of absence subject to the following:

- a. He/she provides medical certification of the anticipated date of birth.
- b. He/she applies in writing for such leave no less than sixty (60) days prior to the commencement of leave.
- c. He/she continues such leave until the beginning of the next academic marking period or holiday break unless mutually agreed upon by administration and staff member.
- d. Such employee may apply also for an additional one (1) year leave and such leave shall be granted. Application for such extension must be made no later than April 1 of the prior school year.
- e. Child rearing leave shall not exceed a maximum of two (2) academic years.
- f. Benefits to which a tenured teacher or support staff employee is entitled at the time of commencement of child rearing leave shall be frozen until return from such leave.
- g. Any employee may apply for and will be granted this leave in the case of adoption by the employee of a child under the same terms as specified herein. The actual date of adoption will be given to the administration. If notification of the adoption arises not allowing the staff member to meet the sixty (60) days notification that time line will be waived.
- h. An employee on such leave may apply for reinstatement during this leave and shall be reinstated provided that a suitable vacancy exists and the administration considers appropriate. However, the decision of whether to grant the request to reinstate shall be within the sole discretion of the administration.
- i. A teacher on such leave may apply for placement on the substitute teaching list at the substitute per diem rate.
- j. Use of Sick Days
 1. A unit employee in a child rearing situation will be able to use her accumulated sick leave (with an assumption of twenty (20) work days before, and twenty

(20) work days after childbirth; the actual period of valid use of accumulated sick leave may be longer depending upon the circumstances).

2. After a. above, up to 12 weeks of additional paid insurance coverage (less the State-mandated employee premium share) during the period of unpaid child rearing leave.
3. If an employee is on leave under the terms of b. above and Board paid insurance coverage under Federal or State law would end in any month before June 30th, Board paid insurance (less the State-mandated employee premium share) will recommence for the months of July and August if the employee has signed a letter indicating an intent to return to work on September 1. If said employee fails to return to work on September 1, she shall reimburse the District for its cost of the July/August insurance.
- k. A non-child bearing parent will be permitted to use up to ten (10) accrued personal days during this time.

H. Family and Medical Leave Act/New Jersey Family Leave Act

1. Leave of absences shall be provided in accordance with the requirements of applicable law, including the Family Medical Leave Act ("FMLA") and/or the New Jersey Family Leave Act ("NJFLA"). In no event shall leave time exceed the time allowed by the FMLA and/or the NJFLA.

ARTICLE XII - SALARIES, REIMBURSEMENTS AND BENEFITS

- A. Base Salaries: Three (3) year contract. There will be a 3.0% increase in the first year, a 3.2% increase in the second year and a 3.2% increase in the third year.
 1. Permanent teacher increases in salary for longevity in the district shall be based upon the completed years' service in the district on the first day of school in September according to the following schedule:

Number of years' service:

- a. Ten (10) years \$400
- b. Fifteen (15) years \$400
- c. Twenty (20) years \$500
- d. Twenty-five (25) years \$500
- e. Thirty (30) years \$500
- f. Thirty-five (35) years \$500

2. After seven (7) completed years in the district, a classroom aide will receive an increase of two dollars (\$2.00) per day. After eleven (11) years in the district, a classroom aide will receive an increase of three dollars (\$3.00) per day.
3. Upon submission of proof from the officers of an accredited institution of completion of one of the following increases in graduate education credits, a permanent increase in salary will be made according to the salary guide:

	From	To
a.	B.A.	B.A.+ 15
b.	B.A.+ 15	B.A.+ 30
c.	B.A.+ 30	M.A.
d.	M.A.	M.A.+ 15
e.	M.A.+ 15	MA+ 30
f.	M.A.+ 30	Ph.D.

4. No new employee shall be hired at a higher rate of pay than someone presently employed and covered by the current contract with comparable experience and educational background.
 - a. Teachers with previous teaching experience in the Greenwich Township School District shall receive, upon returning, full credit for all outside teaching experience, military experience or alternative civilian service required by the Selective Service System, Peace Corps, VISTA, National Teacher Training Corps, and work/time spent on a Fulbright Scholarship. Such teachers who have not been engaged in other teaching or the other activities indicated above, shall upon returning be given credit for an additional full year, provided that in their last year in Greenwich Township Schools they served more than ninety (90) teaching days.
 - b. Classroom aide's beginning salary shall always be more than the district's daily substitute rate of pay.
- B. Stipends or hourly payments that do not become part of the teacher's or classroom aide's base salary.
 1. Tutoring/homebound or after school activity approved by the Board shall be paid at the rate of thirty-five (\$35.00) per hour.
 2. Classroom aides will be paid at one-half (1/2) of teacher's after school hourly rate for any after school activity approved by the Board. The same rate will apply to extended school year programs with the exception of Special Grant Programs that provide funding for salaries unless funding is less than the contractual rate.
 3. Mentor Teacher/Provisional Teacher
 - a. Salaries and Compensations: A teacher serving as a mentor shall be paid \$600 for each year prorated based on time served as mentor. This amount will be paid to the mentor by the teacher being mentored and shall not be added to the base salary.
 - b. Vacancies: All vacancies for mentoring positions shall be posted as the district is aware of its needs. The posting shall include the qualifications for the position. No

employee shall be assigned to serve as a mentor if there are qualified volunteers available. If an employee is involuntarily assigned to a mentoring position, he/she shall not be involuntarily assigned again until all other qualified employees have been assigned.

- c. No teacher shall serve as a mentor to more than one (1) provisional teacher at a time.
- d. Professional Development: The Board of Education shall provide training for all teachers who serve as mentors before the start of their assignment. Whenever possible, such training shall be scheduled for hours the teacher is required to work. If the training is scheduled for other hours, the teacher shall be compensated at the rate of thirty-five (\$35.00) per hour. The district shall pay all costs connected with the training, including travel to any out-of-district training site.

C. Reimbursements

- 1. The Board shall reimburse eligible employees for tuition only paid to accredited schools, colleges and universities, for pre-approved courses, for a maximum of two (2) courses at the Rowan University rate per employee per fiscal year. Such courses must be related to the employee's area of specialization or district need as determined and pre-approved by the Superintendent. Tuition reimbursement is capped at an aggregate amount of \$21,000 per year. To be eligible for tuition reimbursement under this policy an employee must:

- Be a full-time employee;
- Have completed a year of service prior to beginning of the course;
- Receive a grade of "B" or better in the course; and
- Be on the payroll when the course is completed.

The Board will not reimburse employees for courses in which the employee can receive a grade of only "Pass" or "Fail" unless no other grade option is available for the course.

Payment shall be made following receipt of proof of payment and the successful completion of the course to the Superintendent. Books paid for under this article shall

become the property of the Board upon purchase and shall be placed in the professional library of the District upon completion of each course.

All employees receiving reimbursement under this program are obligated to remain in the employment of the District for a period of two (2) years from the completion date of the course or to repay the District for each month short of the full year that the employee leaves the employ of the District, calculated on a prorated basis as described in the tuition reimbursement agreement that is to be signed by each applicant. Tuition reimbursement agreement attached as Schedule 2.

2. Travel reimbursement for use of personal vehicles for authorized school business shall be made at the current New Jersey OMB rate.

D. Overtime Pay Determination

1. Overtime shall be defined as work done or time spent in excess of the normal work day to complete a task or perform some function as directed and/or approved by the appropriate administrator.
2. Overtime hours shall be compensated at one and a half (1-1/2) times the regular hourly rate in excess of forty (40) hours.
 - a. An employee's hourly rate shall be calculated by dividing an individual's annual base salary by the following:
2080 hours for custodians/maintenance; 1920 hours for secretaries
 - b. Base salary is annual salary exclusive of all additional remuneration/reimbursements such as overtime pay, summer premium pay, uniform, and travel reimbursement.
3. Other Overtime pay rates
 - a. Overtime hours shall be compensated at two (2) times the hourly rate for hours worked on holidays. Paid holidays shall count in the calculation of overtime. Holidays shall be defined in Article XV, Section A, Paragraph 1.

- b. Compensation of two (2) hours at one and a half (1 -1/2) times the hourly rate will be paid when an employee is "called in" before/after normal work hours. "Call-in" shall be defined as nonscheduled work by supervisor or administrator. This also includes response to fire, burglar, boiler alarms, and snow removal. Employees will be expected to complete their normal eight hour (8) shift.
- c. If an employee is scheduled or called in to work on a legal holiday as defined in Article XV, Section A, Paragraph 1, employee will be paid regular holiday rate as defined in Article XII, Section D, Paragraph 3a, times two (2) times the actual hours worked.

E. Substitute teacher calling

If a substitute caller is necessary for staffing purposes, currently employed secretaries may apply for the position.

F. Uniforms

- 1. All custodial and maintenance personnel shall wear the following:
 - a. Dark blue pants with light/dark blue shirts or pocket T-shirts (long or short sleeves).
 - b. Safety toed shoes. Exceptions to this require a doctor's directive that the wearing of safety toed shoes is harmful to the health of the individual, and must be approved by the administration.
 - c. Such other protective devices (safety glasses, gloves, knee pads, etc.) as situations warrant.
 - d. Back support belts, which will be supplied by the Board of Education, must be worn by all employees.
- 2. The Board will provide five (5) sets of uniforms to each full time custodian/maintenance person for identification and safety purposes per year. Such uniforms, safety toed shoes and back support belts must be worn in performance of their duties and failure to wear uniforms, safety toed shoes and back support belts will

result in person being sent home without pay for a day. Employee may designate shirt type (long/short sleeve.) Uniforms are not mandatory in summer when school is not in session. Replacements will be provided as needed.

- a. The Board will reimburse up to a maximum of \$120.00 per year for shoes, per person; such shall be granted only for steel-toed shoes and shall be granted only upon submission of a receipt. If the cost is below \$120.00, reimbursement will be made for the cost as listed on the submitted receipt.
 - b. The Board shall provide a maximum of \$75.00 per year for the repairs and maintenance of uniforms. Reimbursement shall be granted only upon submission of a receipt.
 - c. The Board will provide heavy duty raingear and heavy duty thermal jumpsuits for each employee.
3. Uniforms are to be kept clean by the employee. Frayed, excessively worn, or permanently dirtied uniforms, as determined by the supervisor or administration, shall not be permitted.
 4. Uniforms damaged as a result of duties performed for the district, in spite of reasonable employee precautions, shall be replaced by the Board.
 5. Other protective devices (1 c. above) shall be provided by the Board at no cost to the employee.
- G. In the temporary absence of the immediate supervisor, the Business Administrator, or in his/her absence, an administrator may assign supervisory duties to a custodial employee.
1. Should such assignment be to an employee represented by this Agreement, compensation will be at the supervisory premium rate of \$20.00/day. The acting supervisor shall be responsible for building security, supervision of personnel, and any other duties assigned by an administrator.

2. Such premium compensation shall be over and above any premium compensation already paid but will apply only to hours on the job and will not apply to vacations, personal leave, sick days, or holidays.

H. Stipend for Licenses

Stipends under these sections shall be made in equal portions payable on November 30th and May 30th of each contractual year. Should the employee leave the employment of the District prior to November 30th or May 30th he/she will forfeit the amount of the stipend.

1. Black Seal: The current stipend is \$625.00
 - a. All new employees will be given three (3) opportunities to pass the test. Termination of employment will occur if the employee fails the test three (3) consecutive times.
 - b. All new employees must take the test during the first six (6) months of employment or first available testing date.
 - c. The district will pay the NJ State licensing fee every three (3) years. If a custodian leaves before the three (3) year period ends, the stipend paid for years not worked will be repaid.
2. License
 - a. License or certification must be issued by the State of New Jersey.
 - b. A copy of the license or certification shall be submitted each contract year and at any time during the year when the license or certificate is either renewed or altered.

I. Pay Period and Deductions

1. Starting July 1, 2018, teachers employed on a ten (10) month basis shall be paid their annual salaries in twenty (20) semi-monthly installments. Deductions as required by law will be deducted during the ten (10) month period.
2. All employees must receive their paychecks through direct deposit. When pay day falls on or during a school holiday, vacation, or weekend, employees shall receive their pay checks on the last previous working day. If the last working day in June falls before

June 15th, 10 month employees shall receive their June 15th paychecks on the last previous working day and continue to receive their June 30th paychecks on June 30th.

3. The Board agrees to deduct dues from the earnings of each Association member, when said member has properly authorized such deduction in writing. The Association will indemnify, defend and save harmless the Board against any and all claims, demands, suits, or other forms of liability that shall arise out of or by reason of action taken by the Board in reliance upon salary deduction authorization cards submitted by the Association to the Board, once these funds have been transferred by the Board to the Association.

J. Unused sick leave upon retirement

1. Teachers shall be paid for unused sick leave upon retirement according to the following schedule:
 - a. \$35.00 per day for the first fifty (50) days,
 - b. \$50.00 per day for days in excess of fifty (50) days.
 - c. In order to be eligible for this benefit, teachers shall have:
 - (1) Completed twenty (20) or more years of service in the district for hires before July 1, 2016.
 - (2) Completed twenty-five (25) or more years of service in the district for hires after July 1, 2016.
 - (3) Have at least fifty (50) days of accumulated sick leave.
 - d. There shall be an \$8,500.00 maximum payment.
2. Support Staff shall be paid for unused sick leave upon retirement according to the following schedule:
 - a. \$20.00 per day for the first fifty (50) days.
 - b. \$30.00 per day for days in excess of fifty (50) days.
 - c. In order to be eligible for this benefit, Support Staff shall have:

- (1) Completed twenty (20) years of service in the district for support staff employed before July 1, 2016.
 - (2) Completed twenty-five (25) or more years of service in the district for support staff employed after July 1, 2016.
 - (3) Have at least fifty (50) days of accumulated sick leave.
- d. There shall be an \$6,000.00 maximum payment.
3. Any employee planning to retire shall notify the Board prior to December 1 of that school year. If any employee notifies the Board prior to December 1, that employee will be paid for unused, accumulated sick leave on or before June 30 of that same school year. Any employee who fails to notify the Board prior to December 1 shall be paid for unused sick leave in the following fiscal year. Retraction of the commitment to retire due to illness, personal tragedy, or unusual circumstances will be considered upon request of the employee.

K. Continuing Education Units

The Board of Education will provide the faculty an option of earning continuing education unit credits. Teachers may receive credit on the Salary Guide for successful completion of fifteen (15) CEU's. A Continued Education Unit (CEU) is defined as ten (10) contracted hours of participation in a Board approved organized continued education experience under responsible sponsorship, capable direction and qualified instruction.

ARTICLE XIII – INSURANCE BENEFITS

Employees shall contribute to the cost of health benefits in accordance with the provisions of P.L. 2011 Chapter 78.

1. The Board agrees to pay for medical insurance coverage provided by a carrier of its choosing for employees and their families, provided that such coverage shall be equal to or better than the School Employees' Health Benefit Plan. The existing level of

benefits and coverage purchased by the district from the most recent health care provider will be extended, into and for, the duration of the 2019-2022 contract.

- a. All new hires as of July 1, 2013, will receive Single Direct Access or Single Horizon EPO as their base plan and will have the option to pay the difference for any other plan being offered by the Board. At the start of their 3rd year, the Board will provide all choice options.
2. The Board shall provide the following plans at its expense:
 - a. Horizon Direct Access copay is \$10.00 for PCP and Specialist. All other components remain the same including copays for prescription and dental.
 1. Prescription Plan - equal to or better than the State Plan with a co-pay of \$15.00 (name brand drugs), \$10.00 (generic brand) and increased mail order to two times retail (i.e. \$30.00 name brand, \$20.00 generic).
The employee shall be responsible to pay all co-payments.
 - b. Delta Dental Plan II.A - Family Coverage

Preventive and Diagnostic	Board 100%	Employee 0%
Remaining Basic Care	Board 70%	Employee 30%
All Other (no orthodontic coverage)	Board 50%	Employee 50%
 - c. Horizon Direct Access 10
 1. Copay for PCP is \$20 and for specialists is \$20
 2. Dental deductible for individual \$25.00; family \$75.00
 3. Prescription copay for name brand \$20.00; generic \$15.00
 - d. Horizon EPO
 1. Copay for PCP is \$20 and for specialists is \$40
 2. Prescription copay for name brand \$20.00; generic \$15.00
 3. Dental deductible for individual \$25.00; family \$75.00
3. Employee Assistance Program will be provided by the Board of Education.

4. The Board will allow retired employees, at the employees cost, to continue to receive dental and prescription benefits at the group rate. Premiums must be paid at least one month in advance by the retired employee.

ARTICLE XIV - GRIEVANCES

- A. A "grievance" shall mean a claim that there has been misinterpretation, misapplication, or a violation of Board policy, of this agreement, or of an administrative decision affecting terms and conditions of employment. A grievance, to be considered under this procedure, must be initiated within thirty (30) calendar days of the time the employee(s) knew or should know of its occurrence. Within thirty (30) days of this occurrence or knowledge of its occurrence, the employee or his/her association representative shall discuss the matter with the Principal or Immediate Supervisor in an attempt to resolve the matter informally.
- B. A grievance may be initiated by an employee or, if affecting a group of employees, the Association may submit such grievance, in writing to the Principal or Immediate Supervisor, beginning the procedure at Level 1 through all levels thereafter. Resolution of the group grievance must be accepted by every individual in the group and may not be reopened by individuals.
- C. The grievant shall include on the forms all pertinent information related to the grievance.
 1. The nature of the grievance and approximate date of occurrence.
 2. The nature and extent of injury, loss or inconvenience.
- D. Rights of employees to representation
 1. Any aggrieved person must be represented at all stages above the first level of the grievance procedure by a representative selected or approved by the Association.
 2. No reprisals of any kind shall be taken against any participant by reason of such participation.

E. Failure at any step of the grievance procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved employee to proceed to the next step. Failure at any step of the grievance procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.

F. Grievance Procedure

1. Level 1: Any employee who has a grievance may set forth his grievance in writing to his/her Principal or Immediate Supervisor on the approved grievance form. The Principal shall communicate his/her decision to the employee in writing, with reasons, within seven (7) calendar days of receipt of the written grievance.
2. Level 2: The employee, no later than seven (7) calendar days after receipt of the Principal's decision, may appeal the Principal's decision to the Superintendent. The appeal to the Superintendent must be made in writing, reciting the matter submitted to the Principal as specified above. The Superintendent shall communicate his/her decision, in writing, with reasons, to the employee and to the Principal within seven (7) calendar days of receipt of the written grievance.
3. Level 3: If the grievance is not resolved to the employee's satisfaction, he/she, no later than seven (7) calendar days after receipt of the Superintendent's decision, may request a review by the Board or Board Committee. The request shall be submitted in writing through the Superintendent who shall attach all related papers and forward the request within seven (7) calendar days to the Board. The Board shall review the grievance and shall, at the option of the Board or upon request of the employee, hold a hearing with the employee and render a decision in writing, with reasons, within thirty-five (35) calendar days of receipt of the grievance by the Board.
4. No claim by an employee shall constitute a grievable matter beyond Level 3 or be processed beyond Level 3 if it pertains to any of the following:
 - a. Any matter for which detailed method of review is prescribed by law.

- b. Any rules or regulations of the State Commissioner of Education, but not to the violation, misinterpretation, or misapplication of such a rule or regulation.
 - c. Any by-law of the Board pertaining to its internal operation.
 - d. Any matter which according to law is beyond the scope of Board authority.
 - e. A complaint by any support staff employee which arises by reason of not being reemployed.
5. Level 4: If the decision of the Board does not resolve the grievance to the satisfaction of the employee and the employee wishes review by a third party, and if the matter pertains to this agreement between the Board and the Association, he/she shall so notify the Board through the Superintendent within seven (7) calendar days of receipt of the Board's decision. An employee, in order to process his/her grievance beyond Level 3 must have his/her request for such action accompanied by written recommendation for such action by the Association.

G. Arbitration

- 1. Procedure for securing the services of an arbitrator
 - a. Within seven (7) calendar days after the notice to the Board, the Association shall file a request to NJ PERC to submit a roster of persons qualified to function as an arbitrator in the dispute in question.
 - b. If the parties are unable to determine a mutually satisfactory arbitrator from the submitted list, they will request NJ PERC to submit a second roster of names.
 - c. If the parties are unable to determine a mutually satisfactory arbitrator within ten (10) calendar days after receipt of the second roster of names, NJ PERC may be requested by either party to designate an arbitrator.
- 2. Procedure for the arbitrator regarding content and disposition of findings.
 - a. The Arbitrator shall be limited to the issues submitted by the parties. The Arbitrator can add nothing to, nor subtract anything from the Agreement between the parties.

- b. The decision of the arbitrator shall be final and binding.
- c. Only the Board and the aggrieved shall be given copies of the arbitrator's written decision and award. This shall be accomplished within thirty (30) calendar days of the completion of the arbitrator's hearing.

H. Miscellaneous

1. It is agreed by both parties that these proceedings will be kept as informal and confidential as may be appropriate at any level of this procedure. All meetings and hearings shall not be conducted in public, and shall include only such parties concerned or their designated representative(s) unless required by the New Jersey Open Public Meetings Act.
2. It is understood that all grievants shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance shall have been finally determined.
3. Grievances are to be processed as rapidly as possible and the number of days indicated at each level is a maximum and every effort should be made to expedite the process.
4. Costs
 - a. Each party shall bear all fees and expenses of the grievance procedure except as set forth in "b." below.
 - b. The fees and expenses of the Arbitrator shall be shared equally by the two (2) parties.

ARTICLE XV - HOLIDAYS

A. Holidays:

Columbus Day, the day after Thanksgiving and Christmas Eve

Legal Holidays:

New Year's Day, Martin Luther King Day, President's Day, Good Friday,

Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day.

- B. Holidays falling on Saturday will be observed the preceding Friday and holidays falling on Sunday will be observed on the following Monday.
- C. For 12-month employees, there shall be two (2) additional holidays that may float from year to year.
 1. The two (2) additional floating holidays shall be identified no later than March 1 of the preceding fiscal year in which the holidays will be taken.
 2. The two (2) additional floating holidays are to be designated for days when school is closed for students.
 3. All 12-month personnel shall participate in the selection of these two "floating" holidays with final approval by the Superintendent.

ARTICLE XVI – VACATIONS

- A. Employees, except classroom aides and teachers, shall receive paid vacations according to the following schedule:

Year of Service	Number of Vacation Days
1	5 days
2 to 4	10 days
5 to 10	15 days
11	16 days
12	17 days
13	18 days
14	19 days
15 to 24	20 days
25 to 29	25 days
30	30 days
31 or more	+ 1 day for each additional year

- B. The number of vacation days is directly related to the amount of service that an employee shall have accrued at any time during the current fiscal year (July 1 - June 30); e.g., if an employee will have completed eleven (11) years of service in November of the current

year, he/she shall be entitled to sixteen (16) days at any time during that year (subject to certain scheduling restrictions).

C. Schedule of Vacations

1. Custodial/Maintenance Personnel

- a. Vacations must be requested through the immediate supervisor and approved by an administrator.
- b. The scheduling of ten (10) vacation days for the contract year (July 1 - June 30) must be submitted to the Supervisor by June 1 of each year.
- c. Vacations may not be taken the week preceding or following Labor Day. No more than two (2) custodial/maintenance personnel will be permitted to be on vacation at one time. This includes summer and all days that school is not in session. Where a conflict exists, seniority shall be the determining factor. If there are any additional increases in the full time staff, the above number will be adjusted accordingly.

2. Secretarial/Clerical Personnel

- a. Vacations may be taken with the approval of the employee's supervising administrator.
3. All personnel above must take their vacation days no later than December 31 after the year of eligibility. With approval of the Superintendent, this may be extended an additional sixty (60) days if circumstances warrant the extension. No vacation days may be accumulated and carried over beyond this period.

D. Persons hired between July 1 and November 1 shall be entitled to five (5) days vacation during the remaining days in that fiscal year after they have satisfactorily completed their six (6) months probationary period.

E. No vacation day may be borrowed from a coming fiscal year.

F. No secretary will be required to work during winter or spring break, or President's weekend.

ARTICLE XVII - MISCELLANEOUS PROVISIONS

- A. Should any part hereof or any provision herein contained be rendered or declared invalid by reason of any existing or subsequently enacted legislation, or by any decree of a court of competent jurisdiction, or by rules and regulations or an appropriate administrative agency, such invalidation of such part or provisions of this agreement shall not invalidate the remaining portions hereof, and they shall remain 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 provision(s) of this Agreement, either party may do so by certified letter to the following address:


Greenwich Township School District
Nehaunsey Middle School
415 Swedesboro Road
Gibbstown, New Jersey 08027-1199

Notice may also be provided to the Board President via e-mail.

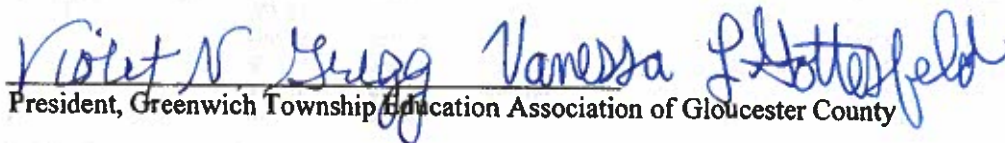
In witness whereof, the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective secretaries, and their corporate seals to be placed hereon, this day 22 of January 2021.

GREENWICH TOWNSHIP BOARD EDUCATION

By: 
President, Greenwich Township Board of Education

By: 
Business Administrator/Board Secretary, Greenwich Township Board of Education

GREENWICH TOWNSHIP EDUCATION ASSOCIATION OF GLOUCESTER COUNTY

By: 
President, Greenwich Township Education Association of Gloucester County

By: 
Secretary, Greenwich Township Education Association Gloucester County

ATTACHMENT A - SALARY GUIDES

YEAR 1

2019-20 Greenwich Twp Teachers

STEP NUMBERS DO NOT MEAN YEARS IN DISTRICT

Salary Guide

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	Doc
3	50,650	51,350	52,050	52,750	53,450	54,150	54,850
4	51,140	51,840	52,540	53,240	53,940	54,640	55,340
5	51,540	52,240	52,940	53,640	54,340	55,040	55,740
6	52,290	52,990	53,690	54,390	55,090	55,790	56,490
7	53,290	53,990	54,690	55,390	56,090	56,790	57,490
8	54,290	54,990	55,690	56,390	57,090	57,790	58,490
9	55,690	56,390	57,090	57,790	58,490	59,190	59,890
10	56,940	57,640	58,340	59,040	59,740	60,440	61,140
11	58,940	59,640	60,340	61,040	61,740	62,440	63,140
12	61,440	62,140	62,840	63,540	64,240	64,940	65,640
13	62,859	63,559	64,259	64,959	65,659	66,359	67,059
14	68,359	67,059	67,759	68,459	69,159	69,859	70,559
16	69,859	70,559	71,259	71,959	72,659	73,359	74,059
16	73,559	74,259	74,959	75,659	76,359	77,059	77,759
17	76,759	77,459	78,159	78,859	79,559	80,259	80,959
18	79,959	80,659	81,359	82,059	82,759	83,459	84,159
19	83,159	83,859	84,559	85,259	85,959	86,659	87,359
20 (new)	86,370	87,070	87,770	88,470	89,170	89,870	90,570

Arlette M. ...
11/16/20

Thomas D. ...
Violet K. Gregg
11/12/20

Scattergram Step	BA	BA+15	BA+30	MA	MA+15	MA+30	Doc	Total	Percent
3	-	-	-	-	-	-	-	-	-
4	3.00	-	-	-	-	-	-	3.00	5.66%
5	1.00	1.00	-	2.00	-	-	-	4.00	7.55%
6	4.00	-	-	1.00	-	-	-	5.00	9.43%
7	1.00	-	-	-	-	-	-	1.00	1.89%
8	1.00	-	1.00	1.00	-	-	-	3.00	5.66%
9	-	-	-	-	-	-	-	-	-
10	1.00	-	-	3.00	-	-	-	4.00	7.55%
11	1.00	-	-	-	-	-	-	1.00	1.89%
12	1.00	-	1.00	2.00	-	1.00	1.00	6.00	11.32%
13	-	-	-	3.00	-	-	-	3.00	5.66%
14	1.00	-	-	-	-	-	-	1.00	1.89%
15	-	-	-	-	-	-	-	-	-
16	5.00	-	-	2.00	-	-	-	7.00	13.21%
17	3.00	-	-	-	-	-	-	3.00	5.66%
18	-	-	-	-	-	-	-	-	-
19	4.00	-	-	-	-	-	-	4.00	7.55%
20 (new)	3.00	1.00	-	3.00	-	1.00	-	8.00	15.09%
Totals	29.00	2.00	2.00	17.00	-	2.00	1.00	53.00	100.00%
Percent	64.72%	3.77%	3.77%	32.08%	-	3.77%	1.89%		

YEAR 2

2020-21 Greenwich Twp Teachers

*****STEP NUMBERS DO NOT MEAN YEARS IN DISTRICT*****

Salary Guide

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	Doc
4 AA	51,050	51,775	52,500	53,225	53,950	54,675	55,400
5 A	51,450	52,175	52,900	53,625	54,350	55,075	55,800
6 B	52,200	52,925	53,650	54,375	55,100	55,825	56,550
7 C	53,200	53,925	54,650	55,375	56,100	56,825	57,550
8 D	54,200	54,925	55,650	56,375	57,100	57,825	58,550
9 E	55,500	56,225	56,950	57,675	58,400	59,125	59,850
10 F	57,100	57,825	58,550	59,275	60,000	60,725	61,450
11 G	59,173	59,898	60,623	61,348	62,073	62,798	63,523
12 H	61,273	61,998	62,723	63,448	64,173	64,898	65,623
13 I	63,273	63,998	64,723	65,448	66,173	66,898	67,623
14 J	66,723	67,448	68,173	68,898	69,623	70,348	71,073
15 K	70,173	70,898	71,623	72,348	73,073	73,798	74,523
16 L	73,673	74,398	75,123	75,848	76,573	77,298	78,023
17 M	77,323	78,048	78,773	79,498	80,223	80,948	81,673
18 N	81,048	81,773	82,498	83,223	83,948	84,673	85,398
19 O	84,173	84,898	85,623	86,348	87,073	87,798	88,523
20 P	87,323	88,048	88,773	89,498	90,223	90,948	91,673

Handwritten:
 [Signature]
 11/16/20
 [Signature]
 11/12/20

Scattergram

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	Doc	Total	Percent
4 AA	-	-	-	-	-	-	-	-	-
5 A	3.00	-	-	-	-	-	-	3.00	5.66%
6 B	1.00	1.00	-	2.00	-	-	-	4.00	7.55%
7 C	4.00	-	-	1.00	-	-	-	5.00	9.43%
8 D	1.00	-	-	-	-	-	-	1.00	1.89%
9 E	1.00	-	1.00	1.00	-	-	-	3.00	5.66%
10 F	-	-	-	-	-	-	-	-	-
11 G	1.00	-	-	3.00	-	-	-	4.00	7.55%
12 H	1.00	-	-	-	-	-	-	1.00	1.89%
13 I	1.00	-	1.00	2.00	-	1.00	1.00	6.00	11.32%
14 J	-	-	-	3.00	-	-	-	3.00	5.66%
15 K	1.00	-	-	-	-	-	-	1.00	1.89%
16 L	-	-	-	-	-	-	-	-	-
17 M	5.00	-	-	2.00	-	-	-	7.00	13.21%
18 N	3.00	-	-	-	-	-	-	3.00	5.66%
19 O	-	-	-	-	-	-	-	-	-
20 P	7.00	1.00	-	3.00	-	1.00	-	12.00	22.64%
Totals	29.00	2.00	2.00	17.00	-	2.00	1.00	53.00	100.00%
Percent	54.72%	3.77%	3.77%	32.08%	-	3.77%	1.89%		

YEAR 3
2021-22 Greenwich Twp Teachers

Salary Guide Step	BA	BA+15	BA+30	MA	MA+15	MA+30	Doc
A	52,200	52,950	53,700	54,450	55,200	55,950	56,700
B	52,700	53,450	54,200	54,950	55,700	56,450	57,200
C	53,450	54,200	54,950	55,700	56,450	57,200	57,950
D	54,450	55,200	55,950	56,700	57,450	58,200	58,950
E	55,750	56,500	57,250	58,000	58,750	59,500	60,250
F	57,350	58,100	58,850	59,600	60,350	61,100	61,850
G	59,420	60,170	60,920	61,670	62,420	63,170	63,920
H	61,520	62,270	63,020	63,770	64,520	65,270	66,020
I	63,720	64,470	65,220	65,970	66,720	67,470	68,220
J	66,870	67,620	68,370	69,120	69,870	70,620	71,370
K	70,170	70,920	71,670	72,420	73,170	73,920	74,670
L	73,670	74,420	75,170	75,920	76,670	77,420	78,170
M	77,320	78,070	78,820	79,570	80,320	81,070	81,820
N	81,020	81,770	82,520	83,270	84,020	84,770	85,520
O	84,420	85,170	85,920	86,670	87,420	88,170	88,920
P	88,294	89,044	89,794	90,544	91,294	92,044	92,794

Abraham Michael
11/16/20

Vincent L. Gattaford
Robert N. Gregg
11/12/20

Scattergram Step	BA	BA+15	BA+30	MA	MA+15	MA+30	Doc	Total	Percent
A	-	-	-	-	-	-	-	3.00	5.66%
B	3.00	-	-	-	-	-	-	4.00	7.55%
C	1.00	1.00	-	2.00	-	-	-	5.00	9.43%
D	4.00	-	-	1.00	-	-	-	1.00	1.89%
E	1.00	-	1.00	1.00	-	-	-	3.00	5.66%
F	1.00	-	-	-	-	-	-	-	-
G	-	-	-	-	-	-	-	4.00	7.55%
H	1.00	-	-	3.00	-	-	-	1.00	1.89%
I	1.00	-	-	-	-	-	-	6.00	11.32%
J	1.00	-	1.00	2.00	-	1.00	1.00	3.00	5.66%
K	-	-	-	3.00	-	-	-	1.00	1.89%
L	1.00	-	-	-	-	-	-	-	-
M	-	-	-	-	-	-	-	7.00	13.21%
N	5.00	-	-	2.00	-	-	-	3.00	5.66%
O	3.00	-	-	-	-	1.00	-	12.00	22.64%
P	7.00	1.00	-	3.00	-	2.00	1.00	53.00	100.00%
Totals	29.00	2.00	2.00	17.00	-	2.00	1.00	-	-
Percent	54.72%	3.77%	3.77%	32.08%	-	3.77%	1.89%	-	-

BASE YEAR
2018-19

YEAR 1
2019-20

YEAR 2
2020-21

YEAR 3
2021-22

Step		Step		Step		Step
3		3		4 AA		
4	→	4	→	5 A	→	A
5	→	5	→	6 B	→	B
6	→	6	→	7 C	→	C
7	→	7	→	8 D	→	D
8	→	8	→	9 E	→	E
9	→	9	→	10 F	→	F
10	→	10	→	11 G	→	G
11	→	11	→	12 H	→	H
12	→	12	→	13 I	→	I
13	→	13	→	14 J	→	J
14	→	14	→	15 K	→	K
15	→	15	→	16 L	→	L
16	→	16	→	17 M	→	M
17	→	17	→	18 N	→	N
18	→	18	→	19 O	→	O
19	→	19	→	20 P	→	P
	→	20 (new)	→			

Peria Michael 11/16/20
Nanessa L. Hottorf 11/12/20
Violet N. Sugg 11/12/20
11/12/20

YEAR 1
2019-20 Greenwich Support

Salary Guide Step	Sect	Cust	Cust/Maint
1	42,559	33,700	45,581
2	43,059	34,225	46,331
3	43,559	34,749	47,080
4	44,059	35,274	47,830
5	44,559	35,799	48,580
6	45,059	36,323	49,329
7	45,059	36,648	50,079
8	45,059	37,373	50,829
9	45,059	37,898	51,579
10	45,059	38,423	52,329
11	45,059	38,948	53,079
12	45,059	39,473	53,829
13	45,059	39,997	54,578
14	45,059	40,552	55,328
15	45,059	41,048	56,079
16	45,059	41,572	56,828
17	45,059	42,097	57,578
18	45,059	43,069	58,966
19	45,059	44,041	60,354

Reinal Michael
 11/16/20
Vanessa L. Gottesfeld
Violet N. Szeg
 11/12/20

Scattergram Step	Sect	Cust	Cust/Maint	Total	Percent
1	-	-	-	-	-
2	-	-	-	-	-
3	-	-	-	-	-
4	-	-	-	-	-
5	-	-	-	-	-
6	-	1.00	-	1.00	12.50%
7	-	-	-	-	-
8	-	-	-	-	-
9	-	-	-	-	-
10	-	-	-	-	-
11	-	-	-	-	-
12	-	-	-	-	-
13	-	-	-	-	-
14	-	-	-	-	-
15	-	-	-	-	-
16	-	-	1.00	1.00	12.50%
17	-	-	-	-	-
18	1.00	-	-	1.00	12.50%
19	2.00	-	3.00	5.00	62.50%
Totals	3.00	1.00	4.00	8.00	100.00%
Percent	37.50%	12.50%	50.00%		

YEAR 2
2020-21 Greenwich Support

Salary Guide Step	Sect	Cust	Cust/Maint
1	43,448	34,589	46,470
2	43,948	35,114	47,220
3	44,448	35,638	47,969
4	44,948	36,163	48,719
5	45,448	36,688	49,469
6	45,948	37,212	50,218
7	45,948	37,537	50,968
8	45,948	38,262	51,718
9	45,948	38,787	52,468
10	45,948	39,312	53,218
11	45,948	39,837	53,968
12	45,948	40,362	54,718
13	45,948	40,886	55,467
14	45,948	41,411	56,217
15	45,948	41,937	56,968
16	45,948	42,461	57,717
17	45,948	42,986	58,467
18	45,948	43,958	59,855
19	45,948	44,930	61,243

Handwritten notes:
 Revised 11/16/20
 Vanessa J. Battersfeld 11/12/20
 Violet N. Gregg 11/12/20

Scattergram Step	Sect	Cust	Cust/Maint	Total	Percent
1	-	-	-	-	-
2	-	-	-	-	-
3	-	-	-	-	-
4	-	-	-	-	-
5	-	-	-	-	-
6	-	-	-	-	-
7	-	1.00	-	1.00	12.50%
8	-	-	-	-	-
9	-	-	-	-	-
10	-	-	-	-	-
11	-	-	-	-	-
12	-	-	-	-	-
13	-	-	-	-	-
14	-	-	-	-	-
15	-	-	-	-	-
16	-	-	-	-	-
17	-	-	1.00	1.00	12.50%
18	-	-	-	-	-
19	3.00	-	3.00	6.00	75.00%
Totals	3.00	1.00	4.00	8.00	100.00%
Percent	37.50%	12.50%	50.00%		

YEAR 3
2021-22 Greenwich Support

Salary Guide Step	Sect	Cust	Cust/Maint
1	44,437	35,578	47,459
2	44,937	36,103	48,209
3	45,437	36,627	48,958
4	45,937	37,152	49,708
5	46,437	37,677	50,458
6	46,937	38,201	51,207
7	46,937	38,528	51,957
8	46,937	39,251	52,707
9	46,937	39,776	53,457
10	46,937	40,301	54,207
11	46,937	40,826	54,957
12	46,937	41,351	55,707
13	46,937	41,875	56,456
14	46,937	42,400	57,206
15	46,937	42,928	57,957
16	46,937	43,450	58,706
17	46,937	43,975	59,456
18	46,937	44,947	60,844
19	46,937	45,919	62,232

Erica Murphy
11/16/20
Nancy P. Gottfeld
Robert N. Suggs
11/12/20

Scattergram Step	Sect	Cust	Cust/Maint	Total	Percent
1	-	-	-	-	-
2	-	-	-	-	-
3	-	-	-	-	-
4	-	-	-	-	-
5	-	-	-	-	-
6	-	-	-	-	-
7	-	-	-	-	-
8	-	1.00	-	1.00	12.50%
9	-	-	-	-	-
10	-	-	-	-	-
11	-	-	-	-	-
12	-	-	-	-	-
13	-	-	-	-	-
14	-	-	-	-	-
15	-	-	-	-	-
16	-	-	-	-	-
17	-	-	-	-	-
18	-	-	1.00	1.00	12.50%
19	3.00	-	3.00	6.00	75.00%
Totals	3.00	1.00	4.00	8.00	100.00%
Percent	37.50%	12.50%	50.00%		

YEAR 1
2019-20 Greenwich Twp. Aldes

Salary Guide

Step	Salary
1	33,721
2	33,721
3	33,721
4	33,721
5	33,721
6	33,721
7	33,721
8	33,721
9	33,721
10	33,721
11	33,721
12	33,721
13	33,721
14	33,721
15	33,721
16	33,721
17	33,721
18	33,721
19	33,721

Handwritten notes:
 Arnold M. ... 11/16/20
 Vanessa J. ... 11/12/20
 Violet N. ... 11/12/20

Scattergram

Step	Salary	Total	Percent
1	-	-	-
2	-	-	-
3	-	-	-
4	1.00	1.00	9.09%
5	1.00	1.00	9.09%
6	-	-	-
7	-	-	-
8	-	-	-
9	-	-	-
10	-	-	-
11	-	-	-
12	-	-	-
13	4.00	4.00	36.36%
14	2.00	2.00	18.18%
15	2.00	2.00	18.18%
16	-	-	-
17	-	-	-
18	-	-	-
19	1.00	1.00	9.09%
Totals	11.00	11.00	100.00%
Percent	100.00%		

YEAR 2
2020-21 Greenwich Twp. Aides

Salary Guide Step	Salary
1	34,814
2	34,814
3	34,814
4	34,814
5	34,814
6	34,814
7	34,814
8	34,814
9	34,814
10	34,814
11	34,814
12	34,814
13	34,814
14	34,814
15	34,814
16	34,814
17	34,814
18	34,814
19	34,814

Handwritten notes:
 Grace Myrland 11/16/20
 Vanessa J. Botteffo 11/12/20
 Violet R. Gregg 11/12/20

Scattergram Step	Salary	Total	Percent
1	-	-	-
2	-	-	-
3	-	-	-
4	-	-	-
5	1.00	1.00	9.09%
6	1.00	1.00	9.09%
7	-	-	-
8	-	-	-
9	-	-	-
10	-	-	-
11	-	-	-
12	-	-	-
13	-	-	-
14	4.00	4.00	36.36%
15	2.00	2.00	18.18%
16	2.00	2.00	18.18%
17	-	-	-
18	-	-	-
19	1.00	1.00	9.09%
Totals	11.00	11.00	100.00%
Percent	100.00%		

YEAR 3
2021-22 Greenwich Twp. Aides

Salary Guide Step	Salary
1	35,941
2	35,941
3	35,941
4	35,941
5	35,941
6	35,941
7	35,941
8	35,941
9	35,941
10	35,941
11	35,941
12	35,941
13	35,941
14	35,941
15	35,941
16	35,941
17	35,941
18	35,941
19	35,941

*James Myhrer
11/16/20*
*Thomas J. Attardo
Violet N. Gray
11/2/20*

Scattergram Step	Salary	Total	Percent
1	-	-	-
2	-	-	-
3	-	-	-
4	-	-	-
5	-	-	-
6	1.00	1.00	9.09%
7	1.00	1.00	9.09%
8	-	-	-
9	-	-	-
10	-	-	-
11	-	-	-
12	-	-	-
13	-	-	-
14	-	-	-
15	4.00	4.00	36.36%
16	2.00	2.00	18.18%
17	2.00	2.00	18.18%
18	-	-	-
19	1.00	1.00	9.09%
Totals	11.00	11.00	100.00%
Percent	100.00%		

**SCHEDULE 1 - EXTRA CURRICULAR POSITIONS
STIPENDS AND RATES**

All addendum (Schedule 1) positions are at the discretion of the Board of Education and inclusion of a list of possible stipend positions does not signify that any or all of these positions will be offered or guaranteed.

<u>Position</u>	<u>2019-2022</u>
Academic Club Advisors (4 positions)	\$500 each
Art Enrichment Advisor	\$720
Audio Visual Coordinator	\$750
Bell Choir Director	\$900
Book Club Advisor	\$720
Chorus Director	\$900
Drama Club Advisors (2 positions)	\$750 each
Eighth Grade Graduation Advisor	\$1,250
Eighth Grade Graduation Accompanist	\$250
Eighth Grade Trip Organizer/Fundraising	\$350
HIB Coordinator	\$750
HIB Specialists (2 positions)	\$500 each
Homework Club Advisors (2 positions)	\$1,650 each
Intramural Bowling Coaches (2 positions)	\$500 each
Italian Club Advisor	\$720
Makers Club Advisors (2 positions)	\$720 each
Music Assistants (2 positions)	\$300 each
National Junior Honor Society Advisors (2 positions)	\$720 each
One Book, One School Advisors (2 positions)	\$720 each
PEP Club Advisors (2 positions)	\$720 each
Recreational Activities Club Advisors (2 positions)	\$720 each
Rise and Shine Club Advisor	\$720
Robotics Club Advisor	\$720
SADD Advisor	\$500
Student Council Advisors (2 positions)	\$1,500 each