

2012-2015
AGREEMENT
between
BERGENFIELD BOARD OF EDUCATION
AND
BERGENFIELD EDUCATION ASSOCIATION

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PREAMBLE

In order to effectuate the provisions of Section 19 of Article I of the Constitution of the State of New Jersey and Chapter 303, P.L. of 1968 as amended by Chapter 123, of 1974, THIS AGREEMENT IS MADE AND ENTERED INTO THIS 28th DAY OF July 2014 by and between the BERGENFIELD BOARD OF EDUCATION (hereinafter referred to as the "Board") and the BERGENFIELD EDUCATION ASSOCIATION (hereinafter referred to as the "Association").

ARTICLE 1

RECOGNITION

The Board hereby recognizes the Bergenfield Education Association as the exclusive negotiating representatives, as defined under the laws of the State of New Jersey and in accordance with Chapter 303, Public Laws of 1968, as amended by Chapter 123, Public Laws of 1974, (as amended) for custodians, secretaries, bus drivers, paraprofessionals and all certified teaching personnel under contract and all certified part-time hourly employees. The categories of certified personnel included are: classroom teachers, guidance counselors, nurses, special subject teachers, (art, librarians, music, physical education and reading), special education teachers, speech therapists, part-time hourly employees, and pupil personnel staff; excluding, school business administrator, assistants to the superintendent, principals, assistant principals, directors and supervisors. The secretary to superintendent, secretary to school business administrator, secretaries to the assistant to the superintendents for personnel, payroll manager and office manager shall be excluded from the collective negotiations unit as "confidential" employees. The term "employee" when used hereinafter in this agreement shall refer to all employees represented by the name of the employee organization in the negotiating unit as above defined.

ARTICLE 2

NEGOTIATION OF SUCCESSOR AGREEMENT

1. The Board and the Association shall exchange proposals no later than December 1, 2014.
2. The parties shall commence negotiations concerning these proposals during the month of December or as soon as a mutually agreeable date is set.
3. 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.

It is understood that any of these dates may be waived by mutual agreement of the parties in writing. The proposals specified in section 1 above will represent all of the proposals of the parties. As agreements are reached on items, they shall be reduced to writing and initialed by the duly authorized representatives of the Board of Education and the Bergenfield Association. It is understood that the Board and the Association reserve the final authority to review, ratify or reject any tentative agreements reached by the parties' representatives.

ARTICLE 3

GRIEVANCE PROCEDURE

A. DEFINITION:

A grievance for all purposes except arbitration shall consist of any claimed inequitable application or interpretation of the rules, regulations, or contracts bearing upon the employment relationship. For all purposes of arbitration a grievance shall consist of a claimed inequitable application or interpretation of the terms and conditions of this agreement.

B. PROCEDURE:

Step 1 - Informal discussion between building principal and/or director and the grievant at which the Association representative may be present. If no agreement is reached, the grievance and answer shall be reduced to writing within five (5) school days. (No grievance shall be filed later than thirty (30) school days after the alleged grievance became known or should have become known to the aggrieved. Only the Association or Superintendent of Schools may carry a grievance beyond this step).

Step 2 - The written grievances shall be presented to the Superintendent of Schools within ten (10) school days by the Association President or his/her designee and a meeting thereon shall be held within five (5) school days. The Superintendent's answer, in writing, shall be delivered within ten (10) school days of the meeting. The Association or Superintendent of Schools may initiate group grievances at this step.

Step 3 - If the matter is not settled, the written grievance and written answers shall be submitted within ten (10) school days to the Board or its subcommittee. The Association shall meet with the Board or its subcommittee to discuss the grievance within fifteen (15) school days of the presentation of the grievance. A decision in writing shall be rendered by the Board within fifteen (15) school days after the meeting. Where no arbitrable grievance, step 3 shall be the final step.

Step 4. - Arbitration grievances as defined in Paragraph A above shall concern the application and interpretation of the terms of this agreement. Within ten (10) school days of the Board's action if unsatisfactory to the Association, it may, in writing, demand arbitration. In the case of which a grievance is submitted for arbitration, the arbitrator shall be selected from the panel of and pursuant to the rules of P.E.R.C., 495 W. State Street, P.O. Box 429, Trenton, New Jersey 08625-0429.

Step 5 - Arbitration under this grievance procedure shall not include:

1. The failure or refusal of the Board to renew the contract of a non-tenured teacher.
2. Any matter which concerns a subject for which an alternate method of review is prescribed.
3. Any matter which concerns a subject of educational policy decision-making.

The arbitrator shall be bound by the language of the contract and may neither add to, detract from, or in any way modify the same. The arbitration procedure shall be governed by the rules of the Public Employment Relations Commission. The opinion of the arbitrator shall be binding and any costs arising out of arbitration shall be borne equally between the parties.

ARTICLE 4

ASSOCIATION RIGHTS AND PRIVILEGES

- A. The Board agrees, upon written request to the Superintendent and at a mutually agreeable time and place, to provide access to the Association to records normally available to citizens of Bergenfield. In addition, the Board will provide such other records as it deems advisable to assist the Association in its function, including agenda and minutes of all Public meetings of the Board of Education and work experience preparation table for employees covered by this agreement based on figures of August 31st.
- B. Representatives of the Association, BCEA, NJEA and NEA may be permitted to conduct official Association business on school property providing that it shall not interfere with or interrupt normal school operations or specifically approved functions. When the official Association business occurs during the in-school workday, the Superintendent or

his/her designated representative shall approve such visits prior to their occurrence. When the official Association business occurs on school property outside the school workday or during the lunch period of the participant or participants, the Superintendent or his/her designated representative shall be notified of such visits prior to their occurrence.

- C. The Association and its representatives shall have the right to use school buildings at all reasonable hours for meetings with the approval of the Principal. Likewise the Association shall have the right to use school equipment, with the approval of the Principal, with the understanding that the Association will be responsible for the reasonable cost of all materials and supplies and the repair of damages.
- D. The Association may install a bulletin board for its exclusive use in the faculty lounge of each school building.
- E. The Association shall have the right to use school mailboxes as it deems necessary for Association material and a copy of such material shall be placed in the principal's mailbox, prior to distribution. Such materials shall be distributed only before or after school hours or during the duty-free lunch period. Except in emergency circumstances, no material shall be hand distributed during the in-school workday.
- F. The President of the Bergenfield Education Association shall be allowed one free period a day in which to conduct official Association business. The President of the Association shall have the opportunity to be allowed one (1) additional free period if the Association so notifies the Superintendent in writing of their intention to exercise this option. Said notice must be delivered to the Superintendent with a copy to the building principal no

later than May 1st of the school year preceding the school year in which this additional period is to be used. In the event the option is exercised the Association shall pay the Board of Education the cost of this free period which the parties agree is 1/6th of the President's annual wage and shall be paid in full no later than January 1.

- G. 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 unit and to no other minority within the recognized organization.

ARTICLE 5

TEACHER EMPLOYMENT

- A. 1. The Superintendent of Schools and the Board of Education shall determine each teacher's place on the scale on the basis of training and experience in comparable schools up to a maximum of eight years. No teacher entering with experience outside the Bergenfield system shall be placed at a point higher on the scale than any teacher with equal experience within the system. This provision does not limit the prerogative of the Superintendent from giving credit for more than eight (8) years of experience in situations deemed necessary for the good of the school system.
2. Veterans who have been on active duty in the Armed Forces since July, 1940 will receive full teaching credit for military service up to a maximum of four years. However, credit for teaching experience in any school system added to military service shall not exceed eight years (for this purpose one year of military service equals one school year).

3. Credit, not to exceed two years may be granted for service in the Peace Corps, VISTA, National Teachers Corps work or on a Fulbright scholarship.
- B. Teachers employed shall be notified of their contract and salary guide status on or before May 15.
- C. Teachers shall be notified of their class and/or subject assignments as soon as possible and no later than ten (10) calendar days prior to the end of the school year, except in case of necessary schedule changes.
- D. Previously accumulated sick leave days will be restored to all teachers returning to the system from approved leave or R.I.F.
- E. No employee will be required to remain in a building or in any part of a building during the removal of hazardous materials when his/her presence in the building or part of the building is prohibited by Federal and/or State Law.
- F. The Board shall use its best efforts to notify paraprofessionals of their contract and salary guide status for the ensuing school year before May 15.
- G. All teaching staff members shall work the same contractual work year and shall be assigned to the same pupil contact time.
- H. Effective July 1, 2014, the following procedures shall govern the development of new extracurricular activities and stipended positions:
 - a. New extracurricular activities and stipended positions shall be developed only upon application by the Principal and approval by the Board.
 - b. The Principal shall be required to make such application to the Board by December 15th.

- c. Following Board approval, the Board and the Association shall negotiate the appropriate grouping for the new extracurricular activity, as well as the stipend to be paid for the new extracurricular position.
- d. The new extracurricular activity shall be in place no later than August 1st of the year following Board approval.
- e. Teachers may volunteer for any new stipended position. However, there is no guarantee that the new extracurricular activity will be scheduled annually, and therefore there is no guarantee that the stipend will be paid in the future.
- f. The procedures for the supervision and evaluation of extracurricular advisors shall be developed and implemented in accordance with in accordance with existing state law and regulation.

ARTICLE 6

TEACHERS' HOURS

- A. The normal in-school workday shall consist of not more than six (6) hours and fifty-five (55) minutes for Middle and High School teachers and not more than six (6) hours and forty-two (42) minutes for Elementary School teachers, which shall include a duty-free lunch period of forty-five (45) minutes. This does not include additional requirements as set forth below.
- B. Teachers will be required to report for duty ten (10) minutes before the opening of the pupils' school day. Elementary school teachers shall be required to report for duty at 8:20 a.m., middle school teachers shall be required to report to duty at 7:45 a.m., and high school teachers shall be required to report for duty at 7:50 a.m. Teachers

shall be required to remain a minimum of ten (10) minutes every day after the close of the pupils' school day. Special rules as to hours may be authorized by the Superintendent of Schools for particular grades and subject matter teachers in consideration of special needs; any hours in excess of above hours shall be with consultation with the President of the Association or his/her designee.

- C. Teachers shall indicate their presence in the building by initialing the faculty roster when they enter and leave the building.
- D. Classroom teachers having more than one year's experience in Bergenfield shall not be required to remain in the classroom when an assigned specialist is in the classroom. The term specialist is defined as art, music, physical education and library. First year teachers do not have to remain in classroom with specialists.
- E. 1. Effective September, 1996, the normal workday of all 6-12 classroom teachers will consist of the following: 5 teaching periods, 1 operation period, 2 preparation periods, 1 homeroom assignment and 1 lunch period. Effective September, 2014, the normal workday of all 6-12 classroom teachers will consist of the following: 5 teaching periods, 2 preparation periods, 1 homeroom assignment and 1 lunch period. Reductions in the number of teaching periods and reduction of the student load may be at the discretion of the Superintendent of Schools. The daily schedule for all 6-12 classroom teachers will be governed by Bell Schedules, which are attached hereto as Appendix J. The class times set forth therein shall govern the daily schedule for the 2014-2015 school year, and shall be subject to negotiations thereafter. Block Scheduling: Block scheduling periods shall not exceed 86 minutes, if the Board goes to block scheduling. If the Board reverts

back to old schedule, the contract reverts back to the standard day language for workday. The Board has the right to require that all sixth through twelfth grade teachers teach five classes per day.

The teachers shall remain after the students for ten minutes each day.

2. Team meetings for grades 6-8 will take place on an as needed basis. Teachers performing team meetings during their preparation periods shall be compensated at a rate of \$12.00 per preparation period. Effective July 1, 2010, the normal workday for elementary teachers will be six (6) hours and forty-two (42) minutes, inclusive of a duty-free lunch period, which represents an additional ten minutes at the beginning of the workday and ten minutes at the end of the workday over the workday prior to September, 1996. Effective July 1, 2014, the normal workday for elementary school teachers will be six (6) hours and forty-two (42) minutes, inclusive of a forty-five (45) minute duty-free lunch period. In addition, all elementary school teachers shall be guaranteed a daily preparation period of no less than thirty-six (36) consecutive minutes. This does not include additional requirements as defined in paragraph B. Elementary teachers include kindergarten through fifth grade and the specialists in those grades.
3. In an emergency situation a teacher may be assigned an additional teaching period. If a teacher is assigned an additional period, he/she shall be paid 1/6 of their base salary, in lieu of one (1) preparation period.

F. In connection with official duties, teachers shall receive a mileage reimbursement for expenses incurred in the ownership and operation of their automobiles within the course and

scope of employment in an amount to equal the prevailing NJOMB (state law) rate.

- G. All teachers are to attend Parent's Night/Afternoon, Open House Programs, Orientation Programs, In-service Training Programs and such other programs designated by the Superintendent of Schools. If teachers know they cannot attend, they shall arrange with the Principal or Director to fulfill their obligation. Teachers employed to more than one (1) building may attend such conferences on a rotating basis.
- H. Teachers will be assigned to chaperon dances and other after school activities on a fair and equitable basis by the Principal.
- I. Notice of the agenda for any faculty or other professional meetings shall be given to the teachers involved at least two (2) days prior to the meeting. Beginning on July 1, 2001, there will be an additional day added to the teachers' school year, to be reserved for professional development. On July 1, 2002, a second day will be added for professional development. The school year shall be adjusted to one hundred eighty-four (184) days by July 1, 2002. To the maximum extent possible, these days shall be structured so as to be eligible for continuing education credits. Effective July 1, 2004 a one day orientation for new teachers will be held with no additional compensation.

ARTICLE 7

TEACHERS' EVALUATION

NON-TENURE

- A. There shall be at least three (3) written evaluations for each non-tenure teacher.
- B. The results of these evaluations shall be given to the teacher, in writing, at a meeting with the administrator who

undertook the evaluation within ten (10) school days after the evaluation.

- C. The teacher shall receive one (1) copy of the evaluation for his/her personal files and shall sign and date the original for his/her personnel files in the Superintendent's office. The teacher may append, in writing, his/her own views concerning the evaluation on all copies.

TENURE

Tenure teacher evaluations shall be in accordance with existing state law and regulation.

ARTICLE 8

PERSONNEL RECORD FILES

All employees may at reasonable times and places and in the presence of an administrator, examine the materials in their files.

While no material may be removed from the files, the employee shall have the right to append as part of the permanent record, his/her own comments, in writing to any material contained in the files. A copy of such comments shall be provided to the evaluator for his/her information only.

The District will maintain one personnel file for each employee, which file shall be located in the Personnel Office at the Board's Central Office. This file shall include any and all employee information. At the end of each school year, all employees' files that are to be maintained must be submitted to and be housed in the Personnel Office. All disks and material on individual hard drives related to personnel, not kept in the Personnel Office, shall be erased at the end of each school year. No administrator shall keep information on any employee in a file other than the District file which is located in the Personnel Office.

The Board will utilize a state approved observation instrument under Excellent Educators for New Jersey (EE4NJ). One copy of each observation form will be appended to the final evaluation form which will be maintained in the individual teacher's personnel file located in the Personnel Office.

At the end of each school year, all copies of the observation forms maintained in each building will be returned to the individual teacher with that teacher's copy of the final evaluation form, except that one copy will be appended to the final evaluation form maintained in the Board's Central Office, as set forth in paragraph 3 above.

ARTICLE 9

TRANSFERS AND REASSIGNMENTS

- A. Notices of all vacancies in the school system will be posted in each school by the Superintendent of Schools or his/her designee within fifteen (15) school days of:
 - 1. Acceptance of a letter of resignation.
 - 2. Official Board action vacating a position or creating a new position within the school system.
- B. Staff members who are interested may then apply for said position according to the following protocol:
 - 1. Five (5) school days will be given in which to submit a letter of intent.
 - 2. All those who are interested will be considered by application and/or interview.
 - 3. Each applicant will be given the courtesy of a reply to his/her application or interview within a reasonable period of time.

- C. The Superintendent reserves the right to fill any vacancy of an emergency nature as soon as possible. Normally, these vacancies will apply only for September 1st opening except in cases of non or partial teaching assignments.
- D. Teachers desiring a change of subject assignment shall make their request in writing to their Principal or Director.
- E. Teachers desiring a change of school shall make their request in writing to the Superintendent of Schools.
- F. Teachers requesting transfer to another school will be interviewed by the Principal of the school requested.
- G. Approval of the request will be based on the best interest of the school system as a whole as determined by the Board.
- H. Involuntary transfer will be made only when conditions require it. The individual to be transferred will be given every consideration possible as to grade and/or school.

Seniority within the school and grade will be given consideration. The transfer shall first be discussed with the teacher by the Superintendent or his/her designee and/or the Principal.

A list of open positions in the school district shall be made available to all teachers being involuntarily transferred or reassigned. Such teachers may request the positions in order of preference to which they desire to be transferred.

- I. Any change in subject or position shall be made in writing by June 1st to the teacher involved except where there are necessary schedule changes.

All coaches shall be re-hired or non-renewed prior to June 30 of each year.

ARTICLE 10

SABBATICAL LEAVE

A. ELIGIBILITY

1. Applicant must have completed seven (7) years of service in Bergenfield prior to the date of beginning of leave.
2. Applicant must agree, in writing, to serve at least one (1) full academic year in the Bergenfield Schools following the leave, or reimburse the Board of Education for the amount received while on leave, within one calendar year from the date of resignation.
3. All benefits to which a teacher was entitled at the time his/her sabbatical commenced including unused accumulated sick leave shall be restored to him/her upon his/her return and he/she shall be assigned to the same position which he/she held at the time said leave commenced if available or if not, to any available position for which he/she is certified.

B. BASIS FOR LEAVE

1. The applicant shall submit a "project", to the Superintendent of Schools. The project may include graduate study, independent study or research deemed to be of benefit to the aims and objectives of the Bergenfield Public Schools.
2. The applicant's record of achievement shall be considered in the Superintendent's recommendation.

C. PROCEDURE

1. A letter giving written notice of intent to make application for sabbatical leave shall be presented to the Superintendent of Schools on or before June 30th

(or fourteen months) of the school year preceding the school year in which the leave is to take place.

2. A résumé of the "project" shall be submitted to the Superintendent of Schools on or before October 1st of the school year preceding the school year in which the leave is to take place. The résumé shall be the outline of the project.
3. The Superintendent of Schools or his/her designee shall review the "project" in consultation with the committee of appropriate staff members, one of whom shall be designated by the President of the B.E.A. to represent B.E.A. and make his/her recommendations to the Board of Education no later than the regular meeting of the Board in January of that year. The applicant shall be notified as soon as the Board of Education has taken action on the application.
4. Interim reports shall be submitted every three months. One copy of the completed "project" shall be filed with the Superintendent of Schools as the property of the Board of Education.

D. SPECIAL PROVISIONS

1. Illness or Accident:

Should the program of study or itinerary being pursued by a teacher on sabbatical leave be interrupted by serious accident or illness (established by evidence satisfactory to the Superintendent) this fact shall not constitute a breach of the conditions of such leave nor prejudice the teacher against receiving all the rights and benefits provided for under the terms of sabbatical leave, providing the Superintendent is notified of such accident or illness by registered letter within ten (10) days of its occurrence. Arrangements may be made,

subsequently, to carry out the intent of the sabbatical leave contract.

2. Forfeiture of Leave:

The teacher to whom sabbatical leave has been granted shall accept responsibility for providing evidence (official transcript or comparable document) that the purpose of the leave is being fulfilled, bearing in mind that an ethical relationship exists between the recipient and the Committee of Review and a contractual agreement with the Superintendent of Schools and the Board of Education. If the Superintendent is convinced that a teacher on sabbatical leave is not fulfilling the purpose for which the leave of absence was granted, he/she shall report this fact to the Board of Education and the Bergenfield Education Association and the Board may terminate the leave of absence.

3. Sabbatical to Maternity Leave:

If a teacher on sabbatical leave shall ascertain that she is pregnant, she shall immediately report this fact to the Superintendent. She may continue the sabbatical leave providing she meets all of the sabbatical requirements during that period of time. Upon consultation with the Superintendent and at a mutually agreeable time he/she must accept a leave of absence under the maternity or family leave regulations of the Agreement.

If an applicant for sabbatical leave is favorably considered the applicant will then present to the Superintendent a statement of condition of health from a licensed physician. The cost of such examination to be paid by the Board.

E. SALARY PROVISIONS

1. A sabbatical year shall extend from July 1st of any given year to June 30th of the following calendar year.
2. Persons may be granted a leave of absence for one half year (July 1st to January 31st or February 1st to June 30th.)
3. Remuneration shall be based on the annual contract salary of the employee. Employees granted a leave for one year shall receive one half their contract salary in twenty (20) semi-monthly payments. Employees granted a leave for one half year shall receive their normal salary (full salary) in twenty (20) semi-monthly payments.
4. On returning to educational service, after sabbatical leave, the staff member shall obtain all salary and fringe benefits as would have been obtained had he/she been active in his/her regular position for that year.
5. No full-time employment shall be undertaken by any person on sabbatical leave. Part-time employment must be approved by the Superintendent of Schools prior to granting the leave unless extreme emergent circumstances require consideration of such a request after the leave has begun.

ARTICLE 11

ABSENCE PROVISIONS

Absence of all regularly contracted employees shall be governed by state law and the following detailed provisions:

A. GENERAL

1. Sick leave with pay shall be granted to all regularly contracted employees of the Board on the basis of

thirteen (13) school days per year for each year of employment for those on a ten (10) month contract and thirteen (13) school days for those on twelve (12) month contracts. Effective July 1, 2014, the annual sick leave for all custodians and secretaries shall be reduced from thirteen (13) days to eleven (11) days. Effective July 1, 2014, the annual sick leave for all paraprofessionals who are receiving benefits from the Board shall be reduced from thirteen (13) days to eleven (11) days. Any paraprofessional who is not receiving benefits from the Board shall continue to receive thirteen (13) days of annual sick leave.

2. Unused sick leave shall accumulate up to a maximum of thirteen (13) days per year, except for those custodians, secretaries and paraprofessionals set forth above, whose unused sick leave shall accumulate up to a maximum of eleven (11) days per year. Full credit is retroactive to July 1, 1954. Five days' credit shall be granted to each year of employment prior to July 1, 1954 to a maximum of 25 years employment in Bergenfield prior to July 1, 1954.
3. When an employee is on sick leave beyond his/her allotted number of days, the Board of Education, upon the recommendation of the Superintendent, shall consider each case on an individual basis to determine the pay status for certified long term illness.
4. In cases where any employee must leave school during regular hours for personal illness or other emergency, the following rules shall apply:

An employee who leaves due to illness or emergency prior to working one-half (1/2) of their contractual work day shall be charged one (1) full sick-day. An employee who leaves due to illness or

emergency after having worked one-half (1/2) of their contractual work day shall be charged one-half (1/2) of a sick day.

5. There shall be no deduction of time or salary for absence due to quarantine. Upon return to work the employee must present a quarantine release or doctor's note to the principal.
6. In cases where full salary is paid by the Board during periods of absence covered by Workmen's Compensation, the employee shall endorse the Workmen's Compensation check to the Board of Education.
7. Upon recommendation of the Superintendent of Schools, the Board of Education may grant a teacher sick leave accumulated in another school district of Bergen County providing it does not exceed the limits applied to teachers previously employed in Bergenfield.
8. Each employee shall receive a statement of his/her accumulated sick leave no later than September 30th of each year.

B. MILITARY LEAVE

1. Any regular employee of the Bergenfield Schools who may be conscripted into the defense forces of the United States for service or training shall make application for military leave. He/she shall be reinstated to his/her position in this school system with full credit including the annual increment under the salary schedule upon written request supported by competent proof that said applicant is fully qualified to perform the duties of said position, and has received an honorable discharge. Said application for reinstatement shall be made within a reasonable time after discharge or release from military service, and

not later than ninety (90) days from the date of said release or discharge.

2. An employee in this category shall be entitled to five (5) days per year accumulated sick leave.
3. While employee is on military leave, it is mandatory that the Board of Education keep up his/her payments to the New Jersey Teachers Pension and Annuity Fund or to the Public Employee Retirement System.

C. MATERNITY LEAVE OR LEAVE FOR ADOPTION

1. Maternity leave shall be granted to all employees subject to the following conditions:
 - a. A teacher shall notify the Superintendent in writing of her pregnancy accompanied by her physician's note, and she should state the requested commencement date of the leave as far in advance as possible.
 - b. Exact dates of the leave shall be arranged, if possible, to be of least disruption to the operation of the school system.
 - c. Following the grant of such leave to any teacher, the date of return of that teacher shall be further extended at the discretion of the Board for a reasonable period of time at the teacher's request for reasons associated with pregnancy or birth.
 - i. The Board need not grant or extend the leave of absence of any non-tenured teacher beyond the end of the contract school year in which the leave is obtained unless the board agrees to an extension of said leave.

- ii. Nothing contained herein shall require the Board to offer a contract for a new school year to any non-tenured teacher.
 - iii. A tenured teacher who leaves at the close of the school year is entitled to a maximum of two (2) full school years leave. A tenured teacher who leaves during the school year is entitled to one (1) full school year, plus the remainder of the school year in which she left. In either case the teacher must notify the Superintendent of Schools in writing of her intent to return by April 1st prior to the commencement of the school year in which she shall return. The teacher must return from leave on or before April 1st of the school year in which she intends to return or prior to the commencement of the succeeding school year.
2. No teacher shall be barred from returning to work after the birth of her child solely on the ground that there has not been a time lapse between that birth and her desired date of return provided she supplies a physician's certificate attesting to her ability to perform her teaching duties as requested by the Board.
 3. A teacher adopting a child shall receive similar leave which shall commence upon receiving de facto custody or earlier if necessary to fulfill the requirement for adoption.
 4. Notwithstanding anything contained in this agreement to the contrary, if both parents are employed by the Board then only one parent shall be entitled to a maternity/paternity/childrearing leave/leave for adoption.

D. LEAVE FOR DEATH IN FAMILY

1. Leave with pay following death in the immediate family (wife, husband, son, daughter, mother, father, sister, brother, grandparents, mother-in-law, father-in-law, sister-in-law, brother-in-law) shall be fixed from the date of death until one day beyond the date of burial inclusive. Leave for this purpose shall not be counted as part of the sick leave policy. Extension of leaves of this classification shall be at the discretion of the Superintendent of Schools.
2. Leave with pay for (1) day may be granted by the Superintendent of Schools for reason of death of a relative, other than one in the immediate family, (aunt, uncle, cousin) or others who have actually occupied a position in fact as a member of the immediate family. Interpretation of "other" will be at the discretion of the Superintendent of Schools.

E. LEAVE FOR PERFORMANCES OF LEGAL RESPONSIBILITIES

1. Leave of performance of civic duty in serving on a petit or grand jury when required by law shall be granted without loss of pay; provided a letter confirming purpose of such leave from a sheriff, court or United States Attorney, depending on jurisdiction, is filed with the Superintendent of Schools immediately upon receipt of notice of such required leave.
2. Leave for acquiescing to a court or other valid subpoena, may be allowed without loss of pay dependent on circumstances to be submitted in writing to the Superintendent and provided he/she, in his/her discretion, grants such leave. Otherwise, the leave will be granted with deduction from pay equal to the substitute rate of pay.

F. LEAVE FOR PERSONAL EMERGENCIES, ILLNESS IN FAMILY AND RELIGIOUS HOLIDAYS:

1. Leave up to three (3) days each year for personal emergencies may be granted with pay by the Superintendent of Schools. Such leave shall not be cumulative, but may be converted into sick days pursuant to paragraph (H). Requests for leave of this nature shall be submitted to the Principal or Director for his/her recommendation preferably forty-eight (48) hours in advance. Reasons for leave in this category may include illness in family, religious holidays, death of friends, graduation of members of the immediate family, marriage, marriage of children, house closing, moving, or other reasons at the discretion of the Superintendent of Schools. Additional leave in this category may be granted upon recommendation of the Principal or Director and with the approval of the Superintendent of Schools not to exceed ten (10) school days per year. The following deductions per day may be applied.

- a. Instructional Staff - Current substitute rate of pay
- b. Non-Certificated Staff
 - i. Ten-month contract - 1/400 of annual contract salary.
 - ii. Twelve-month contract - 1/500 of annual contract salary.

G. Personal days shall not be used to extend a vacation or holiday recess period.

H. Any unused personal days shall be converted into sick days at the end of the school year.

ARTICLE 12

EXTENDED LEAVES OF ABSENCE

- A. 1. An employee, under tenure, may be granted a leave of absence not exceeding twenty-four (24) calendar months for a prolonged illness, period of recuperation or other emergency. Employees not under tenure may be requested to tender their resignation.
2. A written request for such leave shall be directed to the Board of Education through the Superintendent of Schools.
3. Leave of absence under this classification shall be without pay and shall not count for purposes of placement on salary schedules or seniority.
4. A person on leave under this classification may return to work upon presentation of a statement from a proper medical authority, certifying to the fact that the employee is able to perform his/her duties.
5. Individuals who have been granted leave pursuant to this provision and who desire to return shall submit in writing notice of intent so to return to the Superintendent of Schools no later than April 1st of any given year if the employee expects to return in September.
- B. The Board agrees that a teacher designated by the Association shall, upon request, be granted a leave of absence without pay for up to two (2) years for the purpose of engaging in activities of the Association or its affiliates.
- C. A leave of absence without pay of up to two (2) years shall be granted to up to 2% of the teaching staff who joins the Peace Corps, VISTA, National Teacher Corps, or serves as an

exchange teacher or overseas teacher, and is a full-time participant in either of such programs, or accepts a Fulbright Scholarship. Only tenured teachers are eligible for this type of leave of absence.

- D. A leave of absence without pay of up to two (2) years shall be granted for the purpose of caring for a sick member of the teacher's immediate family.
- E. The Board shall grant a leave of absence without pay of up to two (2) years to any teacher who is elected or appointed to public office.
- F. Other leaves of absence without pay may be granted by the Board for good reason.
- G. Upon return from a leave granted pursuant to Section C above of this Article, a teacher shall be placed on the salary schedule at the level he/she would have advanced if he/she had not been absent.
- H. All benefits to which a teacher was entitled at the time of his/her leave of absence commenced, including unused accumulated sick leave and credits toward sabbatical eligibility, shall be restored to him/her upon his/her return to employment.

ARTICLE 13

BOARD - STAFF RELATIONS

The Board of Education and the Bergenfield Education Association believe in a good climate of human relations where any and all employees feel free to discuss the educational and administrative policies of the school system. We further believe that an established means of communication should exist between the staff and the Board of Education. Toward this end, the following levels of communication will be established:

- A. A study committee for each building composed of Bergenfield Education Association members and the Principal, with members in proportion to the size of the faculty, but no less than two and no more than ten.
- B. There shall be a central committee composed of the President and Vice President of the Association, 3 members of the Association, Superintendent of Schools, Business Administrator, 1 Elementary Principal, Middle School Principal and High School Principal. The Chairman of this committee shall be the Superintendent of Schools or his/her designee. Minutes of all meetings shall be in writing. The function of this committee will be to discuss matters of district concern or building matters that cannot be satisfactorily resolved at that level.
- C. Both the building committees and the central committee shall meet at least monthly during the academic school year and may meet more frequently at the request of either party. Meetings of any committee may be omitted by mutual consent.

A regular meeting shall not be held unless an agenda has been submitted to the Superintendent of Schools or his/her designee at least five (5) school days prior to the date set for each meeting.

A copy of the agenda will then be distributed to members of the committee two (2) school days prior to the day of the meeting.

- D. Items of importance will be reviewed by the Superintendent of Schools and those items requiring Board attention will be submitted by him/her to the full Board and in addition minutes of the district committee shall be filed with the Board.

ARTICLE 14

CLASS SIZE

The Board of Education recognizes that class size has an impact both on the learning experience of children and upon the conditions of work of teachers. It shall endeavor insofar as possible to maintain class sizes which maximize the educational experiences.

ARTICLE 15

CLASS COVERAGE

- A. The Board of Education will endeavor to cover classes by obtaining substitutes. Where this is not possible, teachers may be assigned to cover classes in the following order:
1. Teachers who volunteer to cover classes during their preparation or lunch periods shall be assigned first. A list shall be kept of volunteers by the Building Principal or his/her designee.
 2. Where no volunteers are available, teachers may be assigned to cover during their preparation time on a fair and equitable/rotating basis.
 3. Teachers performing such duty shall be paid \$22.00 per period.
- B. A teacher who is assigned to cover his/her own class when the special teacher is absent shall be paid at the rate of \$22.00 per period or any proration thereof. In the event a substitute cannot be obtained to cover an elementary class and the class is given to a teacher or teachers (in addition to the teacher or teachers regular class), those affected shall divide the maximum per diem substitute pay.

ARTICLE 16

INSURANCE PROTECTION

The Board agrees to provide without cost to the contracted employee the insurance benefits as set forth herein to each full-time employee, which, for the purposes of this Article 16, shall mean individuals who work no less than an average of thirty-two (32) hours per week. Teachers who are employed in a 4/5 position shall be deemed to satisfy the thirty-two (32) hour requirement.

Individuals employed on or before June 30, 2010 shall not be subject to the full-time requirement set forth above in order to be eligible to receive insurance benefits, but shall be subject to the requirements of N.J.S.A. 52:14-17.26(c)(1).

- A. The Public and School Employees Health Benefits Program administered through the New Jersey Division of Pensions under individual or family plan whichever is applicable to the employee.
- B. Dental coverage for the employee and his/her eligible dependents under the New Jersey Dental Service Plan, U.C.R. Incentive Plan.
- C. The Association shall eliminate the current prescription plan and shall cap the Board's payment of additional premiums (difference in premium with and without stand-alone prescription plan) (Board will enter the State Health Benefits Plan) to permit employees to submit their prescription claims to the SHBP to the extent such claims are eligible for reimbursement under said plan. Effective July 1, 2014, the prescription cap previously in place shall be eliminated and the Board shall pay the additional premium for the New Jersey School Employees Health Benefit Program major medical prescription coverage, less the employees' required contributions under Public Law 2011, Chapter 78 and N.J.S.A. 18A:16-17.1.

D. Upon voluntary retirement with twelve years or more of service in the Bergenfield Schools, certificated personnel will receive remuneration for accumulated sick days in accordance with the following schedule, except that for employees voluntarily retiring in the 1995-1996 and the 1996-1997 school year there shall be a maximum payment to any one certificated employee of \$10,000.00:

1. Certificated personnel (per diem remuneration) 0-100 days at \$30.00 per day.

101-200 days at substitute pay for consecutive service Level I; for the year of retirement.

201+ days at substitute pay for consecutive service Level II; for the year of retirement.

2. Upon voluntary retirement with 10 years or more of service in the Bergenfield schools, non-certificated personnel to receive .6 of certificated personnel remuneration.
3. Section D shall be automatically eliminated in its entirety on June 30, 2015 if the Association has not successfully negotiated a continuation of the provision beyond the elimination date. Failure to reach an agreement on a successor contract by June 30, 2015 shall not result in a continuation of the benefits set forth in Section D.
4. Payment, at the Board's option, may be postponed to July 1 (one year and a day next following the year of retirement). Effective July 1, 1997.

ARTICLE 17

DIRECT DEPOSIT

All employees shall participate in direct deposit. The Board will make direct payments of salary checks into each employee's bank account.

ARTICLE 18

PAST PRACTICES CLAUSE

Where the Board has adopted policy concerning wages, hours and conditions of work prior to the negotiations of this contract which were in effect at the time this agreement was concluded, such policy as provided in law, may not be unilaterally changed and shall be considered past practices which are incorporated as part of this agreement.

Those practices concerning wages, hours, conditions of work are among the items subject to arbitration under this contract.

ARTICLE 19

BOARD RIGHTS AND RESPONSIBILITIES

The Board, on its own behalf and on behalf of the electors of the district, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of New Jersey, and the United States including, but without limiting the generality of the foregoing, the right to the executive management and administrative control of the school system and its properties and facilities.

The exercise of the power, right, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this agreement and then

only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the State of New Jersey and the Constitution and laws of the United States.

ARTICLE 20

SPECIALISTS

The Board of Education recognizes that Specialists have a value for the learning experience of children and upon the conditions of work of teachers. It shall endeavor insofar as possible to consider the role of Specialists to maximize the educational experience.

ARTICLE 21

GRIEVANCE PROCEDURE (NON-CERTIFICATED PERSONNEL)

Unless otherwise stated below, the grievance procedure in Article 3 is to be followed. In the grievance procedure, the supervisor with whom grievances are to be discussed is the supervisor to whom the grievant is responsible.

Step 2 For Custodians and Bus Drivers.

The supervisor to whom the written grievance must be directed is the school business administrator of the district rather than the Superintendent of Schools.

Step 2 For Secretaries.

The supervisor to whom the written grievance must be directed is the assistant superintendent for personnel of the district rather than the Superintendent of Schools.

ARTICLE 22

TENURE (CUSTODIANS)

1. Tenure of office shall be granted to members of the custodial staff who have obtained three (3) favorable annual evaluations after three (3) years of service in the Bergenfield School System.

Evaluations shall be carried out as follows:

<u>Employee</u>	<u>Performed By</u>
Custodian	Supervisor of Buildings and Grounds, Building Principal
Head Custodian	Supervisor of Buildings and Grounds
Maintenance Staff	Supervisor of Buildings and Grounds
Grounds Staff	Supervisor of Buildings and Grounds
Assistant Supervisor of Buildings and Grounds	Supervisor of Buildings and Grounds

All yearly evaluations shall be reviewed and discussed with individual evaluated. All yearly evaluations will be subject to review and recommendation by the School Business Administrator or his/her designee. Evaluations shall be made part of the personnel file of the individual.

2. Tenure may be withdrawn from any employee for malfeasance, misfeasance, or nonfeasance in the performance of his/her

duties. Prior to actual discharge, except in unusual cases mutually determined, the individual will be placed on probation for a period of time to be determined by the School Business Administrator after discussion with the individual and with a member of the association, if the individual so desires.

ARTICLE 23

SALARIES (CUSTODIANS)

1. The Board agrees that the Salary Guide attached hereto, including the general provisions thereon, and made a part hereof shall apply to all employees within the unit covered by this agreement.
2. A night shift differential schedule shall be paid to those individuals assigned to the night or early morning shifts.

The remuneration shall be:

\$600 additional per annum-night shift.

\$800 additional per annum-early morning shift.

3. Employees shall be employed on the basis of a normal work week of forty hours. The normal work day shall be eight (8) hours exclusive of lunch. When school is not in session the normal work day shall be seven and one half hours (7 1/2) exclusive of lunch.
4. Employees shall be paid on the basis of one and one-half times their equivalent hourly rate for hours in excess of forty within any given calendar week, Sunday through Saturday. Double time shall be paid for Sunday and/or Holiday overtime work.
5. No custodian will be required to remain in a building or any part thereof during the removal of hazardous waste materials

when his/her presence is prohibited by Federal and/or state law.

6. If a custodian works the day shift in July and/or August, and is assigned to the night shift on a per diem basis, he/she shall be paid at the rate of 1½ times the normal hourly rate.

ARTICLE 24

VACATIONS/MISCELLANEOUS (CUSTODIANS)

Twelve month employees will receive paid vacations in accordance with the following schedule of employment from July 1st.

<u>Length of Service</u>	<u>Vacation</u>
Less than one year	One working day for each month of service
One year thru five years. A ten month employee will be considered to have one year after working five months; a twelve month employee will be considered to have one year after working six months.	Two calendar weeks
Six years, thru ten years	Three calendar weeks, at least two weeks of which shall be consecutive.
Eleven or more years	Four calendar weeks, at least two weeks of which shall be consecutive.

An additional day of vacation will be granted any employee whose vacation includes a legal holiday.

The following holidays will be observed for custodians providing school is not in session:

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

If school is in session on one of the above listed holidays, or if a listed holiday falls on Saturday or Sunday members of the custodial staff shall receive a day off on a non-listed holiday that school is closed at the discretion of the School Business Administrator/Board Secretary.

MISCELLANEOUS

1. The Board of Education shall provide yearly, prior to September 1, three (3) sets of uniforms and shall also provide the necessary coveralls for boiler cleaning as required.
2. The Board of Education shall pay for the initial and yearly renewal boiler license fee of the individual custodial staff member achieving or holding same.
3. THIS APPLIES TO PERSONNEL HIRED AFTER JULY 1, 1991. Custodians shall obtain a Black Seal license by the end of the third full year of employment. Cost of the course and the license shall be paid by the Board of Education. Custodians who fail to obtain a Black Seal license by the end of their third year of employment shall have their contracts terminated or non-renewed as applicable.

ARTICLE 25

VACATIONS/MISCELLANEOUS (SECRETARIES)

Twelve month employees will receive paid vacations in accordance with the following schedule of employment from July 1st.

<u>Length of Service</u>	<u>Vacation</u>
Less than one year	One working day for each month of service
One year thru five years. A ten month employee will be considered to have one year after working five months; a twelve month employee will be considered to have one year after working six months.	Two calendar weeks
Six years, thru ten years	Three calendar weeks, at least two weeks of which shall be consecutive.
Eleven or more years	Four calendar weeks, at least two weeks of which shall be consecutive.

An additional day of vacation will be granted any employee whose vacation includes a legal holiday.

MISCELLANEOUS

WORK SCHEDULE

The work day is seven (7) hours plus one hour for lunch, the work schedule for twelve (12) months employees is from July 1 through June 30 and the work schedule for ten (10) months employees is from September 1 through June 30. Any work between thirty five

(35) and forty (40) hours may be remunerated at the normal hourly rate (with the approval of the immediate supervisor) or equal compensatory time.

When a ten-month secretary is employed in the summer, he/she shall be paid at his/her daily rate of pay. A day's pay shall be defined as 1/200th of the secretary's annual salary or any portion thereof if the secretary works for less than a full contractual day.

SECURITY

If a secretary is working alone in a building, without administrator or a school resource officer, the secretary may be reassigned to the High School to complete his or her work day.

ARTICLE 26

SENIORITY PROVISIONS (SECRETARIES)

- A. In the event tenure unit members must be laid off, said layoff will be made on the basis of district-wide seniority insofar as the employee(s) making the seniority claim possesses the necessary job skills, experience, and qualifications to perform in the position being claimed. Seniority shall be defined as continuous employment time in the Bergenfield Public School System.
- B. Any affected employee who bumps into a lesser salary classification shall retain his/her previously held salary in the higher classification until the salary guide step in the lesser classification surpasses the salary he/she was earning in the previously held higher classification. In no event shall the salary paid to an employee in a lesser classification be higher than the salary paid on the same step in a higher classification.
- C. In the event a vacancy occurs, laid off employees shall be entitled to recall in order of seniority so long as the

employee making the recall claim possesses the skills and qualifications to fill the vacant position.

- D. No new bargaining unit member may be hired while unit members who meet job skill and qualification requirements are still on layoff.
- E. When unit members are recalled to work, they shall be restored to the appropriate step of the salary scale receiving credit for all time served in Bergenfield. All accumulated sick time and all other benefits said employee has at time of layoff shall be restored in their entirety upon the return of the employee.
- F. Seniority shall not be accumulated during the period of layoff or approved leave of absence. Upon credit or return from approved leave of absence, employees shall have their accumulated seniority to the date of layoff or commencement of approved leave of absence.

ARTICLE 27

SENIORITY PROVISIONS (CUSTODIANS, BUS DRIVERS AND PARAPROFESSIONALS)

- A. In the event unit members must be laid off, said layoff will be made on the basis of district-wide seniority insofar as the employee(s) making the seniority claim possess the necessary job skills, experience and qualifications to perform in the position being claimed. Seniority shall be defined as continuous employment time in the Bergenfield Public School System.
- B. Custodians shall accrue seniority in three categories: maintenance, grounds, custodian. An employee whose job assignment changes can accrue seniority in more than one category. As an example, if an employee starts in the district as a custodian and is employed in that position for three years, and then his/her position is changed to a

grounds position which he/she holds for four years, then the employee has four years seniority in the category of grounds and seven years seniority in the category of custodian.

- C. Bus Drivers shall accrue seniority in categories based on their CDL classification. Class B drivers can drive any type of bus. Class C drivers can drive any bus under 26,000 lbs. In the event of a layoff, all employees with a Class C CDL will be laid off before any employee with a Class B CDL is laid off. If an employee has a Class C CDL and is employed in that category for 2 years and then upgrades it to a Class B CDL and continues employment in the district for another 2 years, he/she would have 2 years seniority in the Class B category and 4 years seniority in Class C category.
- D. Paraprofessionals shall accrue seniority in three categories. The three categories are classroom paraprofessionals, paraprofessionals working in the autism program and one-to-one paraprofessionals. If an employee's assignment changes from one category to another he/she may accrue seniority in more than one category. For example, an employee hired as a classroom paraprofessional who works in that position for two years and whose assignment changes to a one-to-one paraprofessional which he/she holds for two years has two years seniority as a one-to-one paraprofessional and four years seniority as a classroom paraprofessional.

ARTICLE 28

PARAPROFESSIONAL EMPLOYMENT

- A. Part time paraprofessionals will not be required to be on duty for staff development days.
- B. Full time paraprofessionals will be required to attend all staff development programs. Two (2) weeks' notice will be

given for any workshop pertinent to paraprofessional staff development.

- C. The paraprofessionals' day will end at the same time that the children are dismissed except for staff development days as discussed above.
- D. Paraprofessionals will be required to be on duty the day before school opens along with all Teachers and Support Staff.
- E. Paraprofessionals will not be required to remain on duty beyond the last day for students.
- F. Paraprofessionals will not be required to attend parent conferences.
- G. Paraprofessionals will not be required to attend faculty meetings unless so requested by the Building Principal.
- H. Building Principals are encouraged to refrain from using paraprofessionals to cover office duties.

ARTICLE 29

AGENCY SHOP

- A. Purpose of Fee

If an employee does not become a member of the Association during any membership year (i.e. from September 1 to the following August 31) which is covered in whole or in part by this Agreement, said employee will be required to pay a representation fee to the Association for that membership year to offset the costs of services rendered by the Association as majority representative.

- B. Amount of Fee

Prior to the beginning of each membership year, the Association will notify the Board in writing of the amount

of the regular membership dues, initiation fees and assessments charged by the Association to its own members for that membership year. The representation fee to be paid by non-members will be equal to the maximum allowed by law.

C. Deduction and Transmission of Fee

The Board agrees to deduct from the salary of any employee who is not a member of the Association for the current membership year the full amount of the representation fee set forth in Section B above and promptly will transmit the amount so deducted to the Association.

The Board agrees to deduct the representation fee in equal installments, as nearly as possible, from the paychecks paid to each employee during the remainder of the membership year in question. The deductions will begin thirty (30) days after the employee begins his or her employment in a bargaining unit position.

D. Termination of Employment

If an employee who is required to pay a representation fee terminates his or her employment with the Board before the Association has received the full amount of the representation fee to which it is entitled under this Article, the Board will deduct the unpaid portion of the fee from the last paycheck paid to said employee during the membership year in question and promptly forward same to the Association.

E. Mechanics

Except as otherwise provided in this Article, the mechanics for the deduction of representation fees and the transmission of such fees to the Association will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Association.

ARTICLE 30

MISCELLANEOUS PROVISIONS

- A. This Agreement shall be added to 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.

- B. If any provision of this Agreement or any application of the 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.

- C. Any individual contract between the Board and an individual employee, heretofore and 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.

- D. Copies of this Agreement shall be printed at the expense of the Board within thirty (30) days after the Agreement is signed and presented to the President for distribution to all employees now employed or hereafter employed. The format of the cover of the Agreement shall be determined by the Superintendent of Schools.

- E. The teacher shall have the right and responsibility to determine grades within the grading policy of the Bergenfield School System based upon his/her professional judgment of available criteria pertinent to any given subject area or activity for which he/she is responsible. No grade will be changed without consultation with the teacher.

ARTICLE 31

DURATION OF AGREEMENT

- A. This agreement shall be effective as of July 1, 2012 and shall continue in effect until June 30, 2015. This agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated.
- B. In witness whereof the parties hereto have caused this agreement to be signed by their respective president, attested by their respective secretaries, and under their corporate seals to be placed here, all on the 28th day of July, 2014.

BERGENFIELD EDUCATION
ASSOCIATION

BERGENFIELD BOARD OF EDUCATION

By: _____

Joseph Kuzay
BEA President

By: _____

Joseph Amara
JOSEPH AMARA
Board President

By: _____

Lucia DiPietro

By: _____

Christopher Tully
CHRISTOPHER TULLY
Business Administrator/
Board Secretary

ARTICLE 32

APPENDIX

- A. PROFESSIONAL SALARY GUIDE
- B. CLASSROOM PARAPROFESSIONALS SALARY GUIDE
- C. GUIDANCE PERSONNEL SALARY GUIDE
- D. ATHLETIC DEPARTMENT PERSONNEL SALARY GUIDE
- E. EXTRA PAY FOR EXTRA SERVICES
- F. CUSTODIAL SALARY GUIDE
- G. CERTIFIED PART-TIME HOURLY EMPLOYEES
- H. SECRETARIAL SALARY GUIDE
- I. BUS DRIVERS SALARY GUIDE
- J. Bell Schedules

A - SALARY GUIDE

- I. QUALIFICATIONS FOR ADVANCEMENT ON TEACHERS SCALE
 - A. Advancement from one level of the salary guide to next shall be within the field of employment unless exempted by the Superintendent of Schools. It is recommended that employees secure the approval of courses by the Superintendent prior to registration if they expect to use them for advancement on the salary guide.

Advancement may take place under one of the following conditions:
 - 1. Presentation of an official transcript indicating receipt of the next higher degree may qualify the employee to full advancement to the next level.

2. Presentation of an official transcript indicating completion of thirty-two (32) graduate credits, approved by the Superintendent of Schools will qualify the employee to full advancement to the next higher level. Employees may advance only once on this basis unless the degree is obtained in the interim.
 3. Presentation of any official transcript indicating completion of sixteen (16) graduate credits approved by the Superintendent of Schools will qualify the employee for advancement to half way between the respective levels for the proper years of experience.
- B. Effective upon ratification of this Agreement by all parties (June 1, 2014), the BA+32 category shall be eliminated and only the MA designation shall remain. Any teacher who was paid on that column based on BA+32 credits shall continue to be paid on that column.
 - C. Effective upon ratification of this Agreement by all parties (June 1, 2014), a teacher shall not advance beyond the MA column unless the teacher obtains the graduate credits entitling him or her to such advancement subsequent to earning a Master's degree.
 - D. Special industrial or trade experience, creative work in the fine arts, valuable travel experience, professional service or research in a related field may be construed as the equivalent of college credit.
 - E. More than nine (9) credits, exclusive of summer school, may be taken in any semester in which the teacher is in full-time employment only upon the recommendation of the Principal and the approval of the Superintendent of Schools.

- F. Salary advances shall be made at the usual contract time; a teacher who qualifies for an advancement during the year shall receive a revised salary statement upon presentation of an official transcript, provided such intention was conveyed to the Superintendent of Schools, in writing by September 30 of the preceding school year.
- G. The Board may grant credit to a teacher for in-service programs and workshop credits not taken under the sponsorship of a college or university, provided that the teacher has obtained prior approval from the Superintendent of Schools. The permitted additional credits must be taken through the Bergenfield Board of Education sponsored programs. One (1) credit shall be defined as ten (10) clock hours of time or equivalent. The maximum number of credits which may be granted under this program is thirty-six (36) credits as set forth below:
1. Effective July 1, 2004, up to eighteen (18) credits may be granted for in-service programs or workshop credits for purposes of advancement to a higher salary level prior to earning a Master's Degree.
 2. Effective July 1, 2004, once a Master's Degree has been earned, up to six (6) credits may be granted for in-service programs or workshop credits for purposes of advancement to a higher salary level beyond the BA+32/MA column up to the MA+32 column, regardless of whether or not the teacher used less than eighteen (18) credits to advance to a higher salary level prior to obtaining a Masters' Degree. Credits granted under this subparagraph 2 must be earned after a Masters' Degree has been obtained.

3. Effective July 1, 2004, once a teacher has advanced to the MA+32 column on the salary guide, up to twelve (12) credits may be granted for in-service programs or workshop credits for purposes of advancement to a higher salary level, regardless of whether or not the teacher used less than six (6) credits to advance to a higher salary level after obtaining a Masters' Degree or used less than eighteen (18) credits prior to obtaining a Masters' Degree. Credits granted under this subparagraph 3 must be earned after the teacher has been placed on the MA+32 column of the salary guide.

H. Effective July 1, 1991, any credits in excess of thirty (30) credits which are required to complete a Master's Degree program shall not be utilized for purposes of advancement to a higher salary level.

Any teacher who was currently employed by the Board on July 1, 1991, or who was on a preferred eligibility list and is reemployed by the Board after July 1, 1991, shall maintain his/her current placement on the salary guide and any credits in excess of thirty (30) credits which are required to complete a Master's Degree Program shall be utilized for purposes of advancement to a higher salary level.

II. INCREMENTS FOR ALL EMPLOYEES

A. Increments will not be automatic but will be granted for satisfactory service upon the recommendation of the Superintendent of Schools, subject to the approval of the Board of Education. Failure in any given year to grant an increment does not create any future obligation to restore the increment.

- B. In any year an employee whose work is deemed unsatisfactory may, upon the recommendation of the Superintendent of Schools, have his/her increment withheld and thereby lose a step on the guide. Before making such recommendation to the Board, the Superintendent of Schools shall send the teacher written notice of such intention and give him/her an opportunity to discuss the reason for such action with the Superintendent.
- C. Additional increments may be granted within the guide upon the recommendation of the Superintendent of Schools, if the best interest of the school system warrants such action.
- D. Additional amounts above maximum may also be granted, upon the recommendation of the Superintendent of Schools, and approved by the Board, when in the judgment of the Board, the best interests of the school system are served by such action.

III. ADJUSTMENTS FOR ALL EMPLOYEES

In any year in which there is an upward revision of the salary guide, adjustments to the proper place on the guide may be withheld in whole or in part. Before making such recommendation to the Board, the Superintendent of Schools shall send the teacher written notice of such intention and give him/her an opportunity to discuss the reason for such action with the Superintendent. Future increases after withholding an adjustment will depend entirely upon the recommendation of the Superintendent and the approval of the Board of Education.

IV. ELEVEN MONTH PROFESSIONAL PERSONNEL

Will be employed for eleven (11) continuous months. Salary will be proper step on ten (10) month professional guide plus 10%.

V. RETROACTIVITY

All increases made to this 2012-2015 Agreement are retroactive to July 1, 2012 from the date of ratification and shall apply to all employed staff as of July 1, 2012.

APPENDIX A

TEACHERS' SALARY GUIDE 2012-2013


Step	BA	BA+16	BA+32/ MA	MA+16	MA+32	MA+45	PD	MA+60	Edd/ PhD	
1-2	49,318	52,288	55,258	58,228	61,198	61,943	62,683	63,428	64,168	Professional and/or Doctorate: A person may advance on either the Professional Diploma or the Doctoral Degree but not both. If a person obtains the Diploma and then the Doctoral Degree, the maximum increase shall be that which is listed for the Doctoral Degree.
3	50,320	53,290	56,260	59,230	62,200	62,945	63,685	64,430	65,170	
4	51,365	54,335	57,305	60,275	63,245	63,990	64,730	65,475	66,215	
5-6	52,770	55,740	58,710	61,680	64,650	65,395	66,135	66,880	67,620	
7	54,180	57,150	60,120	63,090	66,060	66,805	67,545	68,290	69,030	
8	55,590	58,560	61,530	64,500	67,470	68,215	68,955	69,700	70,440	
9	57,055	60,025	62,995	65,965	68,935	69,680	70,420	71,165	71,905	Educational credits: M+45 = Base Salary (M+32) + \$690 PD = Base Salary (M+32) + \$1,060 M+60 = Base Salary (M+32) + \$1,380 Thesis Approval = present salary plus 1/4 difference between present salary and base salary (M=32)=EdD Stipend EdD = Base Salary (M+32) + \$2,040
10	58,955	61,925	64,895	67,865	70,835	71,580	72,320	73,065	73,805	
11	60,855	63,825	66,795	69,765	72,735	73,480	74,220	74,965	75,705	
12/13	62,755	65,725	68,695	71,665	74,635	75,380	76,120	76,865	77,605	
14/15	64,655	67,625	70,595	73,565	76,535	77,280	78,020	78,765	79,505	
16	66,555	69,525	72,495	75,465	78,435	79,180	79,920	80,665	81,405	
17	68,455	71,425	74,395	77,365	80,335	81,080	81,820	82,565	83,305	
18	70,355	73,325	76,295	79,265	82,235	82,980	83,720	84,465	85,205	
19	72,255	75,225	78,195	81,165	84,135	84,880	85,620	86,365	87,105	
20	74,155	77,125	80,095	83,065	86,035	86,780	87,520	88,265	89,005	
21	76,055	79,025	81,995	84,965	87,935	88,680	89,420	90,165	90,905	
22	77,955	80,925	83,895	86,865	89,835	90,580	91,320	92,065	92,805	Longevity 17 + Years = \$600 20 + Years = \$1,200 25 + Years = \$1,800
23	79,870	82,840	85,810	88,780	91,750	92,495	93,235	93,980	94,720	
24	81,970	84,940	87,910	90,880	93,850	94,595	95,335	96,080	96,820	

PEOPLE WHO WERE MOVED TO STEP 23 IN THE BASE YEAR (96-97) WILL RECEIVE AN ADDITIONAL \$366.00 ABOVE STEP 23 IN THE 97-98 YEAR.

TEACHER'S SALARY GUIDE - 2013-2014

Step	BA	BA+16	BA+32/ MA	MA+16	MA+32	MA+45	PD	MA+60	Edd/ PhD	
1	49,780	52,750	55,720	58,690	61,660	62,405	63,145	63,890	64,630	Professional Diplomas and/or Doctorate: A person may advance on either the Professional Diploma or the Doctoral Degree but not both. If a person obtains the Diploma and then the Doctoral Degree, the maximum increase shall be that which is listed for the Doctoral Degree.
2-3	50,780	53,750	56,720	59,690	62,660	63,405	64,145	64,890	65,630	
4	51,780	54,750	57,720	60,690	63,660	64,405	65,145	65,890	66,630	
5	52,785	55,755	58,725	61,695	64,665	65,410	66,150	66,895	67,635	
6-7	54,180	57,150	60,120	63,090	66,060	66,805	67,545	68,290	69,030	
8	55,590	58,560	61,530	64,500	67,470	68,215	68,955	69,700	70,440	Educational credits: M+45 = Base Salary (M+32) + \$690 PD = Base Salary (M+32) + \$1,060 M+60 = Base Salary (M+32) + \$1,380 Thesis Approval = present salary plus ½ difference between present salary and base salary (M=32)=Edd Stipend Edd = Base Salary (M+32) + \$2,040 Longevity 17 + Years = \$600 20 + Years = \$1,200 25 + Years = \$1,800 Educational credits and longevity stipends are added individually to the base salary. Stipends are not added cumulatively.
9	57,055	60,025	62,995	65,965	68,935	69,680	70,420	71,165	71,905	
10	58,955	61,925	64,895	67,865	70,835	71,580	72,320	73,065	73,805	
11	60,855	63,825	66,795	69,765	72,735	73,480	74,220	74,965	75,705	
12	62,755	65,725	68,695	71,665	74,635	75,380	76,120	76,865	77,605	
13/14	64,655	67,625	70,595	73,565	76,535	77,280	78,020	78,765	79,505	
15/16	66,555	69,525	72,495	75,465	78,435	79,180	79,920	80,665	81,405	
17	68,455	71,425	74,395	77,365	80,335	81,080	81,820	82,565	83,305	
18	70,355	73,325	76,295	79,265	82,235	82,980	83,720	84,465	85,205	
19	72,255	75,225	78,195	81,165	84,135	84,880	85,620	86,365	87,105	
20	74,155	77,125	80,095	83,065	86,035	86,780	87,520	88,265	89,005	
21	76,055	79,025	81,995	84,965	87,935	88,680	89,420	90,165	90,905	
22	77,970	80,940	83,910	86,880	89,850	90,600	91,340	92,085	92,825	
23	79,970	82,940	85,910	88,880	91,850	92,600	93,340	94,085	94,825	
24	82,470	85,440	88,410	91,380	94,350	95,100	95,840	96,585	97,325	

PEOPLE WHO WERE MOVED TO STEP 23 IN THE BASE YEAR (96-97) WILL RECEIVE AN ADDITIONAL \$366.00 ABOVE STEP 23 IN THE 97-98 YEAR.


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TEACHER'S SALARY GUIDE - 2014-2015

Step	BA	BA+16	MA	MA+16	MA+32	MA+45	PD	MA+60	EdD/ PhD	
1	50,055	53,055	56,055	59,055	62,055	62,805	63,555	64,305	65,055	Professional Diplomas and/or Doctorate: A person may advance on either the Professional Diploma or the Doctoral Degree but not both. If a person obtains the Diploma and then the Doctoral Degree, the maximum increase shall be that which is listed for the Doctoral Degree.
2	51,055	54,055	57,055	60,055	63,055	63,805	64,555	65,305	66,055	
3-4	52,055	55,055	58,055	61,055	64,055	64,805	65,555	66,305	67,055	
5	53,060	56,060	59,060	62,060	65,060	65,810	66,560	67,310	68,060	
6	54,460	57,460	60,460	63,460	66,460	67,210	67,960	68,710	69,460	
7-8	55,865	58,865	61,865	64,865	67,865	68,615	69,365	70,115	70,865	Educational credits: M+45 = Base Salary (M+32) + \$690 PD = Base Salary (M+32) + \$1,060 M+60 = Base Salary (M+32) + \$1,380 Thesis Approval = present salary plus 1/2 difference between present salary and base salary (M+32)=EdD Stipend EdD = Base Salary (M+32) + \$2,040
9	57,270	60,270	63,270	66,270	69,270	70,020	70,770	71,520	72,270	
10	59,170	62,170	65,170	68,170	71,170	71,920	72,670	73,420	74,170	
11	61,070	64,070	67,070	70,070	73,070	73,820	74,570	75,320	76,070	
12	62,970	65,970	68,970	71,970	74,970	75,720	76,470	77,220	77,970	
13	64,870	67,870	70,870	73,870	76,870	77,620	78,370	79,120	79,870	
14/15	66,870	69,870	72,870	75,870	78,870	79,620	80,370	81,120	81,870	
16/17	68,870	71,870	74,870	77,870	80,870	81,620	82,370	83,120	83,870	
18	70,870	74,280	77,690	81,100	84,510	85,363	86,215	87,068	87,920	
19	72,870	76,280	79,690	83,100	86,510	87,363	88,215	89,068	89,920	
20	74,870	78,280	81,690	85,100	88,510	89,363	90,215	91,068	91,920	
21	76,870	80,280	83,690	87,100	90,510	91,363	92,215	93,068	93,920	Longevity 17 + Years = \$600 20 + Years = \$1,200 25 + Years = \$1,800
22	78,870	82,280	85,690	89,100	92,510	93,363	94,215	95,068	95,920	
23	80,870	84,280	87,690	91,100	94,510	95,363	96,215	97,068	97,920	
24	82,970	86,730	90,720	94,180	98,250	98,940	99,310	99,630	100,290	

PEOPLE WHO WERE MOVED TO STEP 23 IN THE BASE YEAR (96-97) WILL RECEIVE AN ADDITIONAL \$366.00 ABOVE STEP 23 IN THE 97-98 YEAR.

TEACHERS WHO WERE PAID ON THE MA COLUMN BASED ON BA+32 CREDITS PRIOR TO JUNE 1, 2014, SHALL CONTINUE TO BE PAID ON THAT COLUMN. EFFECTIVE JUNE 1, 2014, A TEACHER SHALL NOT ADVANCE BEYOND THE MA COLUMN UNLESS THE TEACHER OBTAINS THE GRADUATE CREDITS ENTITLING HIM OR HER TO SUCH ADVANCEMENT SUBSEQUENT TO EARNING A MASTER'S DEGREE.

7/30/14


TEACHER SALARY GUIDES
Advancement / Placement Chart

(Read directly across the line to track advancement/placement)

<u>2011-2012</u> <u>Step</u>		<u>2012-2013</u> <u>Step</u>		<u>2013-2014</u> <u>Step</u>		<u>2014-2015</u> <u>Step</u>
						1
				1	----->	2
1	----->	1-2	----->	2-3	----->	3-4
2	----->	3	----->	4	----->	5
3	----->	4	----->	5	----->	6
4-5	----->	5-6	----->	6-7	----->	7-8
6	----->	7	----->	8	----->	9
7	----->	8	----->	9	----->	10
8	----->	9	----->	10	----->	11
9	----->	10	----->	11	----->	12
10	----->	11	----->	12	----->	13
11-12	----->	12-13	----->	13-14	----->	14-15
13-14	----->	14-15	----->	15-16	----->	16-17
15	----->	16	----->	17	----->	18
16	----->	17	----->	18	----->	19
17	----->	18	----->	19	----->	20
18	----->	19	----->	20	----->	21
19	----->	20	----->	21	----->	22
20	----->	21	----->	22	----->	23
21	----->	22	----->	23	----->	24
22	----->	23	----->	24	----->	24
23	----->	24	----->	24	----->	24

APPENDIX B

CLASSROOM PARAPROFESSIONALS SALARY GUIDE - 2012-2013

1	17,399
2	17,499
3	17,599
4	17,699
5	17,889
6-7	18,129
8-9	18,524
10-11	19,164
12	19,889
13	20,639
14	21,414
15	22,214
16	23,039

CLASSROOM PARAPROFESSIONALS SALARY GUIDE - 2013-2014

1	17,539
2	17,639
3	17,739
4	17,839
5	18,029
6	18,269
7-8	18,664
9-10	19,304
11-12	20,029
13	20,779
14	21,554
15	22,354
16	23,179

CLASSROOM PARAPROFESSIONALS SALARY GUIDE - 2014-2015

1	17,731
2	17,831
3	17,931
4	18,031
5	18,221
6	18,461
7	18,856
8-9	19,496
10-11	20,221
12-13	20,971
14	21,746
15	22,546
16	23,371

**PARAPROFESSIONAL SALARY GUIDES
Advancement / Placement Chart**

(Read directly across the line to track advancement/placement)

<u>2011-2012</u> Step		<u>2012-2013</u> Step		<u>2013-2014</u> Step		<u>2014-2015</u> Step
						1
				1	----->	2
		1	----->	2	----->	3
1	----->	2	----->	3	----->	4
2	----->	3	----->	4	----->	5
3	----->	4	----->	5	----->	6
4	----->	5	----->	6	----->	7
5-6	----->	6-7	----->	7-8	----->	8-9
7-8	----->	8-9	----->	9-10	----->	10-11
9-10	----->	10-11	----->	11-12	----->	12-13
11	----->	12	----->	13	----->	14
12	----->	13	----->	14	----->	15
13	----->	14	----->	15	----->	16
14	----->	15	----->	16	----->	16
15	----->	16	----->	16	----->	16
16	----->	16	----->	16	----->	16

APPENDIX C

GUIDANCE PERSONNEL SALARY GUIDE - 2012-2015

BASE	\$ 1,119
STEP 1	\$ 1,400
STEP 2	\$ 1,681
STEP 3	\$ 1,962
STEP 4	\$ 2,238
STEP 5	\$ 2,518
STEP 6	\$ 2,794

APPENDIX D

ATHLETIC DEPARTMENT PERSONNEL SALARY GUIDE

2012-2013 and 2013-2014 school years

Coaches	2012-2014
Football	
Head Coach	\$7,355
Assistant Coaches	\$5,048
Wrestling/Basketball	
Head Coach	\$6,390
Assistant Coaches	\$4,617
Baseball/Softball	
Head Coach	\$5,949
Assistant Coaches	\$4,326
Track (Boys/Girls)	
Head Coach	\$5,949
Assistant Coaches	\$4,326
Soccer/Cheering	
Head Coach	\$5,949
Assistant Coaches	\$4,326
Golf/Bowling	
Head Coach	\$5,317
Tennis/Volleyball	
Head Coach	\$5,317
Assistant Coaches	\$3,781
Winter Track/Cross Country	
Head Coach	\$5,317
Assistant Coaches	\$3,781
Weight Training	\$4,326
Athletic Trainer	\$7,119

2014-2015 school year

POSITION

GROUP I

Football	\$8,055
Assistant Football (6)	\$5,548
Athletic Trainer	\$7,819

Group II

Wrestling	\$7,090
Assistant Wrestling (3)	\$5,117
Basketball (2)	\$7,090
Assistant Basketball (3)	\$5,117
Spring Track (2)	\$6,649
Assistant Spring Track (3)	\$4,826

Group III

Baseball	\$6,649
Assistant Baseball (2)	\$4,826
Softball	\$6,649
Assistant Softball (2)	\$4,826
Soccer (2)	\$6,649
Assistant Soccer (4)	\$4,826
Volleyball (2)	\$6,017
Assistant Volleyball (4)	\$4,281

Group IV

Winter Track	\$6,017
Assistant Winter Track (1)	\$4,281
Cheerleading	\$6,649
Assistant Cheerleading (2)	\$4,826
Cross Country	\$6,017

GROUP V

Bowling	\$6,017
Golf	\$6,017
Tennis (2)	\$6,017
Assistant Tennis (2)	\$4,281

Weight Room Supervisor	\$25 per hour
Middle School Coaching Staff	\$3,781 (per sport per season)

APPENDIX E

EXTRA PAY FOR EXTRA SERVICES

2012-2013 and 2013-2014 school years

<u>Position</u>	<u>2012-2014</u>
Assistant Band Coach	\$2,159
Assistant Drama Coach - High School	\$1,541
Band Coach	\$3,970
Class Advisor, Freshmen	\$1,388
Class Advisor, Sophomores	\$1,388
Class Advisor, Juniors	\$1,388
Class Advisor, Seniors	\$1,388
Color Guard Advisor	\$2,813
Coordinator of Nurses	\$3,685
Debate Club Advisor	\$3,070
Decathlon Advisor	\$1,297
Dramatics Director, High School	\$3,970
High School Newspaper	\$2,312
Honor Society, High School	\$1,388
Intramurals	\$6,168
Literary Magazine	\$925
Middle School Club Advisors (6)	\$546
Newsletter Literary Editor	\$2,186
Newsletter Production Editor	\$2,186
Production Manager/Costumes	\$1,161
Safety Patrol Advisors	\$616
Spring Concert Production	\$1,850
Stage Director, High School	\$3,970
Student Congress Advisor, High School	\$925
Theater Workshop, Middle School	\$2,048
Work/Study Coordinator	\$3,238
Yearbook, High School	\$2,312
Yearbook, Fund Raising, Middle School	\$1,366
Academic Coach	\$2,457
Peer Leaders	\$1,843
Middle School AVA Coordinator	\$1,228
Middle School Director of Activities	\$1,228
Dance Club Advisor	\$3,364
Assistant Dance Club Advisor	\$1,682

2014-2015 school year

POSITION	2014-2015
GROUP I	
Band Director*	\$4,570
HS Newspaper	\$5,536
HS Yearbook Advisor	\$5,536
TV Production Advisor	\$5,536
Academic Decathlon	\$1,797
STEM Advisor	\$3,685
HS Drama Club	\$3,970
Model UN	\$5,536
Senior Class Advisor	\$3,888
RWB Theater Workshop	\$2,548
RWB Yearbook Advisor	\$1,866
GROUP II	
Junior Class Advisor	\$2,000
Sophomore Class Advisor	\$2,000
Freshman Class Advisor	\$2,000
Color Guard Advisor*	\$3,213
Debate Club Advisor	\$3,070
Peer Transitions Advisor	\$3,070
Chemistry Olympics Advisor	\$3,070
Spring Concert Production	\$2,250
HS Stage Director	\$3,970
Dance Club Advisor	\$3,364
RWB Bears Club	\$1,046
Quiz Bowl Advisor	\$1,046
RWB League of Representatives	\$1,046
RWB National Jr Honor Society	\$1,046
Assistant Chemistry Olympics Advisor	\$1,046
Subject Honor Society Advisors	\$1,046
Taiko Drum Advisor	\$1,046
DASH Advisor (as needed)	\$25.00 per hour
GROUP III	
HS Peer Tutoring	\$2,143
Assistant Band Coaches*	\$2,143
STEM Mentors (5)	\$2,000

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RWB Newspaper Editor	\$846
RWB Jazz Club	\$846
RWB Art and Mural Club	\$846
RWB Multicultural Club	\$846

Group IV

HS National Honor Society	\$1,625
Student Congress	\$1,625
Literary Magazine	\$1,625
Safety Patrol Advisor (5)	\$916

*Stipend includes performances in the Bergenfield Borough Holiday Parades

Effective July 1, 2014, the Extra Pay for Extra Services schedule shall no longer provide for release periods during the school day.

8/4/14
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APPENDIX F

CUSTODIAL SALARY GUIDE - 2012-2015

Year One
(2012-2013)

Step	Cat. A	Cat. B	Cat. C	Cat. D	Cat. E
1	49,003	48,268	47,043	43,123	42,143
2	50,003	49,253	48,003	44,003	43,003
3	51,003	50,238	48,963	44,883	43,863
4	52,003	51,223	49,923	45,763	44,723
5	53,003	52,208	50,883	46,643	45,583
6	54,003	53,193	51,843	47,523	46,443
7	55,003	54,178	52,803	48,403	47,303
8-9	56,003	55,163	53,763	49,283	48,163
10-11	57,003	56,148	54,723	50,163	49,023
12	58,003	57,133	55,683	51,043	49,883
13	59,003	58,118	56,643	51,923	50,743
14	60,003	59,103	57,603	52,803	51,603
15	61,003	60,088	58,563	53,683	52,463
16	62,003	61,073	59,523	54,563	53,323

-
- Category A:** Head Custodian, High School, Middle School
 - Category B:** Head Custodian, Elementary Schools, Maintenance
 - Category C:** Grounds
 - Category D:** Assistant Head Custodian, High School, Middle School Custodians
 - Category E:** Custodians

An additional increment of \$350 may be granted after ten (10) and fifteen (15) years of continuous employment in the Bergenfield School System.

CUSTODIAL SALARY GUIDE - 2012-2015

Year Two
(2013-2014)

<u>Step</u>	Cat. A	Cat. B	Cat. C	Cat. D	Cat. E
1	49,709	48,963	47,721	43,744	42,750
2	50,709	49,948	48,681	44,624	43,610
3	51,709	50,933	49,641	45,504	44,470
4	52,709	51,918	50,601	46,384	45,330
5	53,709	52,903	51,561	47,264	46,190
6	54,709	53,888	52,521	48,144	47,050
7	55,709	54,873	53,481	49,024	47,910
8	56,709	55,858	54,441	49,904	48,770
9-10	57,709	56,843	55,401	50,784	49,630
11-12	58,709	57,828	56,361	51,664	50,490
13	59,709	58,813	57,321	52,544	51,350
14	60,709	59,798	58,281	53,424	52,210
15	61,709	60,783	59,241	54,304	53,070
16	62,709	61,768	60,201	55,184	53,930

-
- Category A:** Head Custodian, High School, Middle School
 - Category B:** Head Custodian, Elementary Schools, Maintenance
 - Category C:** Grounds
 - Category D:** Assistant Head Custodian, High School, Middle School Custodians
 - Category E:** Custodians

An additional increment of \$350 may be granted after ten (10) and fifteen (15) years of continuous employment in the Bergenfield School System.

CUSTODIAL SALARY GUIDE - 2012-2015

Year Three
(2014-2015)

<u>Step</u>	<u>Cat. A</u>	<u>Cat. B</u>	<u>Cat. C</u>	<u>Cat. D</u>	<u>Cat. E</u>
1	50,040	49,379	48,717	48,055	47,393
2	51,745	50,984	49,870	49,221	48,566
3	53,449	51,449	50,630	49,771	49,106
4	55,153	52,934	51,390	49,291	48,626
5	56,857	53,919	52,650	49,771	49,076
6	58,561	54,904	53,610	49,251	48,556
7	60,265	55,889	54,570	49,931	48,796
8	61,969	56,874	55,530	50,811	49,656
9	63,673	57,859	56,490	51,691	50,516
10-11	65,377	58,844	57,450	52,571	51,376
12-13	67,081	59,829	58,410	53,451	52,236
14	68,785	60,814	59,370	54,331	53,096
15	70,489	61,799	60,330	55,211	53,956
16	72,193	62,784	61,290	56,091	54,816

Category A: Head Custodian, High School, Middle School.

Category B: Head Custodian, Elementary Schools, Maintenance

Category C: Grounds

Category D: Assistant Head Custodian, High School, Middle School Custodians

Category E: Custodians

An additional increment of \$350 may be granted after ten (10) and fifteen (15) years of continuous employment in the Bergenfield School System.

CUSTODIANS SALARY GUIDES

Advancement / Placement Chart

(Read directly across the line to track advancement/placement)

<u>2011- 2012 Step</u>	<u>2012- 2013 Step</u>	<u>2013- 2014 Step</u>	<u>2014- 2015 Step</u>
			1
		1	2
	1	2	3
1	2	3	4
2	3	4	5
3	4	5	6
4	5	6	7
5	6	7	8
6	7	8	9
7-8	8-9	9-10	10-11
9-10	10-11	11-12	12-13
11	12	13	14
12	13	14	15
13	14	15	16
14	15	16	16
15	16	16	16
16	16	16	16

APPENDIX G

CERTIFIED PART-TIME HOURLY EMPLOYEES

Certified part time hourly
employees are hired at an
hourly rate of pay

1	\$13.00
2	\$13.50
3	\$14.00
4	\$14.50
5	\$15.00
6	\$15.50
7	\$16.00
8	\$16.50
9	\$17.00
Masters Add:	\$ 1.00
Masters+32 Add:	\$ 1.00

APPENDIX H

SECRETARIAL SALARY GUIDE 2012-2015

Year One
(2012-2013)

<u>Step</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>
1	39,950	34,225	33,460	37,660
2	40,935	35,065	34,280	38,585
3	41,920	35,900	35,095	39,510
4	42,905	36,740	35,915	40,440
5	43,890	37,575	36,735	41,365
6-7	44,878	38,415	37,555	42,295
8-9	45,865	39,255	38,375	43,220
10-11	46,865	40,110	39,205	44,150
12	47,865	40,855	40,040	45,105
13	48,865	41,815	40,875	46,045
14	49,865	42,665	41,705	46,985
15	50,865	43,520	42,540	47,925

Career Step: \$350 upon completion of 10 years service

Plus Step: \$350 each 3 years after 10 years of service up to a maximum of \$1,750

Positions:

Category A: Secretary to Assistant Superintendent for Curriculum/Instruction, High School Principal, Middle School Principal, Data Processing, Accounts Payable (12 Months)

Category B: Secretary to Elementary School Principal (\$750 differential over other 10 or 12 month secretaries is included)

Category C: All 10 Month Secretaries and Clerks

Category D: All other 12 Month secretaries and Clerks

SECRETARIAL SALARY GUIDE 2012-2015

Year Two
(2013-2014)

<u>Step</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>
1	40,675	34,950	34,185	38,385
2	41,660	35,790	35,005	39,310
3	42,645	36,625	35,820	40,235
4	43,630	37,465	36,640	41,165
5-6	44,615	38,300	37,460	42,090
7-8	45,600	39,135	38,275	43,015
9-10	46,587	39,975	39,095	43,940
11	47,590	40,838	39,930	44,885
12	48,590	41,680	40,765	45,830
13	49,590	42,540	41,600	46,770
14	50,590	43,390	42,430	47,710
15	51,590	44,245	43,265	48,650

- Career Step:** \$350 upon completion of 10 years service
- Plus Step:** \$350 each 3 years after 10 years of service up to a maximum of \$1,750
- Positions:**
- Category A:** Secretary to Assistant Superintendent for Curriculum/Instruction, High School Principal, Middle School Principal, Data Processing, Accounts Payable (12 Months)
- Category B:** Secretary to Elementary School Principal (\$750 differential over other 10 or 12 months secretaries is included)
- Category C:** All 10 Month Secretaries and Clerks
- Category D:** All other 12 Month secretaries and Clerks

SECRETARIAL SALARY GUIDE 2012-2015

Year Three
(2014-2015)

<u>Step</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>
1	41,800	45,875	50,110	54,510
2	42,500	46,720	51,205	55,740
3	43,200	47,640	52,385	57,070
4	44,070	48,645	53,680	58,505
5	45,000	49,745	55,110	60,055
6	46,000	50,965	56,685	61,735
7	47,140	52,330	58,420	63,565
8-9	48,530	53,875	60,370	65,685
10-11	49,990	55,610	62,565	68,040
12-13	50,510	56,480	63,990	69,690
14	51,505	57,515	65,645	71,525
15	52,505	58,760	67,480	73,565

Career Step: \$350 upon completion of 10 years service

Plus Step: \$350 each 3 years after 10 years of service up to a maximum of \$1,750

Positions:

Category A: Secretary to Assistant Superintendent for Curriculum/Instruction, High School Principal, Middle School Principal, Data Processing, Accounts Payable (12 Months)

Category B: Secretary to Elementary School Principal (\$750 differential over other 10 or 12 months secretaries is included)

Category C: All 10 Month Secretaries and Clerks

Category D: All other 12 Month secretaries and Clerks

**SECRETARY SALARY GUIDES
Advancement / Placement Chart**

(Read directly across the line to track advancement/placement)

<u>2011-2012</u> <u>Step</u>		<u>2012-2013</u> <u>Step</u>		<u>2013-2014</u> <u>Step</u>		<u>2014-2015</u> <u>Step</u>
						1
				1	----->	2
		1	----->	2	----->	3
1	----->	2	----->	3	----->	4
2	----->	3	----->	4	----->	5
3	----->	4	----->	5	----->	6
4	----->	5	----->	6	----->	7
5-6	----->	6-7	----->	7-8	----->	8-9
7-8	----->	8-9	----->	9-10	----->	10-11
9-10	----->	10-11	----->	11-12	----->	12-13
11	----->	12	----->	13	----->	14
12	----->	13	----->	14	----->	15
13	----->	14	----->	15	----->	15
14	----->	15	----->	15	----->	15
15	----->	15	----->	15	----->	15

APPENDIX I

BUS DRIVERS' SALARY GUIDE - 2012-2013

Year One
(2012-2013)

<u>Step</u>	<u>Bus</u>
1	26,690
2	26,890
3	27,135
4	27,825
5	28,700
6-7	29,575
8-9	30,450
10-11	31,325
12	32,200
13	33,075

BUS DRIVERS SALARY GUIDE - 2013-2014

Year Two
(2013-2014)

<u>Step</u>	<u>Bus</u>
1	26.973
2	27.173
3	27.373
4	28.063
5	28.938
6	29.813
7-8	30.688
9-10	31.563
11-12	32.438
13	33.313

BUS DRIVERS SALARY GUIDE - 2014-2015

Year Three
(2014-2015)

<u>Step</u>	<u>Bus</u>
1	27,790
2	27,990
3	28,190
4	28,390
5	29,265
6	30,140
7	31,015
8-9	31,890
10-11	32,765
12	33,640

**BUS DRIVER SALARY GUIDES
Advancement / Placement Chart**

(Read directly across the line to track advancement/placement)

<u>2011-2012</u>		<u>2012-2013</u>		<u>2013-2014</u>		<u>2014-2015</u>
<u>Step</u>		<u>Step</u>		<u>Step</u>		<u>Step</u>
						1
				1	----->	2
		1	----->	2	----->	3
1	----->	2	----->	3	----->	4
2	----->	3	----->	4	----->	5
3	----->	4	----->	5	----->	6
4	----->	5	----->	6	----->	7
5-6	----->	6-7	----->	7-8	----->	8-9
7-8	----->	8-9	----->	9-10	----->	10-11
9-10	----->	10-11	----->	11-12	----->	12
11	----->	12	----->	13	----->	12
12	----->	13	----->	13	----->	12
13	----->	13	----->	13	----->	12

APPENDIX J

BELL SCHEDULES

Middle School

Period	Time
HR	7:55-7:58
Period 1	8:01-8:50
Period 2	8:53-9:42
Period 3	9:45-10:34
Period 4	10:37-11:26
Period 5 Lunch	11:29-12:14
Period 6	12:17-1:06
OR	
Period 5	11:29-12:18
Period 6 Lunch	12:21-1:06
Period 7	1:09-1:58
Period 8	2:01-2:50

High School

Period	Time
Period 1	8:00-8:50
Period 2	8:54-9:44
Period 3	9:48-10:38
Period 4	10:42-11:32
Lunch	11:32-12:17
Period 5	12:17-1:07
Period 6	1:11-2:01
Period 7	2:05-2:55

The High School schedule consists of 8 academic periods, each of which is dropped once during each 8 day cycle.

AFFIRMATIVE ACTION

"It is the policy of the Bergenfield Board of Education not to discriminate in its educational programs, activities, employment policies, or admission policies and practices on the basis of race, color, natural origin, sex or handicap."

Title VI	Coordinator	Assistant Superintendent
Title IX	Coordinator	Assistant Superintendent
Title 504	Coordinator	Assistant Superintendent
ADA	Officer	Assistant Superintendent

Assistant Superintendent
100 South Prospect Avenue
Bergenfield, New Jersey 07621
(201) 385-8020