

CLEMENTON EDUCATION ASSOCIATION  
*AND*  
CLEMENTON BOARD OF EDUCATION



COLLECTIVE BARGAINING AGREEMENT

2022- 2025

## TABLE OF CONTENTS

Preamble.....	3
<b><u>Article</u></b>	
I. Recognition.....	4
II. Negotiation Procedure.....	5
III. Grievance Procedure.....	6
IV. Teacher Rights.....	9
V. Association Rights and Privileges.....	13
VI. Teacher Work Year.....	15
VII. Teaching Hours and Teaching Load.....	16
VIII. Salaries.....	18
IX. Teacher Assignment.....	20
X. Voluntary Transfers and Reassignments.....	21
XI. Association - Administration Liaison.....	22
XII. Sick Leave.....	23
XIII. Temporary Leaves of Absence.....	24
XIV. Maternity Leave.....	25
XV. Professional Development and Educational Improvement.....	27
XVI. Protection of Teachers, Students and Property.....	29
XVII. Insurance Protection.....	30
(Health Care Contributions Chart located in this section)	
XVIII. Representation Fee.....	35
XIX. Miscellaneous Provisions.....	38
(Schedule A and B located in this section)	
XX. Duration of Agreement.....	41

## PREAMBLE

This Agreement entered into this 1st day of July 2022, by and between the Board of Education of the Borough of Clementon, Camden County, New Jersey, hereinafter called the "Board" and the Clementon Education Association, hereinafter called the "Association."

## ARTICLE I

### RECOGNITION

- A. The Board hereby recognizes the Association as the majority representative for collective negotiation concerning the terms and conditions of employment for all certified personnel whether under contract, on leave, employed or to be employed by the Board, but excluding:

Superintendent of Schools

School Business Administrator/Board Secretary

Principal

Supervisor

Director of Special Services

Cafeteria Staff

Grounds Employees

Maintenance Employees

Custodial Personnel

Office Personnel

Community Education Coordinator

Instructional Aides

Sign Language Interpreter

Confidential secretaries

- B. Unless otherwise indicated, the term "teachers", when used hereinafter in this Agreement, shall refer to all certified personnel represented by the Association in the negotiating unit as above defined.

## ARTICLE II

### NEGOTIATION PROCEDURE

- A. The parties agree to enter into collective negotiations over a successor Agreement in accordance with Chapter 123, Public Laws 1975 in a good-faith effort to reach agreement on all matters concerning the terms and conditions of teacher's employment. Such negotiations shall begin no later than January of the calendar year in which this Agreement expires. Any Agreement so negotiated shall apply to all teachers and shall be presented to the Board and the Association for adoption and execution.
- B. During negotiations, the Board and the Association shall present relevant data, exchange points of view and make proposals and counter proposals.
- C. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party. The parties mutually pledge that their representative shall be clothed with all necessary power and authority to make proposals, consider proposals, and make counter proposals in the course of negotiations.
- D.
  - 1. All meetings between the parties shall take place when the teachers involved are free from assigned instructional responsibilities, at a time and place convenient to Board members, unless otherwise agreed.
  - 2. Should an amendment to this Agreement be negotiated by the parties, it shall be reduced to writing, after tentative agreement by negotiating parties, shall be adopted by the Board, and then signatures of the legal representatives of the Board and the Association be affixed.
- E. The Board agrees not to negotiate concerning said employees in the negotiating unit as defined in Article I of this Agreement, with any organization other than the Association for the duration of this Agreement, as provided by Chapter 123, Public Laws of 1975.

## ARTICLE III

### GRIEVANCE PROCEDURE

#### A. Definition

A grievance is a claim based upon an event or condition which affects the terms and conditions of employment of a teacher or group of teachers and/or the interpretation, meaning or application of any of the provisions of the Agreement. A grievance to be considered under this procedure must be initiated by the teacher or group of teachers, within thirty (30) school days from the time when the teacher or group of teachers knew, or should have known, of its occurrence.

The term "grievance" shall not apply to (a) any matter for which a method of review is prescribed by law, or (b) any rule or regulation of the State Commissioner of Education, or (c) any bylaw of the Board of Education, or (d) any matter which according to law is either beyond the scope of Board authority or limited to unilateral action by the Board alone, or (e) a complaint by any certificated personnel occasioned by appointment to, or lack of, appointment to, retention in or lack of retention in, any position for which tenure is either not possible or not required, or (f) a complaint of a non-tenured teacher which arises by reason of the teacher not being re-employed.

#### B. Procedure

1. Any teacher who has a grievance shall discuss it first with the Superintendent in an attempt to resolve the matter informally at that level with 24 hours' notice with meeting topic.
2. If as a result of the discussion, the matter is not resolved to the satisfaction of the teacher within three (3) school days, the teacher shall set forth their grievance in writing to the Superintendent of Schools specifying:
  - (a) The nature of the grievance, including the specific provision of the Agreement allegedly violated;
  - (b) The nature and extent of the injury, loss or inconvenience;
  - (c) The results of previous discussions;
  - (d) The teacher's dissatisfaction with decisions previously rendered; and
  - (e) The remedy sought.

The Superintendent of Schools shall communicate his/her decision to the teacher in writing within ten (10) school days of receipt of the written grievance.

### ARTICLE III

#### GRIEVANCE PROCEDURE

3. If the grievance is not resolved to the teacher's satisfaction by the Superintendent of Schools, the teacher may appeal the same, in writing, to the Board of Education, within five (5) school days of the teacher's receipt of the Superintendent's written decision. The appeal shall be submitted, with all supporting data, through the Superintendent of Schools, who shall immediately forward same to the Board. The Board, or a committee thereof, shall review the grievance, hold a hearing with the teacher and render a decision, in writing, within thirty-five (35) school days of the receipt of the grievance by the Board or of the date of the hearing with the teacher, whichever comes later.
4. The Association, as bargaining agent for the aggrieved party, shall have the right to appeal the decision of the Board within thirty (30) school days of the date of the decision of the Board. At such time, the Association shall notify the Board, by serving upon the Superintendent of Schools a notice of its intent to seek arbitration of the dispute. The parties shall thereafter promptly comply with the rules and regulations of the American Arbitration Association, or as otherwise agreed by the parties, in seeking an arbitrator and scheduling the arbitration hearing.
5. All costs and expenses of the arbitration hearings, incidental to the services of the American Arbitration Association, as well as the costs of shorthand recordings and transcripts, shall be borne and equally divided by the Board and the Association.
6. All proceedings under this appeal process herein described shall be in accordance with the rules, regulations, and practices of the American Arbitration Association and the decision of the arbitrator appointed as herein provided shall be binding upon all parties to the dispute.
7. The award of the arbitrator shall be in writing and shall be submitted to the Board and the Association within fifteen (15) school days after the decision of the arbitrator has been reached. Notice to the Board shall be given to the Superintendent of Schools. Notice to the Association shall be given to the then President of the Association.

### ARTICLE III

#### GRIEVANCE PROCEDURE

C. Rights of Teachers to Representation

1. Any aggrieved person may be represented at all stages of the grievance procedure by themselves or, at their option, by representatives of the person's choosing.
2. No reprisals of any kind shall be taken by the Board, by any member of the administration or by the Association, against any party in interest, any representative, or any other participant in the grievance procedure by reason of such participation.

D. Miscellaneous

1. All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.
2. All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives, unless otherwise provided by law.



## ARTICLE IV

### TEACHER RIGHTS

- A. Pursuant to Chapter 123, Public Laws of 1975, the Board hereby agrees that every teacher of the Board shall have the right freely to organize, join and support the Association and its affiliates for the purpose of engaging in collective negotiations for the mutual aid and protection of the Association. As a duly elected body, the Board undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce any teacher in its employment of any rights conferred by Chapter 123, Public Laws of 1975, of other laws of New Jersey or the Constitutions of New Jersey and the United States; that it shall not discriminate against any teacher with respect to hours, wages, or any terms or conditions of employment by reason of this membership in the Association and its affiliates, collective negotiations with the Board, or their institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.
- B. Nothing contained herein shall be construed to deny or restrict to any teacher such rights as they may have under New Jersey School Law or other applicable laws and regulations. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.
- C. No teacher shall be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without just cause. Any such action asserted by the Board, or any agent or representative thereof, shall be subject to the grievance procedure.
- D. Teachers shall be permitted to wear pins or other identification of membership in the Association and/or its affiliates.
- E. Evaluation

All evaluations shall be conducted openly and with full knowledge of the employees. The use of eavesdropping, public address, audio systems, telephone, cameras, or other video recording is strictly prohibited.

During a classroom or workplace formal evaluation, no tape recorders, videotape equipment, computers, telephones, or any other devices with video or audio recording capability shall be used to record the staff member. In the event that an informal observation or a corrective action plan requires videotaping the employee for the purposes of improving practice, the employee and administrator must agree to the date, time, and location for the video to take place. An immediate review of the video will take place with the administrator and employee. Following the meeting, the employee will delete the video. Only school equipment can be used for videotaping. A CEA representative will be present and notified by the CEA member of the date and time.

All evaluation reports, documents, records, and other evaluation material are strictly confidential and will not be made available or released to the public. The school district is fully responsible for the security of the employee evaluation records and data. Access shall only be permitted to the certified supervisor(s) conducting the evaluation, the individual employee, the association representative for fair representation purposes, other certified administrators, the Board as a whole, the Board Personnel Committee, confidential secretaries, and any state employee who requires to view personnel files as part of a monitoring process or audit.

1. No teacher member unless hired as a certificated supervisor or administrator in the district, nor any non-certificated staff member shall be permitted to evaluate, feed into the evaluation of, or participate in the evaluation in any way of any other certificated or non-certificated staff member. Use of any such information will render the evaluation null and void.
2. Following any evaluation, the teacher shall, within ten (10) school days, receive a copy of the evaluation report.
3. Following the receipt of the evaluation report, a conference shall be held between the teacher and the evaluator. The conference shall be held not more than five (5) school days after the evaluation.
4. During the conference the teacher and the evaluator shall review and discuss the evaluation report. The teacher and evaluator will sign the report to attest that they have seen and discussed the evaluation report. A copy of the signed evaluation will be provided to the teacher and the original will be retained in the teacher's personnel file. The signed copy may be uploaded into the evaluation software program.
5. Each employee shall have the right to attach a written statement of rebuttal/response/objections to each evaluation within 10 teaching staff member working days following the conference, not including the day of the conference. Any responses shall be attached to and remain with the evaluation, whether stored physically or electronically.
6. The evaluation report and the response, if any, shall be made a part of the teacher's personnel file, located in the Superintendent of Schools office and electronically.

#### F. Individual Professional Development Plan (PDP)

1. The individual Professional Development Plan (PDP) shall be developed by the teacher(s) and the teacher(s)' certified district supervisor.
2. The PDP shall be considered a living document. The employee shall have the right to modify the plans, goals, and activities listed throughout the calendar year to meet his/her emerging goals, amending the plan in collaboration with his/her immediate certified supervisor.

3. To meet the professional development requirement, each teacher shall be guided by an individualized professional development plan (PDP), which shall include at least 20 hours per year of qualifying activities.
4. The content of each PDP shall align with the current Professional Standards for Teachers and the Standards for Professional Learning. The PDP shall be effective for one year and shall specify, at a minimum, one area for development of professional practice derived from the results of evaluations and evidence accumulated through the teacher's annual performance evaluation.
5. Any professional development required of any school staff member - whether through a PDP or corrective action plan (CAP) - shall be provided during the regularly scheduled work year and work day.
6. Any professional development activity or experience required by the district or district administration shall be fully funded by the district, including payment of associated fees and expenses.
7. The PDP form shall be bargained between the majority representative and the school district.

G. Corrective Action Plan (CAP)

1. Any professional action plan required of any school staff member through a Corrective Action Plan (CAP) shall be job-embedded and provided during the regularly scheduled work year and work day. Any experiences which can help address the identified deficiency or deficiencies that are outside of the school day or year must be mutually agreed upon by the staff member and certified supervisor. In all instances, the district shall be responsible for payment of all fees, expenses, required resources, and additional compensation based on the individual's hourly rate if outside the work day.
2. A staff member who has a Corrective Action Plan that is not due to the teacher receiving a summative rating of Ineffective or Partially Effective on their annual performance review, can use the hours to complete the Corrective Action Plan towards their individual Professional Development Plan. In order to receive the professional development hours towards their individual Professional Development Plan, the content of the professional development, based on the Corrective Action Plan, must be specified in the teacher's individual Professional Development Plan. A teacher's Corrective Action Plan goals may necessitate more than the minimum requirements of 20 hours.
3. Any Corrective Action Plan shall be established for a period of not less than one year in order to provide the individual with sufficient time and multiple resources to address the identified deficiency or deficiencies, as well as the district to provide the necessary time, resources, and support. The year will begin on the day the Corrective Action Plan starts.
4. The employee who is required to have a Corrective Action Plan shall have the right to have an association representative present during any conference where a Corrective Action Plan is created.

5. Any evaluations for an individual who has a Corrective Action Plan shall be conducted for a minimum of 20 minutes and are not required to be announced.
6. Evaluations of individuals with a Corrective Action Plan shall be conducted by multiple observers who shall be certified district supervisors.

#### H. School Improvement Panel (SciP) Committee

1. The SciP shall be a standing committee that will function as the principle line of communication between the District and the Association on matters related to observation, evaluation, and professional development.
2. SciPs shall consist of at least one teacher from each of the following areas: grade 6-8, 3-5, PR-2, Special Education and Special Areas. Association SciP members shall be elected by the Association membership and shall be paid by the district at the following rate: \$43 for the 2022-2025 school years.
3. The SciP shall meet at least four times each school year for the purpose of reviewing, modifying, and improving the evaluation process and professional development plan so that it best fits the needs of the District.
4. The membership of the SciP shall follow the state guidelines.

#### I. Personnel Files

1. Teachers shall be permitted to review their personnel files with notice to the Superintendent of Schools.
2. No material shall be included in a teacher's personnel file unless it includes the name of the individual supplying the information.
3. Teachers shall be permitted to respond in writing to any document included in their files. The response shall be attached and made a part of the document which is to be included in the personnel file.
4. Teachers shall be permitted to request of the Superintendent the removal of any material that they believe is outdated or no longer relevant. The failure to remove said material shall not be the subject of a grievance.

## ARTICLE V

### ASSOCIATION RIGHTS AND PRIVILEGES

- A. Whenever any representative of the Association or any teacher is mutually scheduled by the parties to participate during working hours in negotiations, grievance proceedings, conferences, or meetings, they shall suffer no loss in pay. Whenever possible, such proceedings will not be scheduled during the teaching day.
- B. Employees of the New Jersey Education Association shall be permitted to transact official Association business on school property under the same conditions as any visitor to the Clementon School District.
- C. The Association and its representatives shall have the right to hold meetings in the school building upon notice to the Superintendent of Schools. The Superintendent may require forty-eight (48) hours' notice for such meeting when school activities or programs necessitate.
- D. The Association shall have the privilege to use school facilities and equipment, including typewriters, photocopying machines, other duplicating equipment, calculating machines, and all types of audio-visual equipment at reasonable times when such equipment is not otherwise in use. The Association shall pay for the reasonable cost of all materials and supplies incident to such use. The Association shall also pay for any damages incurred to the equipment as a result of Association use.
- E. The Association shall have the privilege to purchase expendable office supplies and other materials from the Board at the price paid by the Board.
- F. The Association shall have, in each school building, the exclusive use of a bulletin board in each faculty lounge and teachers' dining room. The Association shall also be assigned adequate space on the bulletin board in the central office for Association notices. The location of Association bulletin boards in each of said rooms shall be designated by mutual agreement. Copies of all materials to be posted on such bulletin boards shall be given to the Superintendent of Schools, but no approval shall be required.
- G. Upon request, the Association shall be granted time, at the end of any faculty meeting, staff meeting or workshop, for brief reports or announcements.

## ARTICLE V

### ASSOCIATION RIGHTS AND PRIVILEGES

- H. The Association shall have the right to place materials in the mailboxes of employees, with a copy of the same to the Superintendent. Placement shall be made by the President of the Association or by his/her designee. Materials placed in the mailboxes shall bear the name of the originator.
- I. When members of the bargaining unit are appointed to any screening or selection committee by the Superintendent of Schools/Board, it is clearly understood that any recommendation for hiring is reserved to the Superintendent/Board.
- J. The President of the Association shall be guaranteed release time daily during A.M. homeroom to conduct Association business.

## ARTICLE VI

### TEACHER WORK YEAR

#### In-School Work Year

##### A. Ten (10) Month Personnel

The In-School Work Year for teachers employed on a ten (10) month basis shall not exceed one hundred eighty (180) class teaching days per grade in addition to five (5) in-service days. Additionally, it is agreed that a monthly faculty meeting, to be held between 3:20 p.m. and 4:00 p.m., shall be attended by the teachers. Teachers shall be required to attend one (1) evening parent-teacher conference. Employees shall be dismissed with students on this day.

##### B. Definition of In-School Work Year

The In-School Work Year shall include days when pupils are in attendance, orientation days, in-service days, and any other days on which teacher attendance is required.

##### C. Inclement Weather

Teacher attendance shall not be required whenever student attendance is not required because of inclement weather.

##### D. School Calendar

Each school year prior to the adoption of the ensuing year's calendar, the Board will make available to the Association, the proposed school calendar for the purpose of receiving the Association's recommendation concerning said calendar.

## ARTICLE VII

### TEACHING HOURS AND TEACHING LOAD

A. As professionals, teachers are expected to devote to their assignments the time necessary to meet their responsibilities, but they shall not be required to "clock in" or "clock out" by hours and minutes. Teachers shall indicate their presence for duty by placing a check mark in the appropriate column of the faculty "sign in" roster as per existing practice. Teacher work days shall be 7 hours and 15 minutes. The instructional day will be approximately 5 hours and 30 minutes, with the total student day being 6 hours and 35 minutes. Instructional day adds a 15 minute teacher-supervised homeroom to the student day and excludes a 40 minute lunch period and a 40 minute teacher preparation period. Teachers shall be permitted to leave at the same time that students leave when their attendance is requested for Open House.

B. Preparation Time

1. For the 2022-2025 school years, each classroom teacher shall, in addition to their lunch period, have weekly preparation time of 150 minutes. This time will not be consecutive time and will not be on a daily basis, but will total 150 minutes per week.
2. When the school nurse is instructing a class, attendance in the classroom by the teacher shall be required.
3. Loss of preparation time will result in the following compensation:
  - a. \$43.00 for the 2022-2023, 2023-2024 and 2024-2025 school years.
4. Use of preparation time for grade level meetings shall not exceed two (2) per month.

C. Lunch Period

1. Teachers shall have a duty free lunch period of at least 40 minutes per day, between 11:00 a.m. and 1:00 p.m. when scheduling permits.
2. Teachers may leave the school building without requesting permission during their scheduled lunch period, providing the teachers check out and in.



- D. Each direct instructional staff member shall be provided with one (1) full in-service day to be held within the existing 185 contracted teacher days devoted only to curriculum development, student growth objectives (SGO), and/or student performance reporting, which could include data/assessment analysis, benchmarks, and report cards. An additional one (1) full in-service day to be held within the existing 185 contracted teacher days will be aligned to the Board approved District Professional Development Plan.
- E. Teachers shall be given three (3) school days beyond the end of the marking period to complete report cards at the completion of each marking period.
- F. If the District mandates new technology, staff will receive training in that technology.

## ARTICLE VIII

### SALARIES

- A. Salary guides shall apply to all certified personnel covered by Article I, Section A.
- B. The salaries of all teachers covered by this Agreement are set forth in Schedule "A" which is attached hereto and made a part hereof.
- C.
  - 1. Teachers employed on a ten (10) month basis shall be paid in twenty (20) equal semi-monthly installments with paydays being the 15th and 30th days of each month.
  - 2. All employees will have direct deposit.
  - 3. When a payday falls on or during a school holiday, vacation, or weekend, teachers shall receive their paychecks on the last previous working day.
  - 4. Teachers shall receive final contractual pay on June 30th.
- D. In recognition of the value of experienced teachers and loyal service to the district, the Board shall grant service increments over and above their regular place on the salary schedule to all certified teachers permanently employed and/or tenured prior to June 30, 1995. Said service does not have to be continuous. Said service increments shall be as follows:
  - 1. \$350.00 upon completion of their tenth (10<sup>th</sup>) year in the district.
  - 2. \$375.00 upon completion of their twentieth (20<sup>th</sup>) year in the district.
  - 3. \$425.00 upon completion of their twenty-fifth (25<sup>th</sup>) year in the district.
- E. Certified teachers doing home tutoring or bedside instruction shall be paid at the following rates:
  - a. \$43.00 for the 2022-2023, 2023-2024 and 2024-2025 school years.

## ARTICLE VIII

### SALARIES

- F. Upon earning an advanced degree, a teacher shall be paid according to the salary guide so adopted in Schedule "A." Additional compensation for graduate credits toward advanced degree shall be granted for every fifteen (15) graduate credits earned by a teacher in accordance with the salary guide so adopted in Schedule "A." Courses taken for graduate credits or an advanced degree shall be approved by the Board in advance in order to qualify for additional compensation. Satisfactory evidence of the attainment of an advanced degree or the earning of graduate credits shall be furnished to the Board prior to the approval of such additional compensation. A grade of "B" or above in graduate courses is required for compensation. Teachers shall notify the Board of their expectations by the November Board meeting in the school year in which they expect to be awarded a graduate degree or earn graduate credits, for budgetary purposes. The Board, in its discretion, may permit the substitution of undergraduate credits, when courses required for graduate degrees are only offered as undergraduate courses. Formal approval of such substitution must be secured from the Board.
- G. Each teacher shall be placed on their proper step of the salary scale beginning with the year of adoption of the scale and in accordance to Schedule "A."
- H. Certified teachers employed by the Board during the summer as teachers and/or for any program including, but not limited to, teaching, program development, curriculum planning, shall be paid at the following rates:
  - a. \$43.00 for the 2022-2025 school years
- I. Child Study Team summer employment will be paid at the hourly rate as stated above.
- J. The compensation guide for extra-curricular/co-curricular activities is as set forth in Schedule B that is attached hereto and made a part hereof
  - 1. Every staff member holding an extra-curricular/co-curricular position on Schedule B shall be provided a copy of the job description and a copy of the extra-curricular/co-curricular guidelines prior to signing their contract for the extra-curricular/co-curricular position. The staff will be required to adhere to guidelines for their position and the performance responsibilities for their position

## ARTICLE IX

### TEACHER ASSIGNMENT

#### A. Notification

##### 1. Date for Presently Employed Teachers

Except in the case of emergency, all teachers shall be given notice of their class and/or subject assignments and room assignments for the forthcoming year, not later than May 15th for each year.

##### 2. New Teachers

The Superintendent shall assign all newly appointed personnel to their specific positions within that subject area and/or grade level for which the Board has appointed them. The Superintendent of Schools shall give notice of assignments to new teachers as soon as practicable, and except in cases of emergency, not later than June 30th.

##### 3. Revisions

In the event that changes in such schedules, class and/or subject assignments, building assignments, or room assignments are changed after June 30<sup>th</sup>, the Association and any teacher affected shall be notified promptly in writing.

##### 4. Involuntary Transfers

- a. When an involuntary transfer (subject or grade level) has been made, the affected teachers(s) will be able to change supply orders for the upcoming school year to reflect the needs associated with the new assignment(s). Teachers involuntarily transferred shall receive an additional \$25 for supplies.
- b. When an involuntary room change occurs, affected teachers shall receive the following amounts for new room setup:

-Prior to July 30<sup>th</sup>:   \$100  
-After July 30<sup>th</sup>:       \$200

## ARTICLE X

### VOLUNTARY TRANSFERS AND REASSIGNMENTS

#### A. Notification of Vacancies

##### 1. Date

The Superintendent of Schools shall deliver to the Association and post a list of the known vacancies as they occur.

##### 2. Filing Requests

Teachers who desire a change in grade and/or subject assignment may file a written statement of such desire with the Superintendent of Schools. Such requests for reassignments for the following year shall be kept on file by the Superintendent of Schools.

##### 3. Posting

As soon as practicable, and within a reasonable length of time after notification of vacancy, the Superintendent of Schools shall post and deliver to the Association a district schedule showing the names of all teachers who have been reassigned and the nature of such reassignments.

#### B. Criteria for Assignment

In the determination of requests for voluntary reassignment, the wishes of the individual teacher shall be honored to the extent that the reassignment does not conflict with the best interests of the school system and the students.

## **ARTICLE XI**

### **ASSOCIATION - ADMINISTRATION LIAISON**

The Association shall select a Liaison Committee to meet with the Superintendent of Schools, at least once a month during the school year. The purpose of the meeting will be to review and discuss local school practices. Either the Association or the Superintendent may bring items for discussion to the meeting. The said Committee shall consist of the building representatives, and/or their alternates, and any other Association officers so designated by the building representatives.

## ARTICLE XII

### SICK LEAVE

- A. All teachers employed shall be entitled to ten (10) sick days each school year whether or not they report for duty on that day. Unused sick leave days shall be accumulated from year to year with no maximum limit.
- B. Teachers shall receive a written accounting of all accumulated sick leave days no later than September 30th of each school year.
- C.
  - 1. Any teacher, with at least 15 years of service in the Clementon School District who retires according to the provisions of the Pension and Annuity Fund in order to receive immediate benefits, as opposed to seeking deferred retirement, shall receive the following sum for unused sick leave:
    - a. For one (1) to fifty (50) days accumulated, payment shall be \$45.00 per diem;
    - b. For fifty-one (51) to one hundred fifty (150) days accumulated, payment shall be \$50.00 per diem for a maximum of one hundred fifty (150) days;
    - c. All new hires after July 1, 2011, will be reimbursed for no more than one hundred (100) days upon retirement.
  - 2. To be eligible for payment, each teacher shall notify the Board of his/her intention to retire by November 1<sup>st</sup> in the year prior to the year in which the teacher shall retire. Payment for said unused sick leave days shall be made by the following October 1<sup>st</sup>. In the event that said notice is not timely given, the Board may withhold payment up to the second October 1<sup>st</sup> after notice is given to the Board.

## ARTICLE XIII

### TEMPORARY LEAVES OF ABSENCE

- A. Teachers shall be entitled to the following temporary non-accumulative leaves of absence with full pay each school year:
1. Two (2) days leave of absence for personal, legal, business, household or family matters which require absence during school hours. Application to the Principal for personal leave shall be made at least one (1) day before taking such leave (except in the case of emergencies) and the applicant for such leave shall not be required to state the reason for taking such leave other than they are taking it under this Section.
  2. Up to four (4) days per contractual year with pay upon the death of parent, spouse, or child, or any household member, or up to three (3) days per contractual year with pay upon death of grandparent, aunt, uncle, son-in-law, daughter-in-law, father-in-law, mother-in-law, brother-in-law, brother, sister, sister-in-law. No more than a total of four (4) days per contractual year with pay are available under this provision. In addition, up to a total of three (3) days per year with pay are available in the event of the serious illness of a person described in this provision.
  3. Other leaves of absence with pay may be granted by the Board for good reasons.
- B. Leaves taken pursuant to Section A above shall be in addition to any sick leave to which the teacher is entitled.
- C. Personal days not taken under Section A of this Article shall be accumulated annual sick leave.
- D. School Visitation

Teachers shall be granted one (1) day for the purpose of visiting other schools or attending meetings or conferences of an educational nature.



## ARTICLE XIV

### MATERNITY LEAVE

- A. A teacher shall notify the Superintendent of Schools of her pregnancy within sixty (60) days after it is medically confirmed. The Superintendent of Schools and the tenured teacher shall agree upon an appropriate date for the commencement of the maternity leave. The Superintendent of Schools will then make his/her recommendation to the Board of Education who shall approve said leave of absence for tenured teachers not to exceed one (1) full year from the commencement of the maternity leave.

A pregnant teacher will not be relieved of her teaching duties solely on the fact that she is pregnant. The teacher may remain in her position as long as her doctor certifies she is able to continue teaching.

The teacher shall be allowed to continue normal teaching activity as long as she is physically able to do so. If the Board believes that her teaching performance has noticeably declined because of her physical condition, or capacity, the Board may remove the teacher from her duties if:

- (a) the teacher cannot produce a certification from her physician stating she is medically able to continue teaching, or
- (b) the Board's Chief Medical Officer and the teacher's physician agree that she cannot continue teaching, or if
- (c) following a difference of medical opinion between the Board's Chief Medical officer and the teacher's physician, the Board may request expert consultation in which case the two (2) physicians shall agree in good faith on a third impartial physician who shall examine the teacher and whose medical opinion shall be conclusive and binding on the issue of medical capacity to continue teaching.

A tenured teacher requesting maternity leave without pay must specify the date she intends to return so that proper notification can be given to the replacement teacher.

- B. In the case of non-tenured teachers, the Board will not be required to extend the leave of absence beyond the end of the contract year in which the leave is begun.
- C. In the case of termination of pregnancy for any reason other than normal birth, the teacher shall notify the Board of such circumstances and the Board shall honor a request to return earlier than the date originally established upon receipt of medical certification by the teacher's physician of physical fitness to teach.

## ARTICLE XIV

### MATERNITY LEAVE

#### D. Benefits

All benefits to which a teacher was entitled at the time the leave of absence commenced, including unused accumulated sick leave shall be assigned to the same position which was held at the time said leave commenced, if available, or if not, to a substantially equivalent position.

#### E. Salary

Upon returning from the leave, the teacher shall be placed on the next step on the salary scale, provided the teacher has worked five (5) months during that contract year.

#### F. Adoption

Any teacher adopting an infant or preschool Child shall receive similar leave, which shall commence, upon their receiving physical custody of said Child, or no more than thirty (30) days earlier, if necessary, to fulfill the legal requirements for said adoption.

#### G. Extensions and Renewals

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

#### H. Good Cause

Other leaves of absence without pay may be granted by the Board for good reasons.

**ARTICLE XV****PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT**

- A. In our rapidly changing society, teachers must constantly review curricular content, teaching methods and materials, educational philosophy and goals, social change and other topics related to education. The Board recognizes that it shares with its professional staff responsibility for the upgrading and updating of teacher performance and attitudes. The Board and the Association support the principle of continuing training of teachers and the improvement of the instruction, whenever required by and approved by the Board.
- B. To work toward the ends stated above, the Board agrees to the following provisions:
1. To pay the full cost of tuition and other reasonable expenses incurred in connection with any courses, workshops, seminars, conferences, in-service training sessions, or other such sessions which a teacher is required and/or requested by the administration and County Superintendent to take. Said teacher shall be compensated for all time spent in actual attendance at said session beyond their regular working day at the following rates:
    - a. \$43.00 for the 2022-2023, 2023-2024 and 2024-2025 school years.
  2. To cooperate with the Association in arranging in-service courses, workshops, conferences, and programs both county and local.
- C. The Board will reimburse certified staff members hired in a permanent and/or tenured status from a pool of funds in the following amounts: \$10,000.00 for the 2022-2025 school years. Reimbursements will be made on June 30 of each year. Course reimbursements shall not exceed \$1,500.00 per individual per year. Should reimbursement requests exceed the amount available, reimbursements will be prorated.
1. Certificated staff members must apply in writing to the Superintendent of Schools on a form provided by the Board prior to registering for the course and receive written approval before taking the course. Anticipated expenses are to be included in the application.

## ARTICLE XV

### PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

2. The purpose of the course shall be advanced training and courses for minimum certification will not be approved. Courses relative to elementary education and specialty areas within elementary education or job assignments will be the basis for approval.
3. A college course must be completed and an official transcript setting forth a grade of "B" or better be filed with the Board Secretary before reimbursement will be allowed, except in those courses where a pass/fail system is used, when a pass grade shall be filed.
4. Participation under this Article is voluntary and up to the discretion of the certificated staff member and participants will not be paid for time spent in attendance at courses, since it is not compulsory on the part of the Board or Administration as set forth in Section B above.
5. Certificated staff members must be under contract and returning for employment after September 1<sup>st</sup> of the new school year before reimbursement of summer school courses can be made. A teacher who voluntarily leaves employment within two (2) years of receiving tuition reimbursement shall repay the same to the Board of Education. For tenured staff, this provision will go into effect beginning Spring 2023.

## ARTICLE XVI

### PROTECTION OF TEACHERS, STUDENTS, AND PROPERTY

- A. A teacher may use reasonable force as is necessary to protect himself/herself from attack, to protect another person or property, to quell a disturbance threatening physical injury to others, or to obtain possession of weapons or other dangerous objects upon the person or within control of a pupil.
- B. Whenever any action is brought against a teacher before the Board or before the Commissioner of Education of the State of New Jersey which may affect their employment or salary status, the Board shall reimburse them for the cost of their defense if the action is dismissed or results in a final decision in favor of the teacher, pursuant to the Article.
- C.
  - 1. The Board shall give full support, including legal and other assistance, for any assault upon the teacher while acting in the discharge of their duties.
  - 2. When absence arises out of or from such assault or injury, the teacher shall not forfeit any sick leave or personal leave.
  - 3. Benefits payable under this Agreement while the recipient is receiving temporary workmen's compensation benefits equal the difference between said benefits and the teacher's regular salary. Benefits shall be further payable until such time as said teacher is able to return to his/her teaching position.
- D.
  - 1. Teachers shall immediately report cases of assault suffered by them, in connection with their employment, to the Superintendent of Schools.
  - 2. The Superintendent of Schools shall comply with any reasonable request from the teacher for information relating to the incident or the persons involved, and shall act in appropriate ways as liaison between the teacher, the police, and the courts.
- E. If criminal or civil proceedings are brought against a teacher, assuming that he/she committed an assault in connection with his/her employment, such teacher may request the Board to furnish legal counsel to defend him/her in such proceedings. If the Board does not provide such counsel and the teacher prevails in the proceedings, then the Board shall reimburse the teacher for counsel fees incurred by him/her in his/her own defense.

## ARTICLE XVII

### INSURANCE PROTECTION

A. The Board shall provide the health care insurance protection designated below. The Board shall pay the full premium for each teacher and in cases where appropriate, for family plan insurance coverage.

1. For each teacher who remains in the employ of the Board for the full school year, the Board shall make payment of the insurance premiums to provide insurance coverage for the full twelve (12) month period commencing September 1<sup>st</sup> and ending August 31<sup>st</sup>, when necessary, premiums on behalf of the teacher shall be made retroactively or prospectively to assure uninterrupted participation and coverage. Employee health benefit mandatory contribution payments in accordance with Chapter 78 Law, Tier 4. Employee health benefit mandatory contribution payments toward health benefit premiums for the July 1, 2022– June 30, 2025 contract, shall be as set forth on the Chart below at Tier 4, not to exceed 23% of the premium costs.

Teachers enrolled in the New Jersey Educator's Plan or Garden State Plan shall contribute toward the cost of their health insurance benefits in accordance with the provisions of Chapter 44.

2. Provisions of the health care insurance program shall be detailed in master policies and contracts agreed upon by the Board and shall include:

All current members of the Clementon Education Association have the right to choose one of the four (4) Board of Education offered medical insurance plans, POS \$10/\$15/70%, POS \$5/\$5/50%, NJEHP and GSP. Open enrollment will take place July 1 and January 1 of each year for anyone wishing to make changes to their health plan.

3. Employees hired between **July 1, 2018** and **July 1, 2020** shall have the POS \$5/PCP \$5 specialist insurance plan as their base plan. One tenure is achieved, these employees will have no restrictions to opt into any other health insurance plan. Before achieving tenure, these employees may "buy up" to opt into any other plan at their own expense.
4. Employees hired after July 1, 2020 shall be enrolled in the New Jersey Educator's Plan or Garden State Plan.

B. Full family prescription coverage shall be provided by the Board subject to contributions set forth in Chapter 78, Tier IV.

Co-payments shall be \$20 generic and \$30 brand for both retail and mail order.

C. The Board shall provide to each teacher a description of the health care insurance coverage provided under this Article, with whatever the carrier shall provide.

**CLEMENTON BOARD OF EDUCATION**  
**Percentage of Premium Chart for**  
**Health Benefit Contributions**

<b>Single</b>		<b>Member/Spouse/Partner or Parent/Child Coverage</b>		<b>Family Coverage</b>	
<b>Salary Range</b>	<b>July 2016 &amp; after</b>	<b>Salary Range</b>	<b>July 2016 &amp; after</b>	<b>Salary Range</b>	<b>July 2016 &amp; after</b>
Less than \$20,000	4.5%	Less than \$25,000	3.5%	Less than \$25,000	3.0%
\$20,000 - \$24,999.99	5.5%	\$25,000 - \$29,999.99	4.5%	\$25,000 - \$29,999.99	4.0%
\$25,000 - \$29,999.99	7.5%	\$30,000 - \$34,999.99	6.0%	\$30,000 - \$34,999.99	5.0%
\$30,000 - \$34,999.99	10.0%	\$35,000 - \$39,999.99	7.0%	\$35,000 - \$39,999.99	6.0%
\$35,000 - \$39,999.99	11.0%	\$40,000 - \$44,999.99	8.0%	\$40,000 - \$44,999.99	7.0%
\$40,000 - \$44,999.99	12.0%	\$45,000 - \$49,999.99	10.0%	\$45,000 - \$49,999.99	9.0%
\$45,000 - \$49,999.99	14.0%	\$50,000 - \$54,999.99	15.0%	\$50,000 - \$54,999.99	12.0%
\$50,000 - \$54,999.99	20.0%	\$55,000 - \$59,999.99	17.0%	\$55,000 - \$59,999.99	14.0%
\$55,000 - \$59,999.99	23.0%	\$60,000 - \$64,999.99	21.0%	\$60,000 - \$64,999.99	17.0%
\$60,000 - \$64,999.99	23.0%	\$65,000 - \$69,999.99	23.0%	\$65,000 - \$69,999.99	19.0%
\$65,000 - \$69,999.99	23.0%	\$70,000 - \$74,999.99	23.0%	\$70,000 - \$74,999.99	22.0%
\$70,000 - \$74,999.99	23.0%	\$75,000 - \$79,999.99	23.0%	\$75,000 - \$79,999.99	23.0%
\$75,000 - \$79,999.99	23.0%	\$80,000 - \$84,999.99	23.0%	\$80,000 - \$84,999.99	23.0%
\$80,000 - \$84,999.99	23.0%	\$85,000 - \$89,999.99	23.0%	\$85,000 - \$89,999.99	23.0%
\$85,000 - \$89,999.99	23.0%	\$90,000 - \$94,999.99	23.0%	\$90,000 - \$94,999.99	23.0%
\$95,000 & over	23.0%	\$100,000 & over	23.0%	\$100,000 & over	23.0%

# NJ EDUCATORS HEALTH PLAN

## CONTRIBUTION SCHEDULE<sup>1</sup>

BASE SALARY OR PENSION <sup>2</sup> AMOUNT	LEVEL OF COVERAGE/PERCENTAGE OF SALARY			
	Single	Parent/child(ren)	Two Adults	Family
Up to - \$40,000	1.7%	2.2%	2.8%	3.3%
\$40,001 - \$50,000	1.9%	2.5%	3.3%	3.9%
\$50,001 - \$60,000	2.2%	2.8%	3.9%	4.4%
\$60,001 - \$70,000	2.5%	3.0%	4.4%	5.0%
\$70,001 - \$80,000	2.8%	3.3%	5.0%	5.5%
\$80,001 - \$90,000	3.0%	3.6%	5.5%	6.0%
\$90,001 - \$100,000	3.3%	3.9%	6.0%	6.6%
\$100,001 - \$125,000 <sup>3</sup>	3.6%	4.4%	6.6%	7.2%

<sup>1</sup> This contribution cannot exceed the previous Ch. 78 contribution. In every case, the lower contribution applies.

<sup>2</sup> Only applicable to retirees required to contribute under Ch. 78. Retirees currently receiving or eligible to receive premium-free health benefits will continue to do so.

<sup>3</sup> For any employee earning a base salary above \$125,000, the maximum contribution will be based on a salary of \$125,000.

### ARTICLE XVII

#### INSURANCE PROTECTION

- D. The Board shall provide dental insurance for each teacher with a work week of Thirty (30) hours or more through the Dental Option Plan, a subsidiary of Horizon Blue Cross and Blue Shield of New Jersey, or equivalent.
- E. During the life of the within Agreement, the Association may seek to obtain employee/spouse, parent and Child, as well as, family dental insurance coverage for members of the bargaining unit at their own expense. The Board agrees to make payroll deductions for such insurance coverage, if obtained, but the Board shall not be responsible for the cost of such insurance coverage.
- F. "Pursuant to the provisions of the Civil Union Act, during the life of the within Agreement, health care insurance coverage shall be provided to civil union partners of employees under the same conditions as insurance coverage is provided to husband(s)/wife(s) of employees."
- G. The Board shall provide the health care insurance in accordance with the provisions of this Article XVII to all employees covered under the within Agreement who are employed for thirty (30) or more hours.
- H. Insurance Coverage Opt-Out Provision

Commencing July 1, 2006, Clementon Education Association members may opt-out of the Health Insurance Coverage provided by the Board of Education upon submission of



proof of alternative health insurance coverage. The Board of Education shall establish an IRC Section 125 Plan.

1. Each year the Board shall provide appropriate forms to all employees. Forms must be completed and returned to the Business Office no later than May 1<sup>st</sup> of each year.
2. Employees who elect to waive coverage pursuant to this plan. (i.e., opt out of medical and/or prescription plans) shall be entitled to receive payment as follows:
  - a. **Medical and Prescription**

Family Coverage to No Coverage	\$2,000
Parent/Child to No Coverage	\$1,500
Employee/Spouse to No Coverage	\$1,500
Single Coverage to No Coverage	\$1,000
  - b. **Medical Coverage Only**

Family Coverage to No coverage	\$1,500
Parent/Child to No Coverage	\$1,000
Employee/Spouse to No Coverage	\$1,000
Single Coverage to No Coverage	\$ 500
3. Payment of waivers shall be paid in two equal installments. The first installment will be made on the second payday in December. The second installment will be made on the second payday in June of the same school year.
4. Employees must waive or opt out of such insurance coverage for a full year to be eligible for payments.
5. Employees who have no other comprehensive insurance coverage shall not be permitted to participate in this plan.
6. Any employee enrolled in a health benefit plan, excluding the New Jersey Educator's Plan and Garden State Plan, will receive the following stipends in each year of the July 1, 2022 – June 30, 2025 contract:
  - a. \$1,000 for family coverage.
  - b. \$750 for parent/child and employee/spouse.
  - c. \$500 for single coverage.
7. Payment of monies shall be paid in two equal installments. The first installment will be made on the second payday in December. The second installment will be made on the second payday in June of the same school year.
8. Employees who have initially opted out may not re-enter the plan until open enrollment of the following year (i.e., July 1). Employees, however, may re-enroll without lapse in coverage due to the occurrence of a life event, terminating the other coverage. "Life event" shall cover change of status due to death, divorce, separation of employment, retirement, or unemployment of spouse. Should the employment status of such employee change, there shall be prorated payment based upon the time elapsed in the plan. In the event such separation of

employment is due to death, his/her estate shall receive such prorated payment. Should an employee resign, he/she shall receive prorated payment.

9. The monies paid under the Health Insurance Opt-Out Provision is taxable income and will be treated as such.
10. Any employee whose spouse is enrolled in State Health Benefits Program is not eligible to waive or opt out of such insurance coverage as per the new rules and regulation of the State of New Jersey.

## ARTICLE XVIII

### REPRESENTATION FEE

#### A. Purpose of Fee

If an employee does not become a member of the Association during any membership year (i.e., from September 1<sup>st</sup> to the following August 31<sup>st</sup>) 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, or the pro-rated part thereof. The purpose of this fee will be to offset the employee's per capita cost of services rendered by the Association as majority representative.

#### B. Amount of Fee

##### 1. Notification

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 determined by the Association in accordance with the law.

The Association shall certify, in writing, to the Board, prior to the start of each membership year, that the amount of the representation fee to be assessed does not exceed the maximum amount allowed by law, of dues, fees and assessments and does not include any amount of dues, fees and assessments that are expended: (1) for partisan political or ideological activities or causes that are only incidentally related to terms and conditions of employment, or (2) applied toward the costs of benefits available only to members of the Association.

##### 2. Legal Maximum

In order to adequately offset the per capita cost of services rendered by the Association as majority representative, the representation fee should be equal in amount to the regular membership dues, initiation fees and assessments charged by the Association to its own members, and the representation fee may be set up to 85% of that amount as the maximum presently allowed by law. If the law is changed in that regard, the amount of the representation fee automatically will be increased to the maximum allowed, said increase or decrease to become effective as of the beginning of the Association membership year immediately following the effective date of the change.

## ARTICLE XVIII

### REPRESENTATION FEE

#### C. Deduction and Transmission of Fee

##### 1. Notification

Once during each membership year covered in whole or in part by this Agreement, the Association will submit to the Board a list of those employees who have not become members of the Association for the then current membership year. The Board will deduct from the salaries of such employees, in accordance with paragraph 3 below, the full amount of the representation fee and promptly will transmit the amount so deducted to the Association.

##### 2. Indemnification and Save Harmless Provision

###### a. Liability

The Association agrees to indemnify and hold the Board harmless against any liability which may arise by reason of any action taken by the Board in complying with the provisions of this Article, provided that:

1. The Board gives the Association timely notice in writing of any claim, demand, suit or other form of liability in regard to which it will seek to implement this paragraph; and
2. If the Association so requests in writing, the Board will surrender to its full responsibility for the defense of such claim, demand, suit or other form of liability and will cooperate fully with the Association in gathering evidence, securing witnesses and in all other aspects of said defense.

###### b. Exception

It is expressly understood that paragraph 1 above will not apply to any claim, demand, suit or other form of liability which may arise as a result of any type of willful misconduct by the Board or the Board's imperfect execution of the obligations imposed upon it by this Article.

##### 3. Payroll Deduction Schedule

The Board will deduct the representation fee in equal installments, as nearly as possible, from the paychecks paid to each employee on the aforesaid list during the remainder of the membership year in question. The deductions will begin with the first paycheck paid:

- (a) ten (10) days after receipt of the aforesaid list by the Board; or
- (b) thirty (30) days after the employee begins their employment in a bargaining unit position, unless the employee previously served in a bargaining unit position and continued in the employ of the Board in a non-bargaining unit position or was on layoff, in which event the deductions will begin with the first

paycheck paid ten (10) days after the resumption of the employee's employment in a bargaining unit position, whichever is later.

#### 4. Termination of Employment

If an employee who is required to pay a representation fee terminates his/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, no further fees shall be due to the Association.

#### 5. 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.

#### 6. New Employees

On or about the fifteenth day of each month, beginning with the month this Agreement becomes effective, the Board will submit to the Association a list of all employees who began their employment in a bargaining unit position during the preceding month. The list will include names, job titles and dates of employment for all such employees.

#### 7. Effective Date

The provisions of this Article shall become effective for the school year beginning July 1, 2022.

## ARTICLE XIX

### MISCELLANEOUS PROVISIONS

- A. The within Agreement constitutes Board and Association policy for the term therein provided, and the Board and the Association shall carry out the commitments contained therein and give them full force and effect.
- B. If any provisions of the Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- C. Any individual contract between the Board and an individual teacher, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement during its duration, shall be controlling.
- D. Copies of this Agreement shall be reproduced at the expense of the Association and the Board within thirty (30) days after the Agreement is signed and presented to all teachers now employed, hereafter employed, or considered for employment by the Board. The Board shall furnish the supplies and the Association shall provide the labor.
- E. Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provisions of this Agreement, either party shall do so by mail or a personally delivered letter, or as either party may in writing direct the other, at the following addresses:

- 1. If by the Association, to the Board at:

Clementon Elementary School  
4 Audubon Avenue  
Clementon, New Jersey 08021

- 2. If the Board, to the Association at:

Clementon Elementary School  
4 Audubon Avenue  
Clementon, New Jersey 08021

SCHEDULE A

2021-2022

<b>Salary Guide</b>						
<b>Step</b>	<b>BA</b>	<b>BA+15</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>
<b>1</b>	53,331	54,371	55,411	56,781	57,931	59,131
<b>2</b>	53,831	54,871	55,911	57,281	58,431	59,631
<b>3</b>	54,531	55,571	56,611	57,981	59,131	60,331
<b>4</b>	55,231	56,271	57,311	58,681	59,831	61,031
<b>5</b>	55,931	56,971	58,011	59,381	60,531	61,731
<b>6-7</b>	56,931	57,971	59,011	60,381	61,531	62,731
<b>8-9</b>	57,931	58,971	60,011	61,381	62,531	63,731
<b>10</b>	59,531	60,571	61,611	62,981	64,131	65,331
<b>11</b>	61,231	62,271	63,311	64,681	65,831	67,031
<b>12</b>	62,931	63,971	65,011	66,381	67,531	68,731
<b>13</b>	64,681	65,721	66,761	68,131	69,281	70,481
<b>14</b>	66,431	67,471	68,511	69,881	71,031	72,231
<b>15</b>	68,381	69,421	70,461	71,831	72,981	74,181
<b>16</b>	71,681	72,721	73,761	75,131	76,281	77,481
<b>17</b>	74,999	76,039	77,079	78,449	79,599	80,799
<b>17A</b>	78,530	79,570	80,610	81,980	83,130	84,330
<b>18</b>	82,430	83,470	84,510	85,880	87,030	88,230

## SCHEDULE B

ACTIVITY	2022-2025
Basketball Head Coach (Boys & Girls)	\$2,500.00
Assistant Basketball Coach (Boys & Girls)	\$1,701.00
Soccer Head Coach	\$2,500.00
Assistant Soccer Coach	\$1,701.00
Softball Head Coach	\$2,500.00
Assistant Softball Coach	\$1,701.00
Baseball Head Coach	\$2,500.00
Assistant Baseball Coach	\$1,701.00
Cheerleading Head Coach	\$2,500.00
Student Government and Safety Patrol	\$2,500.00
National Junior Honor Society	\$1,556.00
Band	\$1,556.00
Drama	\$3,000.00
Chorus	\$2,500.00
Yearbook	\$1,000.00
Art Challenge	\$1,500.00
8th Grade Promotion	\$1,000.00
Lego Robotics x 2	\$2,500.00
OnCourse Trainer	\$6,000.00



**ARTICLE XX**

**DURATION OF AGREEMENT**

This Agreement shall be effective as of July 1, 2022, and shall continue in effect until June 30, 2025. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

In witness whereof the Association has caused this Agreement to be signed by its president and secretary, and the Board has caused this Agreement to be signed by its president, attested by its secretary, and its corporate seal to be placed hereon, all on the 22<sup>ND</sup> day of AUGUST 2022.

**CLEMENTON EDUCATION  
ASSOCIATION**

**BOARD OF EDUCATION OF THE  
BOROUGH OF CLEMENTON**

By: Kelly Kolody  
Kelly, Kolody, President

By: Katherine Anderson  
Katherine Anderson, President

Attest: Karen Tropp  
Karen Tropp, Secretary

Attest: Donna L. Phillips  
Donna L. Phillips,  
School Business Administrator /  
Secretary

Attest: Nicole Palermo  
Nicole Palermo - Chairperson  
CEA Negotiations Committee

Attest: Kathleen Haines  
Kathleen Haines, Superintendent

Revised 6/2022

**YEAR 1**2022-23 *Clementon Teachers***Salary Guide**

<b>Step</b>	<b>BA</b>	<b>BA+15</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>
1	54,441	55,481	56,521	57,891	59,041	60,241
2	54,941	55,981	57,021	58,391	59,541	60,741
3	55,641	56,681	57,721	59,091	60,241	61,441
4	56,341	57,381	58,421	59,791	60,941	62,141
5	57,041	58,081	59,121	60,491	61,641	62,841
6	58,041	59,081	60,121	61,491	62,641	63,841
7-8	59,041	60,081	61,121	62,491	63,641	64,841
9-10	60,641	61,681	62,721	64,091	65,241	66,441
11	62,341	63,381	64,421	65,791	66,941	68,141
12	64,041	65,081	66,121	67,491	68,641	69,841
13	65,791	66,831	67,871	69,241	70,391	71,591
14	67,541	68,581	69,621	70,991	72,141	73,341
15	69,491	70,531	71,571	72,941	74,091	75,291
16	72,746	73,786	74,826	76,196	77,346	78,546
17	76,046	77,086	78,126	79,496	80,646	81,846
17A	79,596	80,636	81,676	83,046	84,196	85,396
18	84,430	85,470	86,510	87,880	89,030	90,230

2,000

**YEAR 2**

**2023-24 Clementon Teachers**

**Salary Guide**

<b>Step</b>	<b>BA</b>	<b>BA+15</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>
<b>1</b>	54,751	55,791	56,831	58,201	59,351	60,551
<b>2</b>	55,251	56,291	57,331	58,701	59,851	61,051
<b>3</b>	55,951	56,991	58,031	59,401	60,551	61,751
<b>4</b>	56,651	57,691	58,731	60,101	61,251	62,451
<b>5</b>	57,351	58,391	59,431	60,801	61,951	63,151
<b>6</b>	58,351	59,391	60,431	61,801	62,951	64,151
<b>7</b>	59,551	60,591	61,631	63,001	64,151	65,351
<b>8-9</b>	61,151	62,191	63,231	64,601	65,751	66,951
<b>10-11</b>	62,851	63,891	64,931	66,301	67,451	68,651
<b>12</b>	64,551	65,591	66,631	68,001	69,151	70,351
<b>13</b>	66,351	67,391	68,431	69,801	70,951	72,151
<b>14</b>	68,251	69,291	70,331	71,701	72,851	74,051
<b>15</b>	70,251	71,291	72,331	73,701	74,851	76,051
<b>16</b>	73,551	74,591	75,631	77,001	78,151	79,351
<b>17</b>	77,051	78,091	79,131	80,501	81,651	82,851
<b>17A</b>	80,626	81,666	82,706	84,076	85,226	86,426
<b>18</b>	86,430	87,470	88,510	89,880	91,030	92,230

2,000

**YEAR 3**

**2024-25**     *Clementon Teachers*

**\*\*\* Step 17B to be added at 11:59 pm on June 30, 2025 and remove step 1 as well\*\*\***

**Salary Guide**

<b>Step</b>	<b>BA</b>	<b>BA+15</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>
<b>1</b>	55,466	56,506	57,546	58,916	60,066	61,266
<b>2</b>	55,966	57,006	58,046	59,416	60,566	61,766
<b>3</b>	56,466	57,506	58,546	59,916	61,066	62,266
<b>4</b>	56,966	58,006	59,046	60,416	61,566	62,766
<b>5</b>	57,666	58,706	59,746	61,116	62,266	63,466
<b>6</b>	58,666	59,706	60,746	62,116	63,266	64,466
<b>7</b>	59,866	60,906	61,946	63,316	64,466	65,666
<b>8</b>	61,466	62,506	63,546	64,916	66,066	67,266
<b>9-10</b>	63,166	64,206	65,246	66,616	67,766	68,966
<b>11-12</b>	64,966	66,006	67,046	68,416	69,566	70,766
<b>13</b>	66,866	67,906	68,946	70,316	71,466	72,666
<b>14</b>	68,866	69,906	70,946	72,316	73,466	74,666
<b>15</b>	70,966	72,006	73,046	74,416	75,566	76,766
<b>16</b>	74,366	75,406	76,446	77,816	78,966	80,166
<b>17</b>	77,866	78,906	79,946	81,316	82,466	83,666
<b>17A</b>	81,411	82,451	83,491	84,861	86,011	87,211
<b>18</b>	88,430	89,470	90,510	91,880	93,030	94,230

2,000