

AGREEMENT
BETWEEN
THE MOUNT EPHRAIM PARAPROFESSIONALS ASSOCIATION AND
THE MOUNT EPHRAIM BOARD OF EDUCATION
July 1, 2023 - June 30, 2027

TABLE OF CONTENTS

ARTICLE		PAGE
	PREAMBLE	2
1.	RECOGNITION	2
2.	NEGOTIATION PROCEDURE	2
3.	GRIEVANCE PROCEDURE	3
4.	ASSOCIATION RIGHTS and PRIVILEGES	4
5.	EMPLOYEE RIGHTS	4
6.	EVALUATION	5
7.	EMPLOYMENT NOTIFICATION	5
8.	SALARIES	5
9.	LEAVE OF ABSENCES	5
10.	WORKING CONDITIONS	8
11.	INSURANCE	9
12.	PROFESSIONAL DEVELOPMENT	10
13.	RIGHT TO JOIN ASSOCIATION	10
14.	PROTECTION OF UNIT MEMBERS	10
15.	PARAPROFESSIONAL/ADMINISTRATION LIAISON	10
16.	MISCELLANEOUS	11
17.	DURATION OF AGREEMENT	11

Appendix SALARY GUIDES

PREAMBLE

This Agreement entered into this 1st day of July 2023, by and between the Board of Education of the Borough of Mount Ephraim, New Jersey, hereinafter called the "Board," and the Mount Ephraim Paraprofessionals Association, hereinafter called the "Association."

ARTICLE 1

RECOGNITION

- A. Pursuant to N.J.S.A 34: 13A-1 et seq., known as the "New Jersey Employer-Employee Relations Act," the Board recognized the Association as the exclusive representative for the purpose of collective negotiations concerning the terms and conditions of employment for all regularly employed Paraprofessionals, RBTs , and Administrative Assistants, (hereinafter individually or collectively referred to as "unit member(s)")¹ but excluding
1. All administrators, including but not limited to Chief School Administrator, Director of Curriculum and Instruction, Child Study Team Director, Principal, Supervisor of Curriculum and Instruction, Business Administrator/Board Secretary
 2. Confidential Administrative Assistants
 3. Per Diem Substitutes
 4. Long-term Substitutes
 5. All other employees of the Board not enumerated in Paragraphs A-1, 2, 3, and 4 above. All references to the female gender shall apply equally to the male gender; and
 6. Custodians.

ARTICLE 2

NEGOTIATION PROCEDURE

- A. The parties agree to enter into collective negotiations over a successor agreement in accordance with N.J.S.A 34:131A et seq., in good faith effort to reach agreement on matters concerning the terms and conditions of members' employment. Any Agreement so negotiated shall apply to all members of the unit as defined, be reduced to writing, signed by the Board and the Association, be ratified by the Association, and be adopted by the Board.
- B. During the negotiations, the Board and the Association shall present relevant data, exchange points of view, and may make proposals and counterproposals.
- C. Neither party in any negotiation shall have any control over the selection of the negotiation representatives of the other party.
- D. This Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiations. During the term of this Agreement, neither party shall be required to negotiate with respect to any such matter, whether or not covered by this Agreement, including whether or not within the knowledge of contemplation of either or both of the parties at the time they negotiated or executed this Agreement.
- E. Pursuant to N.J.S.A. 34:13A-1 et. Seq., and decisions rendered by PERC and the Courts, modifications of terms and conditions of employment shall be negotiated with the majority representative.
- F. 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.
- G. The scattergram shall be established for successor negotiations based upon the unit composition as of October 15 of the final year of this Agreement.

¹ In this Agreement, where Association members are referred to by their individual title, the Article provision shall apply only to members working under that individual title. Where Association member(s) are referred to as unit member(s), the Article provision shall apply to all Association members.

ARTICLE 3
GRIEVANCE PROCEDURE

A. Definition

1. A "grievance" shall mean a claim by a unit member that there has been a misinterpretation, misapplication or a violation of Board Policy, this Agreement, or an administrative decision adversely affecting the terms and conditions of employment. A grievance, to be considered under this procedure, must be initiated by the unit member within fifteen (15) school days of the time that he/she knew or should have known of its occurrence.
2. These proceedings will be kept informal and confidential as may be appropriate at any level of this procedure.
3. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved employee to proceed to the next step. Failure at any step of the procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at the step.
4. Unit Members shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been fully determined.
5. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum, and every effort should be made to expedite the process. The time limits specified may be extended by mutual agreement.

B. Rights of Unit Members to Representation

1. Any aggrieved unit members may be represented at all formal stages of grievance procedure by herself, or at her option, by representatives selected by the Association.
2. When a unit member is not represented by the Association in the processing of a grievance, the Association shall at the time of submission of the grievance at Level Two be notified that the grievance is in process, have the right to be present and present its position in writing at all meetings with the unit member held concerning the grievance, and shall receive a copy of all decisions rendered.

C. Procedure

1. Level One-Any unit member who has a grievance shall discuss it first with the Chief School Administrator in an attempt to resolve the matter informally at this level.
2. Level Two-If, as a result of the discussion, the matter is not resolved to the satisfaction of the aggrieved unit member, within fifteen (15) school days, she may set forth her grievance, in writing, to the Chief School Administrator on the grievance forms provided. Either the Chief School Administrator or aggrieved Unit Member may request a conference. The Chief School Administrator shall communicate his decision to the aggrieved Unit Member in writing with thirty (30) calendar days of receipt of the written grievance.
An aggrieved Unit Member, in order to process her grievance beyond Level Two, must have her request for such action accompanied by the written recommendation for such action by the Association.
3. Level Three-If the grievance is not resolved to the grievant satisfaction, the grievant may request a review by the Board of Education. Such a request shall be made no later than ten (10) calendar days after the receipt of the Chief School Administrator, with a copy to the Secretary of the Board of Education. The Board, or a committee thereof, shall review the grievance and shall hold a hearing with the grievant at the next scheduled Board meeting or within thirty (30) calendar days of receipt of the grievance by the Board Secretary.
No claim by a Unit Member shall constitute a grievable matter beyond Level Three if it pertains to:
 - a. Any matter for which a detailed method of review is prescribed by law;
 - b. Any rule of regulation of the State Commissioner of Education;
 - c. Any policy of the Board of Education except for misinterpretation, misapplication or violation of a policy directly affecting a Unit Member's terms and conditions of employment;
 - d. Any matter which according to law is beyond the scope of Board authority or limited to Board action alone;
 - e. Any complaint of a Unit Member which arises by reason of his not being employed;
 - f. Any midyear termination or non-renewal of a Unit Member.
4. Level Four-If the aggrieved Unit Member is dissatisfied with the Board's decision at Level Three, and if the grievance pertains to a violation of this Agreement between the Board and the Association, the aggrieved Unit Member may request the appointment of an arbitrator. Such request shall be forwarded to the Chief School

Administrator no later than fourteen (14) calendar days after the decision in writing by the Board of Education or committee thereof.

D. Procedure for Securing the Services of an Arbitrator

The following procedure will be used to secure the services of an arbitrator:

1. The request will be made to PERC to submit a roster of persons qualified to function as an arbitrator in the dispute in question.
2. If the parties are unable to determine a mutually satisfactory arbitrator from the submitted list, they will request PERC to submit a second roster of names.
3. If the parties are unable to determine within ten (10) school days of the initial request for arbitration, a mutually satisfactory arbitrator from the second submitted list, PERC may be requested by either party to designate an arbitrator.
4. The arbitrator shall limit himself to the issues submitted to him and shall consider nothing else. He can add nothing to, nor subtract anything from, the Agreement between the two parties or a Policy of the Board. The findings of the arbitrator shall be non-binding to the parties. Only the Board and the Aggrieved and her representatives shall be given copies of the arbitrator's report of findings and recommendations. This shall be accomplished within thirty (30) days of the completion of the arbitrator's hearings.

E. Contents of Forms

Grievance forms shall be available in the office of each school and shall contain:

1. The nature of the grievance with specific reference to the contract clause, policy or administrative decision which has been violated;
2. The approximate date of the occurrence;
3. The results of previous discussions;
4. Her dissatisfaction with decisions previously rendered; and
5. Relief sought

ARTICLE 4

ASSOCIATION RIGHTS and PRIVILEGES

- A. The Board agrees to make available to the Association minutes of all public Board meetings via the school website.
- B. The Association and its representatives may use school buildings at all reasonable hours for meetings provided that the permission of the Chief School Administrator is obtained prior to such use. Such permission shall not be withheld unreasonably. The Association's use of the school buildings may not interfere with school operations.
- C. The Association shall have access to use school facilities and equipment, including but not limited to computers, typewriters, copying machines, calculation machines and all types of technology and audio-visual equipment at reasonable times when such equipment is not otherwise in use. Permission of the Principal or his designee shall be required. No such equipment shall be removed from school property, The Association will pay for any damage incurred and for the supplies used.
- D. The Association's use of school facilities and equipment shall be limited to Association business of a non-adversarial nature. Association business of a non-adversarial shall include collective bargaining up to the mediation stage.

ARTICLE 5

EMPLOYEE RIGHTS

- A. Whenever an employee is required to attend any investigative interview with the Chief School Administrator or any other supervisory staff in which the employee reasonably believes might result in disciplinary action, the employee shall have the right to request union representation. Upon such request, the Chief School Administrator or supervisor shall either grant union representation or discontinue the interview.
- B. No Unit Member 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 not

be made public and shall be subject to the grievance procedure set forth herein. Withholding of an increment or raise on a non-disciplinary basis shall not be determined arbitrarily or capriciously. Mid-year terminations and non-renewals of employment shall not be considered disciplinary and are not subject to the just cause standard and the grievance procedure herein beyond Step 3.

ARTICLE 6

EVALUATION

- A. Upon reasonable request and upon notice to the Chief School Administrator or his designee, a Unit Member shall be permitted to examine evaluation reports in her personnel folder as maintained in the office of the Chief School Administrator.

ARTICLE 7

EMPLOYMENT NOTIFICATION

- A. Unit Members will receive notice of their future employment status no later than May 15th.

ARTICLE 8

SALARIES

- A. The salary guides are attached hereto and made part hereof in Appendix "A" and are mutually agreed upon by the Association and the Board.
- B. Regular pay days will be the fifteenth and thirtieth of the month.
- C. Members will receive their full daily rate of pay for all scheduled half days as well as delayed openings and emergency early dismissals.
- D. A Unit Member may individually elect to have an interest-bearing account opened in his name with the South Jersey Federal Credit Union. The Board agrees to make automatic payroll deductions from each pay to be deposited into such account. A fixed dollar amount must be designated.
- E. When payday falls on or during a school holiday, vacation, or weekend members shall receive their paycheck on the last previous working day.
- F. The Board will directly deposit a member's paycheck into the account(s) designated by the member. Participation in direct deposit is mandatory.
- G. A one-time one-thousand dollar (\$1,000) seniority payment shall be made (non-accumulative) on the first pay date in June to a paraprofessional who has completed 20 years of continuous service. This one-time lump sum seniority payment is not pensionable.
- H. Hourly Rates:
- Paraprofessionals and Administrative Assistants - \$20 per hour
 - RBTs - \$22 per hour
- I. Salary – 20% over four years
- Year 1 – 7% inclusive of any increment
 - Year 2 – 7% inclusive of any increment
 - Year 3 - 3% inclusive of any increment
 - Year 4 - 3% inclusive of any increment

ARTICLE 9

LEAVES OF ABSENCE

- A. All members shall be entitled to ten days sick leave per year. Administrative Assistants shall be entitled to one sick day per month of employment prorated. Unused days of sick leave shall be accumulated from year to year.
1. Employment in the Board's Extended School Year (ESY) Program shall not count for purposes of accrual of sick leave and paid sick days may not be used during ESY.
- B. All unit members shall be entitled, in any contract year, to four (4) non-accumulative days with full pay. A maximum of two days may be used consecutively: =
1. Three (3) personal leave of absence days for which no reason other than "personal" need be given.
 2. One (1) personal business day. Unit members shall use a personal business day only for business that cannot be conducted outside the normal school day. Examples of valid reasons for using a personal business day:
 - a. Court appearance
 - b. House or property settlement
 - c. Family medical emergency
 - d. Educational convention or conference approved by the Chief School Administrator
 - e. Examination for state license
 - f. Own marriage or that of a son or daughter
 - g. Death of a friend
 - h. Religious holiday
 - i. Family illness

Examples of invalid reasons for using a personal business day (this list is not all inclusive):

- a. Travel
 - b. Vacation
 - c. Accompanying friends or relatives on business trips
 - d. Conventions for civic, social or club organizations
1. Unused Personal leave days shall accumulate for the purpose of sick leave from year to year. Mid-year hires shall have their personal leave prorated.
 2. Unit Members shall be entitled to leave for maternity and/or child rearing purposes pursuant to relevant provisions of the Federal Family Medical Leave Act and the New Jersey Family Medical Leave Act.
 3. Unit Members shall be entitled to leave for Jury Service and shall receive his/her normal compensation from the Board for each day the employee is present for jury service, pursuant to N.J.S.A. 2B:20-16
 4. Members shall be entitled to Bereavement Leave for family members as follows:
 - a. Five (5) days shall be granted in the event of the death of an immediate member of the family (husband, wife, child, parent, sister or brother, grandchild).
 - b. Three (3) days shall be granted in the event of the death of an extended family member (grandparents, and immediate family in-laws).
 - c. One (1) emergency bereavement day may be granted for the death of a family member or close friend.
 5. Member Payment for Accumulated Sick Leave
 - a. Any member who actively retires according to the provision of the PERS is entitled to receive immediate, rather than "deferred" benefits, and who has a minimum of twenty five (25) continuous years of service in

the Mount Ephraim School District shall be eligible for payment of unused sick leave. Any approved leave of absence shall not be considered a disruption of service.

- b. Payment shall be made on or about July 1 following the school year in which the member retires; provided, however, the member has notified the Board of his/her intention to retire by December 1 of the school year in which he/she retires. Failure to comply with the above cited procedures shall result in delay of said payment for one additional school year until July 1 of the subsequent school year, following the school year in which payment normally would have been made. The retiring member may choose to defer payment of unused sick leave at retirement until July 1 of the subsequent year.
- c. The Board shall compensate the member accumulated sick leave according to the following schedule:

2023-2027 \$50/day for a maximum of \$5,000

6. Vacation for Administrative Assistants

- a. The Procedure for utilizing sick leave, personal leave, and vacation time shall be given to administrative assistant staff by August 15th of each year.
- b. Administrative Assistants

2.5 days after three months

5 days after six months

10 days after 1 year

15 days after 5 years

20 days after 10 years

- c. Vacation days shall be submitted for approval no less than 72 hours in advance to the immediate supervisor and are subject to approval.

7. Work Year and Holidays for Administrative Assistants shall be granted as follows

- a. Holidays

Columbus Day shall be a Holiday if it is a Holiday in the school calendar for students and staff

New Year's Eve

New Year's Day

Martin Luther King Day

President's Day

Good Friday

Easter Monday

Memorial Day

July 4th

Labor Day

Thanksgiving Holiday (Thursday and Friday)

Christmas Eve

Christmas Day

Day after Christmas

Winter Break*

Spring Break *

NJEA Convention Days *

Juneteenth

- b. Work Year

Administrative Assistants shall work the same schedule as their direct supervisor.

Administrative Assistants required to work during NJEA and spring break will be given one (1) day of compensatory time to be used as a paid holiday in accordance with vacation set forth above. Any Compensatory time days will not carry over into the next contract year.

- d. Administrative Assistants Compensation for Accumulated Sick Leave Upon Retirement

- a. Supplemental payment for accumulated sick leave shall be payable only at the time of retirement and shall not be paid to the individual's estate or beneficiaries in the event of the individual's death prior to retirement.
 - i. Administrative Assistants hired before July 1, 2018, the Board shall compensate accumulated sick leave according to the following schedule:
 - 1. Rate established by the current teacher's contract.
 - ii. Administrative Assistants hired after July 1, 2018, they shall receive compensation at \$50 per day upon retirement up to a maximum of \$5,000.00.
- b. Unit members shall provide a doctor's note upon their return after three consecutive days of absence or at the request of the Chief School Administrator or his\her designee.

ARTICLE 10

WORKING CONDITIONS

- A. Part time paraprofessionals shall work 6 hours per day inclusive of a half hour duty free lunch. No paraprofessional shall work more than 29.5 hours per week. Working schedule will be determined by the Chief School Administrator or his/her designee.
 - a. The in-school work year for paraprofessionals and RBTs employed on a ten-month basis shall not exceed one hundred eighty-six (186) days, including two in-service days before students arrive in September and four additional in-service days. New paraprofessionals and RBTs may be required to attend one additional orientation day. Unused emergency closing days will not be later utilized as school closures or half day dismissals.
 - b. Paraprofessionals and RBT shall participate in one after school faculty meeting per month.
 - c. Paraprofessionals and RBT shall have a thirty (30) minute duty free lunch on regular workdays.
 - d. Voluntary Transfers and Reassignments
 - 1. Paraprofessionals who desire to transfer to another position may file a written statement of such desire with the Chief School Administrator or designee. Such statement shall include the position(s) to which a transfer is desired, in order of preference.
 - e. Involuntary Transfers
 - 1. Salary will be adjusted if member is voluntarily going to a lower position or moving from full-time to part-time.
 - 2. Notice of an involuntary transfer or reassignment shall be given to paraprofessionals as soon as practicable.
 - f. Vacancies
 - 1. Notice of vacancies shall be forwarded to the Association president and posted for five school days in the main office of all buildings.
 - 2. Paraprofessionals may forward their application in writing to the Chief School Administrator.
 - 3. When school is not in session, notices of vacancies will be emailed to the Association President.
 - 4. All vacancies shall be posted internally for 5 school days, before being advertised externally.
 - g. Property Damage and Insurance
 - 1. Members shall be compensated for any damage or loss of personal property while on-the-job, which shall be provided through the Board of Education policies for such liabilities.
- B. Administrative Assistants working conditions shall be as follows:
 - a. Administrative Assistants shall work 37.5 hours per week. The regular workday shall be consistent with the building schedule. Working schedule will be determined by the Chief School Administrator or their designee. The District shall provide one forty-five-minute duty free lunch on regular work days.
 - b. Full-Time (preschool) Paraprofessionals shall work equivalent to the teachers' workday inclusive of a 45-minute duty free lunch. No full time (preschool) paraprofessional shall work more than 36.25 hours per week. Preschool paraprofessionals shall attend two night events per year. One of these nights shall be Back to School Night and the other shall be one of two preschool evening events. Administration should determine the attendance for those events.
 - c. Preschool Paraprofessionals will attend the monthly one hour long Teaching and Learning Meeting.

- C. RBTs
 - a. RBT shall work 7.25 hours per day which is inclusive of a half hour duty free lunch. The RBT workday shall be equivalent to the teachers' workday. No RBT shall work more than 36.25 hours per work.
- D. Perfect Attendance
 - a. An employee who does not utilize paid time off or unpaid time off, other than for jury duty, during each marking period shall receive a payment of One Hundred and Twenty-Five Dollars (\$125) within sixty (60) days of the conclusion of the marking period. Employees must have at least an effective rating on their summative evaluation and be in good standing to qualify for the payment. Good standing is lost if the employee has been subjected to written reprimand sent to an employee's personal file, suspension, or has been recommended for termination.
 - b. The Board shall allocate the aggregate maximum of [\$5000] during each school year of this agreement for payment of the perfect attendance award. If the number of unit members eligible for this benefit will exceed the amount allocated in each year, the payment to each employee in that year shall be prorated from the maximum allocated.
 - c. Retirement shall be the only exception for a prorated share. If the unit member is hired or begins work midyear following a leave of absence, they are ineligible for Perfect Attendance.

ARTICLE 11

INSURANCE

- A. Part-Time unit members shall have the option to enroll in the District's Health, Prescription/ and Dental plans with the unit member paying 100% of the cost.
- B. Unit members assigned to work 30 or more hours per week shall be considered full-time and shall be entitled to single coverage Board paid Health, Prescription and Dental Plans equal to the insurance plans of the teaching staff and consistent with State Law regarding premium contributions.
- C. Administrative Assistants shall be eligible for single coverage for insurance for the first four years of full-time employment in the district. After completing year four, Administrative Assistants will be eligible for non-single coverage at the time of open enrollment in the District.
- D. Full-time unit members are eligible for an "opt-out" payment for duplicate coverage equal to the same percentage negotiated in the current teacher's contract at the level of coverage to which they would otherwise be entitled to receive Board paid insurance. (For example, a preschool paraprofessional with 8 years of experience would be entitled to single insurance such that the buy-out, if covered by a spouse, would be based upon the single coverage premium.)
- E. Years worked while employed part-time do not count toward the four-year aggregate requirement to receive non-single coverage.

ARTICLE 12

PROFESSIONAL DEVELOPMENT

- A. The Board shall compensate paraprofessional wishing to enroll in further education at the rate of one (1) Camden County Community College course or any other pre-approved accredited college course at the Camden County Community College rate.
- B. There shall be a cap of \$2,000 per year to be shared by all of the paraprofessionals for further education and professional development.
- C. Tuition Reimbursement – Staff members must remain employed for three years after the payment of tuition reimbursement. If any member voluntarily leaves the district voluntarily during that three-year period, they shall owe the district a pro-rated amount for reimbursed course(s) as followed: within one year from the date of reimbursement – 100% of the reimbursed amount; within two years from the date of reimbursement – 75% of the reimbursed amount; within three years from the date of reimbursement - 50% of the reimbursed amount.

- D. All requirements for professional development and tuition reimbursement must be met in order to qualify for reimbursement of course work. Payment shall be paid in each school year to paraprofessionals upon successful completion, i.e. a grade of "B" or "A" or a passing grade in a pass/fail course, of courses for educational improvement. Such payment shall be made in accordance with the following conditions:
1. The Chief School Administrator must approve the course, or courses, prior to registration;
 2. The course is offered by an accredited educational institution;
 3. The course directly relates to the paraprofessional's classroom duties and responsibilities;
 4. Courses required as part of a graduate program which has been approved by the Board of Education shall be exempt from the requirement set forth in Subsection 2c herein above.
 5. Reimbursement shall be made provided that proof of registration and official verification of grade is presented to the Chief School Administrator within thirty (30) days after receipt by the paraprofessional from the educational institutions. Said payment will be made within thirty (30) days following the submission of the required paperwork.
- E. Pre-approved professional development workshops/training in-district or out-of-district, as pre-approved by the Administration, shall be provided as a professional day of absence and compensated as a workday.

ARTICLE 13

RIGHT TO JOIN ASSOCIATION

- A. Any employee hired under a title that is recognized by this Agreement shall be made aware of the right to join the Association.

ARTICLE 14

PROTECTION OF UNIT MEMBERS

- A. Unit Members shall immediately report cases of injury suffered by them in connection with their employment to their principal or other immediate supervisor.

ARTICLE 15

PARAPROFESSIONAL/ADMINISTRATION LIAISON

- A. A Liaison Committee for each school building shall meet with the principal at least once a month, upon need, after student dismissal, to review and discuss local school issues and to play an active role in the revision or development of building policies. Said committee is to be jointly selected by Administration and the Association. An agenda shall be submitted by both parties at least one (1) day in advance.
- B. The Association's representatives shall meet with the Chief School Administrator upon need to review and discuss current school issues and the administration of this Agreement.

ARTICLE 16

MISCELLANEOUS

- A. Employees will be provided with the Hepatitis Vaccine.
- B. Unit Members are deemed essential personnel. The Board may require essential personnel to report during a declared State of Emergency consistent with any Executive Orders in place. To the extent necessary, a letter shall be provided to the unit member required to report so that same may be presented upon request.

ARTICLE 17

DURATION OF AGREEMENT

A. This contract shall commence on July 1, 2023 and shall expire on June 30, 2027.

MT. EPHRAIM BOARD OF EDUCATION

A handwritten signature in black ink, appearing to read 'Patricia Blaylock', written over a horizontal line.

Patricia Blaylock, Board President

MT. EPHRAIM PARAPROFESSIONAL ASSOCIATION

A handwritten signature in black ink, appearing to read 'Robin Zettlemoyer', written over a horizontal line.

Robin Zettlemoyer, MEPA President

Para With Cert

Year 1
2023-24 Mt. Ephraim Paras w/Cert

Step	Salary
1	19,750
2	19,950
3	20,500
4	21,050
5	21,600
6	22,150
7	22,700
8	23,250
9	23,750

Year 2
2024-25 Mt. Ephraim Paras w/Cert

Step	Salary
1	22,250
2	22,450
3	22,650
4	23,050
5	23,450
6	23,850
7	24,250
8	24,650
9	25,050

Year 3
2025-26 Mt. Ephraim Paras w/Cert

Step	Salary
1	23,075
2	23,275
3	23,475
4	23,675
5	24,075
6	24,475
7	24,875
8	25,275
9	25,675

Year 4
2026-27 Mt. Ephraim Paras w/Cert

Step	Salary
1	24,175
2	24,375
3	24,575
4	24,775
5	24,975
6	25,175
7	25,475
8	25,775
9	26,075

Para No Cert

Year 1
2023-24 Mt. Ephraim Paras w/o Cert

Step	Salary
1	18,750
2	18,950
3	19,500
4	20,050
5	20,600
6	21,150
7	21,700
8	22,250
MAX	22,750
OG1	26,097
OG2	27,717
OG3	26,117

Year 2
2024-25 Mt. Ephraim Paras w/o Cert

Step	Salary
1	21,250
2	21,450
3	21,650
4	22,050
5	22,450
6	22,850
7	23,250
8	23,650
MAX	24,050
OG1	27,597
OG2	29,217
OG3	26,117

Year 3
2025-26 Mt. Ephraim Paras w/o Cert

Step	Salary
1	22,075
2	22,275
3	22,475
4	22,675
5	23,075
6	23,475
7	23,875
8	24,275
MAX	24,675
OG1	28,597
OG2	30,217
OG3	26,117

Year 4
2026-27 Mt. Ephraim Paras w/o Cert

Step	Salary
1	23,175
2	23,375
3	23,575
4	23,775
5	23,975
6	24,175
7	24,475
8	24,775
MAX	25,075
OG1	28,100
OG2	31,217
OG3	26,117

PreK Full Time

Year 1
2023-24 Mt. Ephraim PreK FT Para

Step	Salary
1	23,175
2	23,375
3	23,700
4	24,025
5	24,350
6	24,675
7	25,000

Year 2
2024-25 Mt. Ephraim PreK FT Para

Step	Salary
1	24,700
2	24,900
3	25,100
4	25,400
5	25,700
6	26,000
7	26,300

Year 3
2025-26 Mt. Ephraim PreK FT Para

Step	Salary
1	25,275
2	25,475
3	25,675
4	25,875
5	26,225
6	26,575
7	26,925

Year 4
2026-27 Mt. Ephraim PreK FT Para

Step	Salary
1	25,875
2	26,075
3	26,275
4	26,475
5	26,675
6	27,000
7	27,325

Secretaries

2023-2024 Salary 2024-2025 Salary 2025-2026 Salary 2026-2027 Salary

MMcO	31,709.45	33,929.11	34,946.98	35,995.39
MMcN	31,709.45	33,929.11	34,946.98	35,995.39
DH	40,531.60	43,368.81	44,669.88	46,009.97

RBT

2023-2024 Salary 2024-2025 Salary 2025-2026 Salary 2026-2027 Salary

SH	33,063.00	35,377.41	36,438.73	37,531.89
AB	33,063.00	35,377.41	36,438.73	37,531.89