

**AGREEMENT**  
**BETWEEN**  
**THE WOODBURY HEIGHTS BOARD OF EDUCATION**  
**AND**  
**THE WOODBURY HEIGHTS EDUCATION ASSOCIATION**  
**July 1, 2023, through June 30, 2028**

## TABLE OF CONTENTS

<u>ARTICLE</u>		<u>PAGE</u>
1	Recognition	2
2	Management Rights	2
3	Negotiations	3
4	Grievance Procedure	3
5	Teacher Work Year	7
6	Teaching Hours and Teaching Load	8
7	Teacher Evaluation	8
8	Temporary Leaves of Absence	8
9	Extended Leaves of Absence	11
10	Unexcused Absence	12
11	Salary Schedule, Adjustments and Benefits	12
12	Insurance Coverage	15
13	Retirement	17
14	Fully Bargained Provision	17
15	Duration of Agreement	18
EXHIBIT A-1	Teacher Salary Guide – 2023-2024	19
EXHIBIT A-2	Teacher Salary Guide – 2024-2025	20
EXHIBIT A-3	Teacher Salary Guide – 2025-2026	21
EXHIBIT A-4	Teacher Salary Guide – 2026-2027	22
EXHIBIT A-5	Teacher Salary Guide – 2027-2028	23

This agreement made the 1st day of July, 2023, by and between the WOODBURY HEIGHTS BOARD OF EDUCATION, hereinafter referred to as the BOARD, and the WOODBURY HEIGHTS EDUCATION ASSOCIATION, hereinafter referred to as the ASSOCIATION.

WITNESSETH

WHEREAS, the parties hereto wish to commit their mutual understandings to writing; and

WHEREAS, the BOARD as well as the ASSOCIATION deems it to be in the best interest of all parties involved to commit their verbal agreement to writing;

NOW THEREFORE, in consideration of the covenants and promises hereinafter mutually to be kept and performed by each party, it is agreed as follows:

ARTICLE 1  
RECOGNITION

The BOARD recognizes the ASSOCIATION as the sole and exclusive representative for collective negotiations concerning grievances and terms and conditions of employment for all certified, permanent employees in the bargaining unit.

ARTICLE 2  
MANAGEMENT RIGHTS

The BOARD reserves to itself and to its agents full jurisdiction, authority, and responsibilities over matters of policy and retains the right, subject only to the specific limitations imposed by the language of this agreement, and in accordance with applicable laws and regulations, to:

- A. Direct employees of the school district.
- B. Hire, promote, transfer, assign, reassign and retain employees in positions in the school district; and to suspend, demote, take other disciplinary action against employees; and when necessary and for just cause, to discharge employees.
- C. Relieve employees from duty because of lack of work or other legitimate reasons.
- D. Maintain the efficiency of the operations of the school district entrusted to the BOARD.
- E. Determine the methods, means and personnel by which such operations are to be conducted.
- F. Take whatever actions may be necessary to carry out the mission of the school district in situations of emergency.

ARTICLE 3  
NEGOTIATIONS

- A. **Deadline Date** - The parties agree to enter into collective negotiation over a successor agreement in accordance with Chapter 123 Public Laws 1974 in a good faith effort to reach agreement on all matters concerning the terms and conditions of teacher employment. Any agreement so negotiated shall apply to all teachers, be reduced to writing, be signed by the BOARD and the ASSOCIATION and be adopted by the BOARD.
- B. **Procedure** - During negotiations, the parties shall meet at mutually agreed upon times and shall freely exchange points of view, present relevant data and make proposals and counter-proposals. The BOARD shall make available a completed budget as soon as approved in public referendum.
- C. **Selection of Representatives** - Neither party in any negotiations shall have any control over the selection of the negotiating representatives of either party.
- D. **Modification** - This agreement shall not be modified in whole or part by the parties except by an instrument in writing duly executed by both parties. The party seeking a successor agreement shall give notice to the other of its intent to negotiate said agreement no later than the second week of January of the calendar year in which this agreement expires. Following said notice, negotiations shall commence no later than thirty (30) calendar days.

ARTICLE 4  
GRIEVANCE PROCEDURE

- A. Definition
  - 1. A "grievance" shall mean a complaint by an employee of the district that there has been to him/her a personal loss, injury or inconvenience because of a violation, misinterpretation or inequitable application of an established policy governing employees except that the term "grievance" shall not apply to:
    - (a) any matter for which a method of review is prescribed by law;
    - (b) any rule or regulation of the State Commissioner of Education;
    - (c) any bylaw of the BOARD except those that have been preempted by Section 13 of Chapter 123, Laws of 1974;
    - (d) any matter which according to law is either beyond the scope of BOARD authority or limited to unilateral action by the BOARD alone;

- (e) a complaint of a non-tenure teacher which arises by reason of his/her not being re-employed;
  - (f) a complaint by any certified personnel occasioned by appointment to, lack of appointment to, retention in, or lack of retention in, any position for which tenure is either not possible or not required.
2. A "grievant" is an employee or the ASSOCIATION who files a grievance.
  3. "Day" means calendar day. Saturday, Sundays and state mandated legal holidays are excluded as the last day of the time limit.
  4. "Representative" is a person or agent designated to represent either party in the grievance procedure.
  5. "Party in interest" is a person, agent or agency with an interest in the grievance.

B. Purpose

The purpose of this procedure is to secure at the lowest possible level equitable solutions to the problems which may, from time to time, arise regarding allegations that specific provisions of this agreement have been violated. Both parties agree that these proceedings will be kept as informal and confidential as possible at any level of the procedure.

C. Procedure

1. Time Limit

The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.

2. Year End Grievances

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

3. Specified Time Limits

- (a) Failure by a grievant to process a grievance within the specified time limits of this procedure shall render the grievance as settled in favor of the BOARD.
- (b) Failure to issue a decision within the specified time limit of this procedure shall render the grievance as settled in favor of the grievant.

D. Processing

1. Level 1/Superintendent or Immediate Supervisor

A grievance to be considered under this procedure must be initiated by the employee within twenty-five (25) days of its occurrence or at the time when the aggrieved would have been reasonably expected to know of the occurrence. If the grievance is continued beyond the last working day of the school year, any reference to school days shall be construed to mean week days. A teacher with a grievance shall first submit the grievance in writing to the superintendent or immediate supervisor. The grievant may submit the grievance directly or through the Association's designated representative. The grievance must be on the proper form. The following should be set forth on the grievance form:

- (a) the nature of the grievance
- (b) the section of the contract that is specifically violated
- (c) the results of previous discussions, if any were held
- (d) if the grievance is processed above Level 1, the grievant should note his/her dissatisfaction with the decision previously rendered. The superintendent shall communicate his/her decision to the grievant in writing within eight (8) school days after receipt of the written grievance.

2. Level 2/Board of Education

If the grievance is not resolved to the grievant's satisfaction at Level 1, the employee may request that the grievance be forwarded on appeal to the BOARD within ten (10) school days after receipt of the Level 1 decision. This request shall be submitted in writing to the superintendent, who shall attach all related papers and forward the request to the BOARD. The BOARD, or committee thereof, shall review the grievance and shall, by mutual agreement of both parties, hold a hearing with the grievant and

render a decision in writing within twenty (20) school days of the receipt of the grievance by the BOARD or of the date of the hearing with the employee, whichever comes later. The decision of the BOARD will be final, unless the Association chooses to file for binding arbitration within ten (10) school days after the employee has received the Board's decision in writing.

3. Level 3/Arbitration

- (a) If the Association is not satisfied with the decision of the grievance at Level 2, the ASSOCIATION may submit the grievance to arbitration by filing with the Public Employment Relations Commission (PERC) or the American Arbitration Association (AAA) and the rules of such agencies shall apply.
- (b) The decision of the arbitrator shall be submitted to the Board and the Association and shall be final and binding on the parties.
- (c) Any grievant may represent himself/herself through Level Two of this procedure. When the grievant is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance procedure, and no grievance shall be considered resolved without the approval of the Association. Only the Association may process grievances through arbitration.

4. Limitations

- (a) The arbitrator shall limit the hearing to the issue submitted to him/her and shall consider no other material or evidence.
- (b) The arbitrator can add nothing to, nor subtract anything from the agreement between the parties.
- (c) The hearing will entertain evidence, testimony and arguments only on issues involving the express, written Agreement.
- (d) The arbitrator shall establish rules for the hearing, except as provided herein.
- (e) The arbitrator shall first rule on the admissibility of the grievance to the fact finding hearing, if so requested by either party.
- (f) The decision of the arbitrator shall be in writing and shall be issued no later than 30 calendar days after the close of the hearing. The award of the arbitrator shall be binding.
- (g) The arbitrator shall have no power to make an advisory award inconsistent with law.

E. Costs

1. Each party will bear the total cost of case preparation and representation incurred by that party. The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary expenses shall be borne equally by the Board and Association.
2. If time is lost by an employee due to arbitration proceedings necessitating the retention of a substitute, the BOARD will pay only the cost of the substitute. The time lost by the employee must be either without pay or charged to personal time. Employee case preparation and post-hearing briefings will not be conducted during scheduled assignments.

F. General Provisions

1. Right of Representation

Any aggrieved person may be represented at all stages of the grievance procedure by a representative selected or approved by the ASSOCIATION. The ASSOCIATION agrees to save the BOARD harmless from any legal action or suit that may occur as a result of the ASSOCIATION's exercise of its rights in this Article.

2. No prejudice will attend any party in interest by reason of the utilization or participation in the grievance procedure. The following or tendency of any grievance shall not impede the normal management and operation of the district.
3. All records of grievance processing shall be filed separately.
4. Forms for grievance processing shall be mutually agreed upon by the parties to the agreement. The ASSOCIATION will distribute the forms as they are required.
5. Parties in interest will cooperate in investigating and providing pertinent information concerning a grievance being processed.
6. All meetings and hearings under this procedure shall not be conducted in public and shall include only the parties in interest and their designated or selected representative, hereto referred to in this procedure.

ARTICLE 5  
TEACHER WORK YEAR

The teacher work year shall be one hundred and eighty-six (186) days including one hundred and eighty (180) teaching days and the six remaining days for orientation and in-service.



ARTICLE 6  
TEACHING HOURS AND TEACHING LOAD

A. Teacher Day

The work day for a teacher shall be seven (7) hours, twenty-five (25) minutes. The lunch period shall be 50 minutes.

B. Meetings

Employees may be required to remain up to 15 hours per year after the end of the regular workday without additional compensation for the purpose of attending faculty or professional meetings. There shall be no more than two (2) meetings per month. No meeting shall last more than one and one-half hours. Meetings which are scheduled to last more than an hour shall require two weeks' advance notice.

Teachers shall be responsible to attend three (3) evening meetings each school year. Those meetings shall be Back to School Night, Best of Heights Night (or its equivalent) and Parent Teacher Conferences. Any teacher not required to hold evening conferences shall choose another evening to attend, i.e. Winter/Spring Concert, Musical, etc.

C. Preparation Time

A guaranteed minimum of 150 minutes of preparation time per week per full-time teacher. A week is defined as a five (5) day full day work week. Every reasonable effort will be made to provide a prorated amount of preparation time for part-time staff.

ARTICLE 7  
TEACHER EVALUATION

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

ARTICLE 8  
TEMPORARY LEAVES OF ABSENCE

A. Bereavement

A maximum of five (5) days shall be permitted in instances of bereavement caused by the death of father, mother, brother, sister, son, daughter, son-in-law, daughter-in-law, grandparents, mother-in-law, father-in-law, husband, wife, civil union partner, sister-in-law, brother-in-law, or grandchildren. Effective July 1, 2008, such leave also covers the following persons residing in the same household as the

employee: a significant other or any person for whom the employee is legally responsible.

One (1) day shall be permitted as above for the death of aunts and uncles.

**B. Sick Leave**

1. A maximum of ten (10) days absence from school due to an employee's sickness shall be permitted during each school year without loss of pay.
2. All sick days not utilized in any one year shall be cumulative and may be used for additional sick leave time
3. When absence exceeds the annual sick leave and the accumulated sick leave, the Board of Education may but shall not be required notwithstanding any past practice pay any such person each day's salary less the pay of a substitute, if a substitute is employed or the estimated cost of the employment of a substitute if none is employed, for such length of time as may be determined by the Board of education in each individual case.
4. A leave of absence without pay shall be granted after use of all accumulated sick and personal leave for any remaining period of the current school year.
5. Sick leave may be applied toward disability leave due to pregnancy as allowed by law. There is a presumption of disability in a childbirth case under New Jersey school law of 20 work days before, and 20 work days after the birth. The amount of sick days to be used must be submitted to the BOARD in writing ninety (90) days before the intended leave to give ample time to find a replacement.
6. The superintendent may, at his/her discretion, require a teacher, or may direct the designated school physician to examine a teacher who is absent due to illness.
7. On or before September 30th of each year, the board secretary shall present to each employee the current total of his/her unused sick days.

**C. Jury Duty**

Time spent on jury duty or in answering a subpoena of the court, providing the teacher is not a party to the suit, shall be granted without loss of pay, subject to the filing of appropriate proof with the board secretary.

D. Professional Leave

When authorized in advance by the superintendent, time will be granted, without loss of pay, for teachers to visit other schools, attend educational meetings, or for other similar professional purposes.

E. Personal Leave "Flex Days"

1. Teachers shall be entitled to six (6) days per school year with pay. These days may be used in the following manner:
  - (a) These six (6) personal days per school year may be taken without explanation and must be requested a minimum of three (3) school days before, unless in the case of an emergency.
  - (b) With written request, via email, supplied to the superintendent thirty (30) days prior to the following:
    - (1) before or after a holiday
    - (2) for two (2) or more days in succession
    - (3) splitting two (2) days over a weekend (i.e. Friday, Monday)
    - (4) for four (4) consecutive days in a row, which must be taken in one calendar week.
  - (c) The total number of unit members who may utilize a personal day on any single teacher work day shall be three (3). The total number of teachers may exceed three (3) in the case of an emergency, with CSA permission.
  - (d) Maximum of one request per person, per school year, regarding personal days off before and after a holiday and consecutive school days.
  - (e) If the employee has more than one unused personal leave day at the end of the year, that day or days shall be converted to accumulated sick leave. No more than 4 days can carry over to accumulated sick leave.
2. Personal leave may not be used on in-service days.
3. On or before September 30th, the board secretary shall present to each employee the current total of his/her cumulative personal days.

ARTICLE 9  
EXTENDED LEAVES OF ABSENCE

- A. Any teacher desiring a leave of absence shall make a request through the superintendent.
- B. The request shall state the period of time requested and the reason for leave of absence.
- C. Whenever permission for a requested leave of absence without pay is granted by the BOARD, a date certain shall be fixed by said BOARD before it shall be necessary for the requesting teacher to indicate and advise said BOARD of an intention of returning at the expiration of the period of leave.
- D. The teacher shall notify the BOARD of his/her intention to return no later than the date previously specified by the BOARD. In the event that the teacher does not notify the BOARD prior to the specified date, the act of non-notification shall constitute a breach of contract and shall terminate the BOARD's obligation to the teacher for the forthcoming school year.
- E. Maternity Disability/Child Rearing Leave
  - 1. Tenured teachers have the right to a combined period of maternity disability and a leave of absence without pay for up to one year, for the purpose of disability due to pregnancy and child rearing leave. The teacher shall submit a written request to the BOARD ninety (90) days in advance of the anticipated disability. This notice shall include: (1) physician's certification of pregnancy; (2) date of intended return from leave; (3) a request for medical disability leave specifying beginning and ending dates; (4) a request for use of all or any portion of accumulated sick leave available as stated in Article 8, C, 5.; (5) a request for child rearing leave without pay, including an ending date, assuming that such leave will begin at the end of the approved medical disability leave.
  - 2. Upon the return of the teacher, salary will be based on salaries in effect for that year. Experience credit shall be granted for the school year if the teacher was actively employed for five (5) or more months within the classroom or any combination of medical disability time that totals five (5) or more months for that year.
  - 3. Upon the return from maternity leave, the district shall offer the teacher the job held before going on leave or an equivalent post.

F. Adoption

Any teacher adopting an infant or pre-school child may request leave without pay up to one year which shall commence upon receiving de facto custody of said child or earlier, if necessary, to fulfill the requirements for adoption.

ARTICLE 10  
UNEXCUSED ABSENCE

A deduction of 1/200th the rate of the annual salary of a teacher will be made for each day of absence for any reason other than those hereinbefore enumerated. This deduction shall be applied even though sick leave has not been exhausted.

ARTICLE 11  
SALARY SCHEDULE, ADJUSTMENTS AND BENEFITS

A. Salary Schedules

The salary schedule referred to as "Exhibit A" is attached hereto and incorporated by reference into this article for the sake of brevity.

B. Extra Compensation Schedules

Instructional Hourly Rate: This rate covers Home Instruction, Summer Student Instruction, IEP meetings and 504 meetings which occur after a teacher's work hours. The rate shall be \$36.00 in Years 1-3, and \$38.00 in Years 4-5.

Supervisory Hourly Rate: This rate covers Breakfast Monitor, Summer Non-Student Instruction, Arrival Duty, PreK/Kindergarten Orientation, Indoor Recess Monitor, Concert Monitor, Lunch Monitor, Playground Monitor. The rate shall be \$35.00 Years 1-3 and \$37.00 in Years 4-5.

Head Teacher: The rate shall be \$2,365.

Co-Curricular stipends will be paid annually by June 30 of each year.

Activity	Years 1-3	Years 4-5
Band	\$840	\$888
Chorus	\$840	\$888
Chimes	\$700	\$740

Spirit Club - 2 advisors	\$350 each	\$370 each
Art Club	\$700	\$740
Spanish Club	\$700	\$740
Mentoring/Peer Mediation	\$700	\$740
STEAM Club	\$700	\$740
Safety Patrol - 2 advisors	\$840 each	\$888 each

If any activity or club with a single advisor exceeds 25 members, a position can be assigned by the CSA to help monitor students. This position would be paid at the supervisory rate.

C. Pay Dates

Pay dates shall be based on the 15th and 30th of each month. When a pay date falls on a weekend the pay date will be the prior Friday

D. Credit Union

Teachers may request the BOARD to withhold monies from each paycheck as directed by a deduction form received from ABCO Public Employees Federal Credit Union and deposited semi-monthly with the same.

E. Educational Reimbursement

1. The Board shall reimburse tuition for successfully completed graduate courses within the field of certification up to the maximums set forth below.
2. All courses must be approved by the Superintendent prior to registration.
3. The annual (July 1 through June 30) maximum tuition reimbursement for all unit members shall be \$8,000 annually.
4. The maximum tuition reimbursement for a unit member annually shall be nine (9) credits per year (September 1 through June 30) at the Rowan University graduate rate per credit.
5. The maximum tuition reimbursement for part-time teachers and school nurses is the proportion to the time he/she spends working in the district.

6. Reimbursement shall be made by the August Board meeting. Reimbursement will be made for the first approved course up to the maximum per teacher per course limit set in E. 4. above. If there are insufficient funds for full reimbursement of the second course under the maximum District cost set in E. 3. above, the remaining monies shall be divided equally among all teachers who have a second approved course, but in no case shall an individual's reimbursement be greater than the cost of the course.
7. Teacher requests for course approval for tuition reimbursement shall be accepted for a two-week period starting: July 1, September 21, November 1 and May 1 each year. All requests for course approval and tuition reimbursement must be made on the appropriate forms.
8. The Superintendent will notify applicants of approval/denial of requests for courses prior to registration. Confirmation of acceptance of reimbursement shall be provided within two (2) weeks of the close of each application submission period.
9. In order to be eligible for reimbursement, a grade of "B" or better must be earned and the teacher must present the District with proof of enrollment, proof of payment and proof of grade.
10. Grade verification must be supplied to the District no later than June 30.
11. The District shall inform the Association in writing of the total tuition reimbursement monies used under this section by September 1 annually.
12. A teacher who receives reimbursement under E. and who then leaves the District's employment within one (1) year of the receipt of the reimbursement, except in a retirement situation, a separation due to disability, a reduction-in-force or a non-renewal shall reimburse the District 100% of that reimbursed amount.
  - a. The application form for reimbursement shall contain an acknowledgement by the applying teacher that the provisions of the prior paragraph is in effect and that the teacher shall reimburse the District pursuant to them and that the above monies may be withheld from the last paycheck of the departing teacher.
  - b. All returned monies shall be placed back in the tuition reimbursement pool in the year that they are recovered.

F. Extra Compensation

Any teacher who is required to work beyond the normal school work day shall be compensated according to Article 11 section B.

G. Longevity Payment

There shall be a single lump sum longevity payment at the completion of the tenth, fifteenth, and twentieth year of teaching service in Woodbury Heights in the amount of \$200.00 and in the twenty-fifth year in the amount of \$500.00, subject to necessary financial deductions. Employees hired after September 1, 2020 shall not be entitled to any longevity payment.

H. Column Movement

Movement to a new salary guide column shall occur twice per year. Said movement will occur on September 1st or February 1st following necessary degree or credit completion.

ARTICLE 12  
INSURANCE COVERAGE

A. Medical Coverage

1. The BOARD shall provide the cost of family coverage under the New Jersey School Employees Health Benefits Plan or an equal to or greater than plan coverage. The Association will continue to pay health benefit contributions in the current amount (Tier 4) unless the law mandates a different amount. Effective January 1, 2009, the maximum Board contribution for this coverage for an otherwise-eligible employee, except for the employees in 2. below, shall be the premium in effect for the AETNA plan option at the relevant enrollment level. If an eligible employee selects a plan option which has a higher premium than the AETNA plan option premium, the employee shall pay the premium difference by way of payroll deduction throughout the year.
2. Effective July 1, 2008, all employees on staff as of that date, or hired thereafter, (and otherwise eligible for insurance coverage), shall be eligible to enroll in insurance as follows:
  - a. For the first three (3) years of employment, said coverage shall cost the Board no more than the plan option which has the lowest premium in effect for that enrollment level (single, family, etc.) each insurance year (January 1 through December 31).
  - b. If an eligible employee selects a plan option which has a higher premium than the lowest premium for the relevant enrollment level, the employee shall pay the premium difference by way of payroll deduction throughout the year.



- c. On the open enrollment date following the third anniversary of employment, the employee shall be covered by the provisions of A. 1. above.
- 3. Employees hired after July 1, 1984 may purchase disability insurance through Prudential, AIG/The Franklin Life Insurance Company at their own expense through a payroll deduction.
- 4. Upon anticipation of a change of carrier the board shall provide the association with a copy of any contract or policy which the board intends to sign with any carrier at least sixty (60) days prior to the date of the change.

The Board will submit to the Association and to each member, a statement guaranteeing the exact coverage as under the SEHBP currently in effect with a guarantee that the Board accepts responsibility for any costs not covered under the new carrier, providing these costs were previously covered.

**B. Dental Coverage**

- 1. The BOARD agrees to provide single dental coverage for all employees as follows with no deductible:

Preventive and Diagnostic	100%
Remaining Basic Benefits	50%/50%
Crowns, Inlays & Gold Restorations	50%/50%
Prosthodontic Benefits	50%/50%
Orthodontic Benefits (Children Only)	50%/50%

Maximum payable, excluding Orthodontic Benefits, provided an eligible patient in any calendar year is \$1,500. Orthodontic Benefits are subject to a \$1,000 maximum per case which is separate from the \$1,500 maximum.

- 2. Any employee may select 2 party, or family coverage at their own expense through a payroll deduction.
- 3. Premium contributions by teachers for dental coverage will be in accordance with Chapter 78.

**ARTICLE 13**  
**RETIREMENT**

- A. Teachers who are members of the Teachers' Pension and Annuity Fund may be retired according to NJSA 18A:66-43.
- B. Reimbursement will be given for unused sick leave after eighteen (18) years of service in the district. When formally submitting retirement papers to the State of New Jersey after eighteen years of service, 50% of unused, accumulated sick days will be reimbursed at \$85 per day.

**ARTICLE 14**  
**FULLY BARGAINED PROVISION**

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 covered by this agreement and whether or not within the knowledge or contemplation of either party or both parties at the same time they negotiated or executed this agreement. The agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.




ARTICLE 15  
DURATION OF AGREEMENT

This agreement is effective July 1, 2023, and shall remain in full force and effect until June 30, 2028.

WOODBURY HEIGHTS BOARD OF EDUCATION

BY:		<u>6/13/23</u>
	President	Date
BY:		<u>6/12/23</u>
	Negotiations Committee Chair	Date
WITNESS:		<u>6/13/23</u>
	Board Secretary	Date

WOODBURY HEIGHTS EDUCATION ASSOCIATION

BY:		<u>6/7/23</u>
	President	Date
BY:		<u>6/7/23</u>
	Negotiations Committee Chair	Date
WITNESS:		<u>6/7/23</u>
	Secretary	Date

**EXHIBIT A-1**

<b>YEAR 1</b>							
<b>2023-24</b>	<b>Woodbury Heights Teachers</b>						
<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>DR</b>
<b>1</b>	56,748	57,498	58,198	58,898	59,598	60,298	60,998
<b>2</b>	57,548	58,298	58,998	59,698	60,398	61,098	61,798
<b>3</b>	58,348	59,098	59,798	60,498	61,198	61,898	62,598
<b>4</b>	59,148	59,898	60,598	61,298	61,998	62,698	63,398
<b>5</b>	60,148	60,898	61,598	62,298	62,998	63,698	64,398
<b>6</b>	61,648	62,398	63,098	63,798	64,498	65,198	65,898
<b>7</b>	63,148	63,898	64,598	65,298	65,998	66,698	67,398
<b>8</b>	65,298	66,048	66,748	67,448	68,148	68,848	69,548
<b>9</b>	67,548	68,298	68,998	69,698	70,398	71,098	71,798
<b>10</b>	69,798	70,548	71,248	71,948	72,648	73,348	74,048
<b>11</b>	72,098	72,848	73,548	74,248	74,948	75,648	76,348
<b>12</b>	74,698	75,448	76,148	76,848	77,548	78,248	78,948
<b>13</b>	77,298	78,048	78,748	79,448	80,148	80,848	81,548
<b>14</b>	81,098	81,848	82,548	83,248	83,948	84,648	85,348
<b>15</b>	88,158	88,908	89,608	90,308	91,008	91,708	92,408

**EXHIBIT A-2**

<b>YEAR 2</b>							
<b>2024-25</b>	<b>Woodbury Heights Teachers</b>						
<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>DR</b>
<b>1</b>	56,787	57,537	58,237	58,937	59,637	60,337	61,037
<b>2</b>	57,587	58,337	59,037	59,737	60,437	61,137	61,837
<b>3</b>	58,387	59,137	59,837	60,537	61,237	61,937	62,637
<b>4</b>	59,187	59,937	60,637	61,337	62,037	62,737	63,437
<b>5</b>	60,187	60,937	61,637	62,337	63,037	63,737	64,437
<b>6</b>	61,687	62,437	63,137	63,837	64,537	65,237	65,937
<b>7</b>	63,187	63,937	64,637	65,337	66,037	66,737	67,437
<b>8</b>	65,337	66,087	66,787	67,487	68,187	68,887	69,587
<b>9</b>	67,587	68,337	69,037	69,737	70,437	71,137	71,837
<b>10</b>	69,837	70,587	71,287	71,987	72,687	73,387	74,087
<b>11</b>	72,137	72,887	73,587	74,287	74,987	75,687	76,387
<b>12</b>	74,737	75,487	76,187	76,887	77,587	78,287	78,987
<b>13</b>	77,337	78,087	78,787	79,487	80,187	80,887	81,587
<b>14</b>	81,137	81,887	82,587	83,287	83,987	84,687	85,387
<b>15</b>	89,158	89,908	90,608	91,308	92,008	92,708	93,408

**EXHIBIT A-3**

<b>YEAR 3</b>							
<b>2025-26</b>	<b>Woodbury Heights Teachers</b>						
<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>DR</b>
<b>1</b>	58,770	59,520	60,220	60,920	61,620	62,320	63,020
<b>2</b>	59,270	60,020	60,720	61,420	62,120	62,820	63,520
<b>3</b>	59,770	60,520	61,220	61,920	62,620	63,320	64,020
<b>4</b>	60,270	61,020	61,720	62,420	63,120	63,820	64,520
<b>5</b>	61,170	61,920	62,620	63,320	64,020	64,720	65,420
<b>6</b>	62,670	63,420	64,120	64,820	65,520	66,220	66,920
<b>7</b>	64,170	64,920	65,620	66,320	67,020	67,720	68,420
<b>8</b>	66,320	67,070	67,770	68,470	69,170	69,870	70,570
<b>9</b>	68,570	69,320	70,020	70,720	71,420	72,120	72,820
<b>10</b>	70,820	71,570	72,270	72,970	73,670	74,370	75,070
<b>11</b>	73,120	73,870	74,570	75,270	75,970	76,670	77,370
<b>12</b>	75,720	76,470	77,170	77,870	78,570	79,270	79,970
<b>13</b>	78,320	79,070	79,770	80,470	81,170	81,870	82,570
<b>14</b>	82,120	82,870	83,570	84,270	84,970	85,670	86,370
<b>15</b>	90,158	90,908	91,608	92,308	93,008	93,708	94,408

**EXHIBIT A-4**

<b>Year 4</b>							
<b>2026-27</b>	<b>Woodbury Heights Teachers</b>						
<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>DR</b>
<b>1</b>	60,638	61,388	62,088	62,788	63,488	64,188	64,888
<b>2</b>	61,138	61,888	62,588	63,288	63,988	64,688	65,388
<b>3</b>	61,638	62,388	63,088	63,788	64,488	65,188	65,888
<b>4</b>	62,138	62,888	63,588	64,288	64,988	65,688	66,388
<b>5</b>	63,038	63,788	64,488	65,188	65,888	66,588	67,288
<b>6</b>	64,238	64,988	65,688	66,388	67,088	67,788	68,488
<b>7</b>	65,738	66,488	67,188	67,888	68,588	69,288	69,988
<b>8</b>	67,638	68,388	69,088	69,788	70,488	71,188	71,888
<b>9</b>	69,828	70,578	71,278	71,978	72,678	73,378	74,078
<b>10</b>	72,028	72,778	73,478	74,178	74,878	75,578	76,278
<b>11</b>	74,328	75,078	75,778	76,478	77,178	77,878	78,578
<b>12</b>	76,928	77,678	78,378	79,078	79,778	80,478	81,178
<b>13</b>	79,528	80,278	80,978	81,678	82,378	83,078	83,778
<b>14</b>	83,328	84,078	84,778	85,478	86,178	86,878	87,578
<b>15</b>	91,158	91,908	92,608	93,308	94,008	94,708	95,408

**EXHIBIT A-5**

<b>Year 5</b>							
<b>2027-28</b>	<b>Woodbury Heights Teachers</b>						
<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>DR</b>
<b>1</b>	62,814	63,564	64,264	64,964	65,664	66,364	67,064
<b>2</b>	63,314	64,064	64,764	65,464	66,164	66,864	67,564
<b>3</b>	63,814	64,564	65,264	65,964	66,664	67,364	68,064
<b>4</b>	64,314	65,064	65,764	66,464	67,164	67,864	68,564
<b>5</b>	65,214	65,964	66,664	67,364	68,064	68,764	69,464
<b>6</b>	66,414	67,164	67,864	68,564	69,264	69,964	70,664
<b>7</b>	67,614	68,364	69,064	69,764	70,464	71,164	71,864
<b>8</b>	69,514	70,264	70,964	71,664	72,364	73,064	73,764
<b>9</b>	71,414	72,164	72,864	73,564	74,264	74,964	75,664
<b>10</b>	73,614	74,364	75,064	75,764	76,464	77,164	77,864
<b>11</b>	75,914	76,664	77,364	78,064	78,764	79,464	80,164
<b>12</b>	78,364	79,114	79,814	80,514	81,214	81,914	82,614
<b>13</b>	80,964	81,714	82,414	83,114	83,814	84,514	85,214
<b>14</b>	84,764	85,514	86,214	86,914	87,614	88,314	89,014
<b>15</b>	92,158	92,908	93,608	94,308	95,008	95,708	96,408