

MEMORANDUM OF AGREEMENT BETWEEN THE NEGOTIATING TEAMS OF THE
GIBBSBORO EDUCATION ASSOCIATION AND THE
GIBBSBORO BOARD OF EDUCATION

May 24, 2022

The negotiating teams of the Gibbsboro Education Association ("Association") and the Gibbsboro Board of Education ("Board") hereby agree as follows with respect to a successor collective negotiations agreement. This Memorandum is subject to ratification by the membership of the Association and the Board. Both teams agree to recommend ratification of this Memorandum to their respective membership.

1. New contract term of three years, July 1, 2022 through June 30, 2025. Adjust contract dates where applicable and any grammar or typo errors from past contracts.
2. Salary increases, 2022-2023: 3.2 percent, 2023-2024: 3.3 percent, and 2024-2025: 3.5 percent. All years inclusive of increment cost.
3. Additional guide adjustment money will be given to the teachers guide and the paraprofessional guide prior to percentage application.

A. Teachers an additional \$11,000, \$6600 to be applied to the guide in 2022/2023 prior to the 3.2% application. \$4400 to be applied to guide in 2023/2024 prior to the 3.3%.

B. Paraprofessionals will receive an additional \$900, \$540 to be applied to guide in 2022/2023 prior to 3.2% application. \$360 to be applied to guide prior to the 3.3%. Paraprofessional guides will be adjusted from the previous agreement so that Step 7 is the starting step. Salary guides shall be mutually agreed to by both parties.

4. Additional Compensation Terms

- ✓ A. Hourly rate \$49(22-23), \$50(23-24), \$51(24-25)-All events including dances to be paid at the newly negotiated hourly rate. This includes paraprofessionals for training and extra-curricular activities.
- ✓ B. ESY hourly rate for teachers: \$46(22-23), \$47(23-24), \$48(24-25)
- ✓ C. ESY Hourly rate for paraprofessionals : \$15(22-23), \$16(23-24), \$17(24-25)
- ✓ D. Sick leave payout \$53 (certificated staff) and \$28 (paraprofessionals).

- ✓ E. Paraprofessionals will be reimbursed the cost of sub cert and paid regular pay plus \$30 per day (\$15 per half day) when pulled for substitute coverage.
- ✓ F. Schedule B- Any stipend below \$1200 would be moved to \$1200, with the same monetary value given across the remaining steps of that position.
2022/2023- 2% (does not apply to initial \$1200 adjustment), 2023-2024-2%, 2024-2025 1%.

5. Other Agreements

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 - **Article XV- Preparation Time** -Teachers shall be entitled to **one preparation period per day** in addition to their lunch period which will be a total of 40 minutes each day. One prep period will be dedicated to Professional Learning Communities as determined by the Principal but no more than once a week. Every effort will be made to provide preparation time in consecutive minutes, not separate sections of time. There will be one PLC meeting per week. The Principal will make every effort possible to have an additional prep period fall on the PLC team meeting day.
- ✓ **Article XVII- Work Year -Teachers and Classroom Aides** - The teaching work year shall consist of 182 teaching days and 4 in-service days for a total of 186 days. **Instructional Aides will attend 2 out of the 4 in-service days.** There shall be at least one full in-service day prior to the students' first day of school.
- ✓ **Article XVIII- Work Day**-On a regular full day schedule, instructional aides will report at 8:15 A.M. and be dismissed at 3:15 P.M. except on those days when there is a general faculty meeting called by the Superintendent. Instructional aides on all other different scheduled days have the same arrival and dismissal times of the students.
- ✓ Agree to remove Schedule F in the event that this position returns, then the member will receive the newly negotiated hourly rate.
- ✓ Add previously established robotics and assistant robotics stipends to Schedule B.

6. Contractual Language Agreements

- ✓ A. Article XVIII Work Day- a. **Delete**-“Except on days when there is a meeting called by the superintendent.” **Add** - Faculty Meeting - One faculty meeting a month to commence at student dismissal not to exceed 45 minutes.
- ✓ B. Junior High Section - No teacher shall teach more than 6 instructional periods per day unless compensated at the newly negotiated hourly rate.

✓ C. Attendance at three night events: 1. Back-to-School Night, 2. Parent-Teachers conferences and one other additional night event that can be but not limited to 8th grade graduation. Other night events are subject to Superintendent approval to fulfill the third night obligation.

✓ D. By June 30th, a scheduling committee will be formed to create a master schedule. The committee will consist of administration and representation from at least one teacher from K-5, 6-8, and Specials appointed by the association.

✓ E. Schedule E - **Delete #9** - Chapter 78 Relief.

✓ F. Schedule E - **Delete #4** "receipt of tenure" for Family Benefit Coverage.

FOR THE ASSOCIATION TEAM:

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Date: 5/24/2022

Ronald H
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FOR THE BOARD TEAM:

Wesley G. Miller

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