

AGREEMENT

between

RIDGEFIELD TEACHING ASSISTANTS, INC.

and

RIDGEFIELD BOARD OF EDUCATION

July 1, 2024

Thru

June 30, 2028

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PREAMBLE

This Agreement entered into by and between the Board of Education of the Borough of Ridgefield, New Jersey, hereinafter called the "Board," and the Ridgefield Teaching Assistants, hereinafter called the "Association," encompasses the agreement reached by the parties after negotiations in accordance with Chapter 123 of the Laws of the State of New Jersey as amended.

ARTICLE 1 RECOGNITION

1. The Board recognizes the Association as the exclusive representative for the purpose of collective bargaining with respect to the terms and conditions of employment for the following personnel: Full-time Teaching Assistants, hereinafter referred to as FTAs or sometimes referred to as Employees, and Part-time Teaching Assistants, hereinafter referred to as PTAs or sometimes referred to as Employees, and Bus Aides, Job Coaches, Job Coach Assistants and Lead TAs.
2. All other positions, persons and units are excluded.

ARTICLE 2 NEGOTIATION PROCEDURE

The parties agree to enter into collective negotiations over a successor agreement in accordance with Chapter 123. Public Law 1974, as amended, in a good-faith effort to reach agreement on the terms and conditions of employment. Such negotiations shall be conducted according to the time guidelines promulgated by PERC. Any agreement so negotiated shall apply to all Employees, be reduced to writing, be signed by the Board and the Association, and be adopted by the Board at a regular or special public meeting and ratified by the membership of the Association.

ARTICLE 3 GRIEVANCE PROCEDURE

1. DEFINITIONS

- A. A "grievance" is a claim based upon an event or condition which affects any of the provisions of the agreement.
- B. An "aggrieved person" is the person or persons making the claim.
- C. A "party in interest" is the person or persons making the claim, and any person who might be required to take action, or against whom action may be taken in order to resolve the claim.

2. PURPOSE

- A. The purpose of this procedure is to secure, at the lowest possible level, solutions to the grievance. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.
- B. Nothing herein contained shall be construed as limiting the right of any employee to discuss informally with any appropriate member of the administration situations which may lead to a grievance. The situation may be adjusted without intervention of the Association provided the adjustment is not inconsistent with the terms of this agreement.

3. PROCEDURE

- A. A grievance must be filed within fifteen (15) school days of its occurrence.
- B. Since it is important that a grievance 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 limit specified may, however, be extended or reduced by mutual consent.
- C. In general, three levels of discussion are provided in the communication channel. First, with the Superintendent or designee; second, with the Superintendent of Schools; and, third, with the Board of Education.

- D. Grievances at all levels stating the contractual violations shall be submitted in writing. Decisions shall be submitted in writing to the interested parties. Prior to filing any grievance, the Association shall notify, in writing, those employees who are or may be affected.
- E. Level 1: Discussions at this level will be between the Superintendent or designee and the aggrieved person. Failure to resolve questions at this level within ten (10) school days would permit the aggrieved person to take the grievance to the second level within five (5) school days.
- F. Level 2: Discussions at this level will be between the Superintendent of Schools and the aggrieved person. Failure to resolve questions at this level within ten (10) school days would permit the aggrieved party to take the grievance to the third level within five (5) school days.
- G. Level 3: Discussions at this level will be between the Board of Education or the committee of the Board, the Superintendent of Schools and the aggrieved person. The Board of Education shall render its decision within twenty (20) school days from the receipt of the grievance.
- H. Except as provided for in Article 3, Section 1(i) the Ridgefield Board of Education shall be the final step in the grievance procedure.
- I.
 - (i) If the grievance concerns the imposition of reprimands and discipline as defined in N.J.S.A. 34.13A-29 the Association may file for binding arbitration. The parties shall each choose an arbitrator who in turn shall choose a third arbitrator. The arbitrators function shall be limited to the contractual terms of this Agreement. The cost of arbitration shall be paid by the party against whom the arbitrator ruled. The arbitrator shall determine who shall pay the costs.
 - (ii) The Superintendent of Schools shall have the authority to impose disciplinary actions, except suspension without pay for the following activities of any Employee:
 - (1) A pattern of reporting late to work
 - (2) Failure to follow the directions of the teacher to whom the FTA/PTA is assigned on any given day.
 - (3) Failure to follow procedures such as sign in/out on the required sheet or the like.
 - (4) Failure to follow the instruction of the Superintendent or designee.
 - (5) Failure to be appropriately dressed for the nature of the work assigned as directed by the Superintendent of Schools.
 - (6) The use of any cell phone or cellular device on school grounds when school is in session. This does not apply to the use of cell phones during lunch, break or while off of school grounds.
 - (iii) The actions of the Superintendent of schools pursuant to Section 3 I (ii) shall be deemed the imposition of minor discipline pursuant to N.J.S.A. 34-13A-29 and shall not be subject to binding arbitration, but shall be subject to Section 3 A thru H of Article 3.
- J. If a decision has been rendered at any level, the grievance becomes null and void if the aggrieved party or his representatives do not appeal to the next higher level within the stipulated number of days.
- K. 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, heretofore referred to in this Article.
- L. The grievance must be hand delivered to the Board Secretary/Business Administrator. The recipient must give written acknowledgment of its deliver, with time and date duly noted.
- M. Whenever a grievance is originally filed, the Superintendent of Schools shall receive a copy of the grievance immediately so that he may be fully informed of its nature. The party filing the grievance

shall be responsible for a copy being delivered to the Superintendent.

4. REPRESENTATION

Any party in interest may be represented at all stages of the grievance procedure by himself, or at his option, by a representative selected or approved by the Association. When an employee is not represented by the Association, the Association shall have the right to be present and to state its views at all steps of the grievance procedures.

ARTICLE 4 RIGHTS OF THE BOARD OF EDUCATION

1. The Association recognizes the Board as the public agency charged by the New Jersey State Legislature under the mandate of the Constitution, with the management in the school district of the Borough of Ridgefield of a thorough and efficient system of free public schools.
2. The Board hereby retains and reserves unto itself, without limitations other than those expressly set forth by law and by the terms of this Agreement, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and Constitution of the State of New Jersey.

ARTICLE 5 RIGHTS OF THE ASSOCIATION

1. The Board agrees to make available, from time to time, upon written request and reasonable notice by the Association, all available public information.
2. The Association and its representatives shall have the right to be present in buildings and use equipment for representation purposes, subject to the approval of the building principal.
3. As to the Employees recognized in Article 1, the rights and privileges of the Association and its representatives, as set forth in this agreement, shall be granted only to the Association as the exclusive representative of the said Employees and to no other organizations.

ARTICLE 6 DUES/AGENCY SHOP

The Board agrees to deduct from the monthly salary of all member Employees the amount of monthly Association dues. Remittance of dues collected shall be made to the Association at the end of each calendar month, together with a list of employees from whose pay such deductions were made. Deduction of Association dues shall be made pursuant to the N.J.S.A. 52:14-15.

The Association agrees to indemnify the Board against all claims made against it as a result of the application of this Section. All dues deductions shall be in accordance with Federal and State Law.

ARTICLE 7 SALARIES

1. The salaries to be paid to Full-time Assistants for the term of this Agreement are set forth in Exhibit 7 attached hereto. All monetary increases will be retroactive to July 1, 2021, including all current employees and those that have retired but excluding those that left employment with the District. The base salary cost (inclusive of increment), and hourly pay for each year shall be increased by the following amounts:

Salary increases shall be as follows (inclusive of increment):

1. 3.5% for the 2024-2025 (retroactive to July 1, 2024)
2. 3.5% for the 2025-2026
3. 3.5% for the 2026-2027
4. 3.5% for the 2027-2028

Longevity-

Beginning of the 18th year-\$500

Beginning of the 20th year-\$850

Beginning of the 25th(+) year-\$1150

PTAs -.50 pro rata

2. A direct-deposit system shall continue to be offered, as long as the Board offers the same for all employees.
3. The following stipends may be available: TRANSITION:

JOB COACH	\$6,423.00
JOB COACH ASSISTANT	\$3,359.00
LEAD TEACHER ASSISTANT	\$1,000.00
EXTENDED SCHOOL YEAR	\$3,500 for 10 month FTAs who volunteer for the assignment. Beginning in the 2025-2026 school year and thereafter in subsequent years of the agreement

FTAs who volunteer for and are Board-approved for ESY service will receive a stipend in the amount of \$3,500 beginning in the 2025-2026 school year and thereafter in subsequent years of the agreement.

 - (i) Board-approved PTAs will receive their regular hourly rate for ESY service. The Superintendent or designee shall determine which TAs shall be selected for ESY service. Any absence from work during the ESY program will be unpaid and the stipend will be docked at the per diem rate.
4.
 - (i) FTAs employed on a twelve-month schedule shall be paid semi-monthly for the term of their contract,
 - (ii) FTAs employed on a ten-month schedule shall be paid semi-monthly for the terms of their contract with the first check being paid on September 15.
 - (iii) PTAs shall be paid semi-monthly.
5. When a pay day falls on or during a school holiday, vacation or weekend, employees shall receive their paychecks on the last previous working day.
6. Designated Teacher Assistants who assist with bussing beyond their stipulated work hours at Slocum and the HS will receive a \$1200 stipend.

ARTICLE 8 HOURS OF WORK

1. FTAs shall work, five (5) days per week, with hours listed below for each location, not to exceed the hours of the teachers. The below work day beginning and end times, not work hours, shall be in accordance with the operational needs of the school system as defined by the Superintendent and determined by the Board. Employees shall be required to perform bus duty.

Part-Time Teacher Assistants shall be at their assigned building or room at least 5 minutes before the start of the student day and shall remain at least 5 minutes after the student day.

Full-Time Teacher Assistants shall be at their assigned building or room at least 10 minutes before the start of the student day and shall remain at least 10 minutes after the student day.

Shaler Academy 8:15-2:55 (6 hours 40 minutes)
Bergen Boulevard 8:25-3:05 (6 hours 40 minutes)
Slocum Skewes 8:05-2:45 (6 hours 40 minutes)
RMHS 7:50-2:55 (7 hours 5 minutes)

2. There shall be a forty (40) minute duty-free lunch.
3. Any additional work beyond the normal work day shall be paid as straight time for up to forty (40) hours, and time and one-half paid for hours over forty (40) hours per week.
4. PTAs shall work four and one-half (4 ½) hours per day, five (5) days per week, excluding any days off. PTAs shall not work more than 22 ½ hours per week, but may be increased to 26 hours if deemed necessary by the Superintendent of Schools or the Business Administrator. Teacher assistants are not to "make up" any days without the permission of the Superintendent of Schools or the Business Administrator. PTAs who are scheduled for morning shifts shall start their workdays when the school day commences for teachers. PTAs who are scheduled for afternoon shifts shall end their workday at the time teachers are dismissed from school.
5. All Employees shall be required to sign in and shall be required to sign out at all times upon entering or upon leaving the building.
6. Nothing in this Article shall be considered a guarantee of hours of work per week or day or a guarantee of continued employment, or renewal of employment.
7. Teacher assistants who work in the summer program shall work the same hours as the teachers. During summer sessions employees will receive one 15 minute break.
8. No TA shall supervise a student beyond the work day. If a student is not picked up on time by the parent/guardian, the TA shall relinquish a student to a certificated staff member, as designated by the Building Administrator.

ARTICLE 9 TEMPORARY LEAVES OF ABSENCE

1. Personal Leave
 - A. Each Teaching Assistant shall be granted two personal days per year, starting in their first year of employment. Barring an emergency this day may be taken with five (5) days' notice.
 - B. To provide that the unused personal days convert to sick days at the end of the school year.
2. Bereavement
 - A. Death in the Immediate Family

A period not to exceed four (4) school days will be granted with full pay, upon the death of a member of the immediate family of an employee. The term, "immediate family," shall be defined as including: mother, mother-in-law, father, father-in-law, sister, brother, husband, wife, significant other or children or any other relative who is a member of the immediate household.
 - B. Other Bereavement Leave

A period not to exceed one (1) school day will be granted with full pay, upon the death of any family member not enumerated in Section 2(A) above.
3. Except as noted in Section 1(B) above, all temporary leaves of absence are for each contract year and may not be carried year to year.
4. Jury Duty

FTAs shall receive payment for jury service as in the past.

ARTICLE 10 SICK LEAVE

1. Employees hired on or after July 1, 2021, shall be entitled to ten (10) sick days for each September 1 through June 30 of this Agreement, which shall accrue monthly at a rate of 1/10. Teaching Assistants who work during the summer (ESY) shall be granted two (2) extra days. Subject to the Employee being rehired, unused sick days shall be accumulated from year to year, in accordance with State Law. A day is defined as a normal work day for the given Employee.

10 - month employees shall receive 10 sick days annually

12 - month employees shall receive 12 sick days annually

All unused sick leave shall accrue.

New hires shall receive a pro-rated share of sick days based on the date of hire (e.g. 1 day for each month remaining in school year).

2. All Employees shall be given written accounting of accumulated sick days no later than September 30 of each school year.
3. Employees working ESY shall be permitted to use one (1) accrued sick day during ESY.
4. Payment for Unused Sick Leave Upon Retirement:

Teaching assistants who meet the following requirements shall be eligible for payment for unused sick days upon retirement: The employee must actually be retiring (not just leaving the district). The employee must have provided 15 years of service in the district, and must have accumulated a minimum of 100 unused sick days. The employee must give notification of his/her intent to retire by the January 1st that proceeds the school year in which they intend to retire. Payment will be provided for one of every four days accumulated up to a maximum of 25 days. Payment will be based on the employee's per diem rate in effect at the time of retirement.

The total annual dollar cap is \$30,000 for this bargaining unit. If, in any given year, the total cost of payment for unused sick days would exceed the \$30,000 cap, the payments will be pro-rated to stay within the total dollar cap. At the option of the employee, payment shall be made to an approved 403B Plan.

Sick Bank Language-The parties agree to use the same sick bank language that exists in the Ridgefield Education Association's (REA) collective bargaining agreement (see attached). However, the parties agree that this language will be modified to reflect agreement dates, teacher assistants association, and be consistent with any legal determination or commissioner ruling resulting from the pending litigation between the REA and the Board.

ARTICLE 11 INSURANCE PROTECTION

1. The Board of Education shall provide employee only (single-person) health care insurance protection for full-time Employees eligible for coverage. Employees shall be entitled to employee only coverage under any plan encompassing all provisions under the New Jersey School State Health Benefit Plan (SEHBP), or equal or better than any other Health plan that provides like coverage. The Board of Education medical plan shall include the SEHBP prescription plan. Provided there is no additional cost to the Board, Employees may purchase dependent coverage through deductions from payroll. Any employee hired after July 1, 2018 shall be entitled to a base health care plan of NJ Direct 15 until the first open enrollment period after such employee has completed four (4) years of employment. Said employee may elect to enroll in an alternate plan at higher cost provided that the employee pays the difference. After being employed for four years, the employee shall be entitled to a base health care plan of NJ Direct 10.

2. Insurance benefits shall not be applicable to Employees who work fewer than twenty-five (25) hours per week.
3. Carrier shall provide to each Employee a description of the health care insurance coverage provided under this Article no later than the beginning of the current school year, which shall include a clear description of conditions and limits of coverage as listed above.
4. Unless a different contribution rate is established through negotiations, or by amended or new legislation, employees will continue to contribute toward health insurance for Direct 10 and Direct 15 in accordance with P.L.2011, Chapter 78, and Tier 4 percentages. All qualifying employees hired after July 1, 2020 shall be enrolled in a Ch. 44, P.L. 2020 Plan and shall contribute in accordance with that law.
5. The Board will provide a ninety (90) day notice to the Association before making any changes in insurance carrier so the Association can provide input. The Board will provide a copy of the master agreement to the Association. A meeting with the general membership will take place sixty (60) days before the effective change. If the Board changes carriers, the benefits of the new carrier shall be equal to or better than the existing plan.

ARTICLE 12 MISCELLANEOUS PROVISIONS

1. This Agreement incorporates all terms and conditions of employment including any and all past practices applicable on the effective date of this Agreement to Employees covered by this Agreement and shall continue to be applicable during the term of this Agreement unless otherwise provided in this Agreement.
2. If any provisions of this Agreement or any application of this Agreement is held to be contrary to law, then such provisions or application shall not be deemed valid, or subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
3. The Board agrees that there shall be no discrimination on the basis of sex, race, creed, color, religion, national origin, domicile, or marital status in the hiring, training, assignment, promotion, transfer, or discipline of any employees or in the application or administration of this Agreement.
4. All vacancies, including promotional opportunities, shall be publicized by the Board and posted where vacancies are normally posted.
5. Whenever any notice is required to be given by either party to this Agreement, either party shall do so by registered letter at the following addresses:
 - A. If by the Association to the Board at 555 Chestnut Street, Ridgefield, NJ 07657: and
 - B. If by the Board to the Association at 555 Chestnut Street, Ridgefield, NJ 07657.
6. On or before June 1 of each year, the Board shall give to each Employee either:
 - A. A written offer of a contract for employment, for the next succeeding year providing for at least the same terms and conditions of employment, but with such increases in salary and benefits as may be required by law or agreement between the Board and the RTAA; or
 - B. A written notice that such employment shall not be offered.
7. All employees shall enter into individual employment agreements as set forth in Exhibit 12; see attached.
8. Notice of vacancies for promotions, extra service positions and/or newly created positions shall be posted in various schools at the direction of the Superintendent. These posted notices shall include a deadline date, not less than five (5) work days from the date of posting, for the receipt of applications for such positions. All notice of job opportunities for any teacher assistant position

shall be posted in each school at least two (2) weeks prior to the closing date. A copy will also be sent to the Association president.

9. Any teacher assistant, who is voluntarily leaving his or her position, must give at least two (2) weeks notice of his/her intention to resign.
10. On a monthly basis a list of new employees as well as a list of teacher assistants leaving shall be provided to the Association by the Board Office. A copy of said notice shall be given to the President of the Association at the time of posting.
11. RTAA members who reside in the Borough of Ridgefield may continue to enroll their children who reside with them in the District's Before and After School Care Program free of charge so long as such Program is not operating at a loss. At such time as the Program begins to operate at a loss, RTAA members will be given one-month's written notice that the Program is operating at a loss and will then be billed at the current rate for enrollment in such Program on a prospective basis only through the balance of the school year.

ARTICLE 13 TEACHER ASSISTANTS' WORK YEAR AND WORK DAY

1. (i) For 12-month FTAs the work year shall be July 1 through June 30 and shall include up to thirty (30) work days in July and August.
(ii) Summer hours (ESY) are from 8:30 am to 1:30 pm with a fifteen (15) minute break.
(iii) All 12-month FTAs shall work the same calendar and hours that teachers work during the period July 1 through June 30.
2. (i) For 10-month FTAs the work year shall be September 1 through June 30. (ii) 10-month FTAs shall work the same calendar and hours that teachers work during the period September 1 through June 30.
3. Summer hours will remain the same provided that if the Board increases the hours up to 6 hours, 5 days a week, there will be no additional compensation.
4. An after-school hours meeting is not to exceed one (1) hour. It may be held every other month during the regular school year for FTAs, barring emergencies. The administration will provide a schedule of meeting dates by September 30 of each year. If any Part-Time TA is requested to attend these meetings, they will be compensated at their hourly rate.
5. All assistants (Full-Time and Part-Time) are required to attend PD training (dates will be sent before the end of September). All hourly paid employees will be compensated for attending the required trainings.
6. All current 10-month TAs, who have never worked the Extended School Year ("ESY") program in the past, and all new hires, are ineligible for placement on the current 12-month salary guide. All current 10-month TAs, who have never worked the ESY program in the past, and all new hires who work in the ESY program will receive an annual stipend. All current 12-month TAs on the 12-month salary guide can only voluntarily opt out for two (2) ESY programs to remain on the 12-month salary guide. If a current 12-month TA voluntarily opts out for more than two (2) ESY programs, he/she will be moved to the same salary step on the 10-month TA salary guide.

ARTICLE 14 EXTENDED LEAVES OF ABSENCE

1. Leaves of absence for maternity shall be in accordance with State law.
2. Leaves of absence for family care shall be in accordance with the State and Federal Family Leave Act.

ARTICLE 15 DEVELOPMENT COMMITTEE

- A. The superintendent of schools, or his/her designee, shall meet at least two times each year with two representatives designated by the Association, to discuss development needs of the employees.
- B. Any teacher assistant who is required to perform a task that requires specific training will be properly trained before he/she performs said task.

ARTICLE 16 REDUCTION IN FORCE

- A. Employees will be laid off in a reduction in force in reverse order of seniority regardless of job position, except where the special qualifications and/or specialized experience of a less senior employee are not possessed by more senior employees, in which case, the less senior employee shall be retained. Seniority shall accrue from the date of hire. When it is determined by the Board that reduction in force shall take place, the employee(s) affected thereby and the Association shall be notified thereof as soon as it is practicable, but no less than thirty (30) calendar days. Notwithstanding anything contained herein to the contrary, individual non-renewal determinations are not governed by this Article and nothing in this Article shall be construed to affect any other right or remedy that may be available to a school district or TA pursuant to law.

ARTICLE 17 TIMEKEEPING COMPLIANCE

Employees are required to comply with the timekeeping procedures implemented by the Superintendent or designee for each school year, which procedures shall be annually disseminated by or before September 1st of the upcoming school year. Employees who do not comply with the district's timekeeping procedures may be subject to disciplinary action, including discipline for the employee's tardiness and/or working unauthorized overtime. Such disciplinary action could include, verbal warnings, written warnings, additional training, letters of reprimand, suspension and termination, depending on severity, amount and frequency of infractions.

ARTICLE 18 DURATION

This Agreement shall be in effect for the 2024-2025, 2025-2026, 2026-2027, 2027-2028 school years. This Agreement will be in full force and effect until a successor agreement has been completely negotiated.

RIDGEFIELD BOARD OF EDUCATION

BOE President 

BOE Secretary 

RIDGEFIELD TEACHING ASSISTANTS ASSOCIATION

RTAA President 

RTAA NEGOTIATING TEAM MEMBERS

 

EXHIBIT 7 (Article 7) FULL TIME TEACHING ASSISTANTS SALARY GUIDE

- 1) FTAs shall move one step on the guide each year of the agreement.
- 2) Summer compensation for the six-week program shall continue to be prorated as in the past.
- 3) PTA's salary shall be \$16.59 per hour in 2024-2025; \$17.08 per hour in 2025-2026; \$17.60 per hour in 2026-2027; and \$18.12 per hour in 2027-2028.

Ridgefield TA MOVEMENT

2023-2024 Base Step		Y1		Y2		Y3		Y4	
								1-2	
						1	→	1-2	
				1-2	→	2-3	→	3-4	
		1	→	1-2	→	2-3	→	3-4	
1	→	2	→	3	→	4	→	5	
2	→	3	→	4	→	5	→	6	
3	→	4	→	5	→	6	→	7	
4	→	5	→	6	→	7	→	8	
5	→	6	→	7	→	8	→	9	
6	→	7	→	8	→	9	→	10	
7-8	→	8-9	→	9-10	→	10-11	→	11-12	
9-10	→	10-11	→	11-12	→	12-13	→	13-14	
11	→	12	→	13	→	14	→	15	
12	→	13	→	14	→	15	→	16	
13	→	14	→	15	→	16	→	17	
14	→	15	→	16	→	17	→	18	
15	→	16	→	17	→	18	→	19	
16	→	17	→	18	→	19	→	20	
17	→	18	→	19	→	20	→	21	
18	→	19	→	20	→	21	=	21	
19	→	20	→	21	=	21	=	21	

YEAR 1
2024-25 Ridgefield Teaching Assistants

Salary Guide				
Step	10 Month	12 Month	PT	ESY
1	22,250	25,588	13,807	2,164
2	22,600	25,990	-	-
3	23,350	26,853	-	-
4	24,160	27,784	-	-
5	25,045	28,802	-	-
6	26,000	29,900	-	-
7-8	27,000	31,050	-	-
9-10	28,000	32,200	-	-
11	29,000	33,350	-	-
12	30,000	34,500	-	-
13	31,000	35,650	-	-
14	32,000	36,800	-	-
15	33,000	37,950	-	-
16	34,000	39,100	-	-
17	35,000	40,250	-	-
18	36,000	41,400	-	-
19	37,000	42,550	-	-
20	37,250	42,838	-	-
21	37,500	43,125	-	-

YEAR 2
2025-26 Ridgefield Teaching Assistants

Salary Guide

Step	10 Month	12 Month	PT	ESY
			14,221	2,229
1-2	23,000	26,795	-	-
3	23,420	27,284	-	-
4	24,230	28,228	-	-
5	25,115	29,259	-	-
6	26,070	30,372	-	-
7-8	27,045	31,507	-	-
9-10	28,025	32,649	-	-
11	29,025	33,814	-	-
12	30,025	34,979	-	-
13	31,025	36,144	-	-
14	32,025	37,309	-	-
15	33,025	38,474	-	-
16	34,025	39,639	-	-
17	35,025	40,804	-	-
18	36,025	41,969	-	-
19	37,000	43,105	-	-
20	37,250	43,396	-	-
21	37,500	43,688	-	-

YEAR 3
2026-27 Ridgefield Teaching Assistants

Salary Guide

Step	10 Month	12 Month	PT	ESY
			14,648	2,296
1	23,750	28,144	-	-
2-3	24,000	28,440	-	-
4	24,257	28,745	-	-
5	25,142	29,793	-	-
6	26,097	30,925	-	-
7-8	27,072	32,080	-	-
9-10	28,072	33,265	-	-
11	29,072	34,450	-	-
12	30,072	35,635	-	-
13	31,072	36,820	-	-
14	32,072	38,005	-	-
15	33,072	39,190	-	-
16	34,072	40,375	-	-
17	35,072	41,560	-	-
18	36,072	42,745	-	-
19	37,072	43,930	-	-
20	37,322	44,227	-	-
21	37,572	44,523	-	-

+

YEAR 4
2027-28 Ridgefield Teaching Assistants

Salary Guide

Step	10 Month	12 Month	PT	ESY
			15,087	2,365
			-	-
1-2	24,750	29,700	-	-
3-4	25,000	30,000	-	-
5	25,234	30,281	-	-
6	26,189	31,427	-	-
7-8	27,164	32,597	-	-
9-10	28,149	33,779	-	-
11	29,149	34,979	-	-
12	30,149	36,179	-	-
13	31,149	37,379	-	-
14	32,149	38,579	-	-
15	33,149	39,779	-	-
16	34,149	40,979	-	-
17	35,149	42,179	-	-
18	36,149	43,379	-	-
19	37,149	44,579	-	-
20	37,474	44,969	-	-
21	37,799	45,359	-	-

**EXHIBIT 12 (Article 12) BOARD OF EDUCATION BOROUGH OF RIDGEFIELD, NEW
JERSEY EMPLOYMENT CONTRACT for Full Time/Part Time Aides**

**** between the Board of Education of the Borough of Ridgefield, in the County of **** party of the first part, and (fill in name), party of the second part; that said Board of Education has employed and does hereby engage and employee the said party of the second part, to serve as (Teacher Assistant) or (Part Time Teacher Assistant) in the public schools, under the direction and supervision of the Superintendent of Schools or its designee and under the control of" said Board of Education from the _____ day of _____ to the _____ day of _____ at the salary of (_____) to be paid in semi-monthly installments.

The said party of the second part hereby accepts the employment aforesaid, and agrees faithfully to do and perform duties under the employment aforesaid, and to observe and enforce the rules prescribed for the government of the school, by the Board of Education.

It is hereby agreed by the parties hereto that this contract may be terminated before the expiration of the full term specified above upon 10 days' notice in writing by either party to the other of intention to terminate the same.

Dated this _____ day of _____ 20__.

**THE BOARD OF EDUCATION, BOROUGH OF RIDGEFIELD COUNTY OF BERGEN, NEW
JERSEY**

Superintendent of Schools

President

Secretary

Employee

Address of Employee: