

**AGREEMENT**  
**Between the**  
**GIBBSBORO EDUCATION ASSOCIATION**  
**And the**  
**BOARD OF EDUCATION OF GIBBSBORO**  
**THE COUNTY OF CAMDEN, NEW JERSEY**  
  
**2022-2023, 2023-2024, 2024-2025**

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**PREAMBLE**

This Agreement was amended in 2022 by and between the Board of Education of the Borough of Gibbsboro, New Jersey hereinafter called the "Board," and the Gibbsboro Education Association, hereinafter called the "Association."

A. UNIT. The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiations concerning the terms and conditions of employment for the following personnel employed by the Board.

- Teachers
- Head Teacher
- Nurse
- Special Area Teachers - Music, Art, Physical Education, Media Specialist, Health, Computer Speech Therapist
- Support Staff
- Instructional Aides

but excluding:

- Superintendent
- Principal
- Assistant Principal
- Psychologist
- Social Worker
- Guidance Counselor
- Director of Special Services
- Learning Disability Specialist
- Board Office Clerk
- Custodial Staff
- Secretary to Superintendent
- Lunch Aides
- Lunchroom Supervisor
- Child Study Secretary
- Office Clerk
- Business Administrator/Director of Curriculum

B. DEFINITION OF EMPLOYEE. Unless otherwise indicated, the term "employee", when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the negotiating unit as above defined, and references to male employees shall include female employees.

C. Members of a represented bargaining unit who do not join the union or association will be required to pay a representation fee according to the New Jersey Employer-Employee Relations Act entitled as NJSA 34:13A-5.5 et seq.

**ARTICLE II - NEGOTIATION PROCEDURE**

A. DEADLINE DATE The parties agree to enter into collective negotiations over a successor agreement in accordance with N.J.S.A. 34:13A-1 et seq., in a good faith effort to reach agreement on all matters concerning the terms and conditions of employment. Negotiations shall commence at the request of either party but not later than December 15th.

B. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party. Neither party's representatives shall be empowered to make any final decisions.

1. All meetings between the parties shall be regularly scheduled, whenever possible, and take place when the employees involved are free from assigned instructional responsibilities, with times and dates to be mutually agreed.

C. This Agreement incorporates the entire understanding of the parties and shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

### **ARTICLE III - GRIEVANCE PROCEDURE**

#### A. DEFINITIONS

1. The term "Grievance" means a complaint that there has been an improper application, interpretation, or violation of any policy, agreement or administrative decision which affects a term and condition of employment.

2. An "aggrieved person" is the person or persons or the Association making the claim.

3. A "party in interest" is the person or persons making the claim and any person including the Association or the Board, who might be required to take action or against whom action might be taken in order to resolve the claim.

#### B. PURPOSE

The purpose of this procedure is to secure, at the lowest possible level, solutions to grievances which may from time to time arise affecting employees.

#### C. PROCEDURE

1. A grievance may be filed by the Association either in its own name or as the representative of a group, or individual. All time lines herein are considered to be maximum times and every effort shall be made to render decisions as quickly as possible.

2. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the grievance to proceed to the next step. Failure at any step of this 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 that step. Any grievance must be lodged at the proper initiating level within twenty-five (25) work days of the happening of the event. A workday shall be defined as a day that the aggrieved is scheduled to work.

3. It is understood that the individuals 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.

#### A. LEVEL ONE: PRINCIPAL/SUPERINTENDENT

1. The grievant shall set forth his grievance in writing to the Principal/Superintendent specifying:

- a. the nature of the grievance;
- b. the nature and extent of the injury, loss, or inconvenience;

The Principal/Superintendent shall attempt to resolve the matter as quickly as possible, but within a period not to exceed fourteen (14) calendar days. The Principal/Superintendent shall communicate his/her decision in writing to the grievant and the grievant's supervisor.

B. LEVEL TWO: BOARD OF EDUCATION

If the grievance is not resolved to the grievant's satisfaction, he, no later than fourteen (14) calendar days after receipt of the Principal/Superintendent's decision, may request a review by the Board of Education. The request shall be submitted in writing through the Principal/Superintendent who shall attach all related papers and forward the request to the Board. The Board, or a committee thereof, shall review the grievance and shall, at the option of the Board, hold a hearing with the grievant and render a decision in writing within thirty (30) calendar days of receipt of the grievance by the Board.

C. LEVEL THREE: ARBITRATION

Only a complaint that there has been an improper application, interpretation, or violation of the contract shall be subject to the arbitration procedure.

Notice of intention to proceed to arbitration shall be given to the Board through the Principal/Superintendent within fourteen (14) calendar days after receipt of the decision which is being appealed. Only the parties signatory to this Agreement shall have the right to proceed to arbitration and said right shall not accrue to an individual employee or group of employees. Said arbitration shall be binding and shall be conducted under the rules of the American Arbitration Association.

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 parties. The Board, Association, and the aggrieved shall receive copies of the arbitrator's opinion and award.

D. NON-GRIEVABLE MATTERS

The following matters shall not be grievable:

1. The termination of the contract of a non-tenure teacher and the failure or refusal of the Board to renew a contract of a non-tenure teacher.
2. In matters where a method of review is prescribed by law, or by any rule, regulation or by law of the State Commissioner of Education or the State Board of Education.
3. In matters where the Board is without authority to act.
4. In matters where the discretion of the Board may not be unlimited but where, after the exercise of such discretion, a further review of the Board's action is available to employees under provisions of State Law.

E. RIGHTS OF EMPLOYEES TO REPRESENTATION

1. Any grievant may be represented at all stages of the grievance procedure by himself, or at his option, by a representative selected by him or by the Association.
2. When a grievant is not represented by the Association in the processing of a grievance, the Association shall at the time of submission of the grievance to the Principal/Superintendent or any later level be notified that the grievance is in process, have the right to be present and present its position in writing at all hearing sessions held concerning the grievance.
3. The Board and the Association shall assure the individual freedom from restraint, interference, coercion, discrimination or reprisal in utilizing this grievance procedure.
4. No meeting or hearing conducted under this procedure shall be public. The only parties in attendance shall be the parties in interest, witnesses, and the designated or selected representatives contemplated in this article.

F. COSTS

1. The fees and expenses of the arbitrator and costs of the hearing room shall be shared equally by the Board and the Association.

2. If time is lost by any grievant due to arbitration proceedings necessitating the retention of a substitute, the Board of Education will pay only the cost of the substitute, and the time lost by the grievant must either be without pay or charged to personal time.

#### **ARTICLE IV - EMPLOYEE RIGHTS**

A. Neither the Board nor Association will directly or indirectly discourage, deprive, or coerce any employee in the enjoyment of any rights conferred by N.J.S.A. 34:13A-1 et seq.

B. No tenured employee (or unit member upon commencement of employment in the fifth year) shall be disciplined, reprimanded, or reduced in rank or compensation without just cause.

C. The parties hereto agree and understand that the necessary criticism of unit member, administrator, and or board member should take place in private or executive session and should be coupled with a complaint procedure. In the event, written notice is given to the contrary, all rights of the individual shall be adhered to.

D. Nothing contained herein shall be construed to deny or restrict to any employee such rights as the employee may have under New Jersey School Laws or other applicable laws and regulations. The Board of Education and the Association agree that there shall be no discrimination, and that all practices, procedures, and policies of the school system shall clearly exemplify that there is no discrimination in the hiring, training, assignment, promotion, transfer, or discipline of employees, or in the application or administration of this Agreement on the basis of race, creed, color, religion, national origin, sex, domicile, or marital status or any legally protected status or category

#### **ARTICLE V - STAFF EMPLOYMENT**

A. Placement on the salary guide shall be in accordance with N.J.S.A. 18A:29-9. Whenever a person shall accept employment as an employee in the school district, his/her initial placement on the salary schedule shall be agreed upon by the individual and the Board of Education at the time of employment and shall constitute the final determination of credit for previous work experience, provided that credit shall be given for military service up to a maximum of four years.

Part-time employees transferring to full time employment would only receive credit for actual work experience in their classification. (Example: a part-time teacher, teaching 2 1/2 days, would require two years to have one year's teaching experience.)

Part-time teaching salaries must also be adjusted to meet the above regulations and in keeping with State laws and regulations.

B. Teacher participation in extra-curricular activities which extend beyond the regularly scheduled in-school day, where possible, shall be open to all certified staff, and where possible, shall be agreed upon before June 10th of the preceding school year or upon issuance of a contract to persons hired beyond that date, and shall be compensated according to the rate of pay in Schedule "B". If no teacher within the District volunteers, the Board will seek volunteers from outside the District before assigning existing staff members to said positions.

C. In-District qualified teachers shall not be involuntarily assigned to extra-curricular positions for more than (1) year provided, with the reasonable discretion of the Superintendent, there is a pool of qualified candidates

In any event, the Board of Education shall have the final choice of a teacher or any other qualified individual to participate in such extra-curricular activity.

D. When school is in session, a notice shall be publicly posted and open to all certified staff for any position, as far in advance as practical, ordinarily at least (15) school days before the final date when

applications must be submitted and in no event, less than (5) school days before such date. A copy of said notice shall be given to the association at the time of posting. Unit members who desire to apply for such vacancies shall submit their applications in writing to the Superintendent within the time specified in the notice.

**ARTICLE VI - SALARIES**

A. The salaries of all employees covered by this Agreement are set forth in Schedule "A" which is attached hereto and made a part hereof.

- 1. When a pay day falls on or during a school holiday, vacation or week-end, employees shall receive their paychecks on the last previous working day.
- 2. Employees shall receive the pay schedule for the following year on the last working day in June if there is a change.

| **[REDACTED]**

- A. Vacation is earned (by 12 month employees) upon completion of the employment year. Earned vacation time must be submitted five days in advance and approved by the Superintendent.
- B. Vacation days to be earned as follows:
  - 2 weeks - at conclusion of years 1, 2, 3 and 4
  - 3 weeks - at conclusion of years 5, 6, 7, 8 and 9
  - 4 weeks - at conclusion of years 10 and above

**ARTICLE VIII - HOLIDAYS**

- A. All legal holidays (unless school is in session) are considered non-working days. Additional days off are at the discretion of the Superintendent.
- B. All twelve (12) month employees who work on a holiday will be given compensatory time for day(s) worked.
- C. Religious holidays - Employees may apply in advance in writing to make up the day with compensatory time or take a personal day. Approval is at the discretion of the Superintendent.

| **[REDACTED]**

Promotional positions are defined as follows:

- A. Positions paying a salary differential and/or positions on the administrator-supervisory levels of responsibility include but are not limited to positions as department head, chairman, or coordinator.
- B. All positions that are promotional and are a part of a program funded by the federal government shall be adequately publicized by the Superintendent by posting a notice on a prominent bulletin board.

**ARTICLE X - SICK LEAVE**

- A. All ten (10) month employees shall be entitled to ten (10) sick leave days each school year and all twelve (12) month employees shall be entitled to twelve (12) sick leave days each school year as of the first official day of said school year whether or not they report for duty on that day. Unused sick leave days shall be accumulated from year to year with no maximum limit. Allow the estate of the deceased employee to receive the unused sick leave reimbursement and/or payment for the unused vacation days per the criteria below.
- B. Upon simultaneous retirement from the services of the Board, as confirmed to the Board by the New Jersey's Teacher Pension and Annuity Fund, and/or PERS, payment for unused sick leave will be

made as per the following: Starting with the 31st unused sick day each eligible individual will receive payment as stated below for unused sick days.

- a. Certified Staff - 2022-2025 \$53.00 per day up to a maximum of 180 days.
- b. Classroom Aides - 2019-2022 \$28.00 per day up to a maximum of 180 days.

C. RETIREMENT NOTICE

Any staff member must notify the superintendent of intent to retire no later than the first Friday after school reopens in January from winter recess of the year in which retirement takes place in order to receive prompt payment; those who fail to comply with the notification procedure described herein shall be required to wait for said payment until such time as (1) the money is allocated in the next school budget and (2) the instant the budget becomes effective.

**ARTICLE XI - TEMPORARY LEAVES OF ABSENCE**

A. Employees shall be entitled to the following temporary leaves of absence with full pay each school year:

- 1. Three (3) days leave of absence for personal, legal, business, household, or family matters which require absence during school hours. Application to the Superintendent or other immediate superior for personal leave shall be made at least three (3) days before taking such leave (except in the case of emergencies), and the applicant for such leave shall not be required to state the reason for taking such leave other than that he is taking it under this section.

At no time, except Yom Kippur and Rosh Hashanah, will more than 4 members of the teaching staff take personal days on any given day when school is in session. Personal days will be granted on a first come first serve basis. The emergency use of a personal day in excess of 4 members of the teaching staff may be granted with prior approval of the Superintendent or designee. Days of absence in the categories may be taken on the day before or the day after a holiday (except in the case of emergencies) by three (3) GEA members recognized in this agreement on a first come, first served basis.

- 2. Unused personal days at the end of each school year will be added to accumulated sick leave for the following school year.

- 3. An allowance of up to five (5) days shall be granted to any employee whose home is saddened by the death of an immediate member of his/her family. The immediate family is defined as father, mother, spouse, domestic partner, son/daughter, brother, sister, grandparent/grandchild, mother-in-law, father-in-law, or any legally domiciled member of the household.

One bereavement day may be granted to any employee whose home is saddened by the death of a close relative or a personal friend; limited to one occasion per year.

Bereavement days must be taken within seven (7) school days of the date of death, no exceptions unless approved by the Superintendent for extenuating circumstances.

- 4. The Superintendent may grant up to two (2) days to each employee for the purpose of visiting other schools or attending meetings or conferences of an educational nature.

- 5. Two (2) days for all members of the Association to attend the convention of the N.J.E.A.

- 6. Additional days may be granted under A1. through A.4. above at the discretion of the Superintendent/Board of Education. The Board is to be notified of all requests granted/not granted under this section.

- 7. Previously unused sick leave days will be restored to all employees returning from an approved leave of absence.



B. Employees requesting a temporary leave of absence without pay must make an application to the Superintendent at least six (6) weeks in advance of such date (except in the case of emergencies), and the applicant for such leave shall be required to state the reason for taking such leave.

The Board shall take action on such a request at its next regularly scheduled meeting following receipt by the Superintendent of the application for such leave.

Leave under this section may not be taken without prior approval of the Board (except in case of emergencies).

C. The Board shall grant a child rearing leave to an employee upon request subject to the following stipulations and limitations:

1. Any employee desiring a child rearing leave of absence shall notify the Superintendent in writing no later than sixty (60) days before the anticipated leave is to begin or is practicable.
2. The Board shall not be required to extend the child rearing leave of absence beyond the current contract year for a non-tenure employee except for a tenured secretary or teacher who has already been awarded his/her tenure contract.
3. Reinstatement of employees to whom such a leave of absence has been granted shall commence ninety (90) days after application for reinstatement has been made to the Superintendent.
4. The Board will assume no responsibility for re-assignment of such teachers to the same classroom, grade, or subject area. However, the Superintendent will attempt, to his/her fullest extent, to return a teacher to the same grade level that the teacher left

## **ARTICLE XII - SABBATICAL LEAVES**

### A. Purpose

A sabbatical leave may be granted to a teacher by the Board for study, including study in another area of specialization, for travel, or for other reasons of value to the school system.

### B. Conditions

Sabbatical leave may be granted, subject to the following conditions:

#### 1. Percentage of teachers

If there are sufficient qualified applicants, sabbatical leaves shall be granted to a maximum of ten (10%) percent of teachers at any one time. There shall be only one from any grade.

#### 2. Requests

Requests for sabbatical leave must be received by the Superintendent in writing in such form as may be mutually agreed on by the Association and the Superintendent no later than January 1, and action must be taken on all such requests no later than February 1 of the school year preceding the school year for which the sabbatical leave is requested.

#### 3. Minimum time to qualify

The teacher has completed at (least seven (7) full school years of service in the Gibbsboro School District.

#### 4. Pay

In the event that the Board grants a teacher sabbatical leave, the Board shall have no responsibility to pay the teacher or pay any medical, health, or other benefit cost for said teacher for the duration of the sabbatical.

5. Return

a. Upon return from the sabbatical leave, a teacher shall be placed on the salary schedule at the level he/she would have been on during the sabbatical leave. He/She shall maintain his/her previous position providing the position has not been eliminated.

b. Within sixty (60) days of a teacher returning from a sabbatical leave, said teacher shall submit a written report to the Board on the sabbatical experience.

6. Granting of Requests

Sabbatical requests will be granted to qualified personnel on a first come basis. If a conflict should arise, seniority in the school system shall be used in determining who shall be granted the sabbatical.

**ARTICLE XIII - PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT**

A. In our rapidly changing society teachers and/or staff must constantly review curricular content, teaching methods and materials, educational philosophy and goals, social changes, and other topics related to education. The Board recognizes that it shares with its professional staff responsibility for the upgrading and updating of teacher performance and attitudes. The Board and the Association support the principle of continuing training of teachers and/or staff and the improvement of instruction.

B. Each member of the bargaining unit shall be eligible for a tuition reimbursement plan with the following provisions:

1. To pay the full cost of tuition and other reasonable expenses of employees incurred in connection with any workshops, seminars, conferences, or in service training sessions,

2. To reimburse teachers up to the maximum of six (9) credits at the Rowan rate per year for graduate studies. Courses taken shall be approved by the Superintendent. No reimbursement shall be made for courses where the grade earned is not a "B" or better.

3. If the amount of reimbursement requested exceeds the allotment, the allotment will be distributed equally among all members taking classes.

4. To reimburse classroom aides up to the maximum of six (6) credits at the Rowan rate per year for college courses.

5. Tuition reimbursement will be given to staff in good faith. If a staff member leaves the district for any reason other than illness and/or death before the 12<sup>th</sup> month after course completion there will be a chargeback of the reimbursement. The chargeback criteria are as follows:

i. 75% chargeback per course completed will apply for any staff member who leaves within 18 months after course completion.

6. The BOE shall equitably reimburse the costs of tuition up to and not to exceed said allotment for the calendar year (see below) as it relates to the terms and conditions of the total professional development and educational improvement benefit to any staff successfully completing a course with a "B" or better or educational activity approved in writing by the superintendent prior to the start of the course or activity that shall be curriculum related. See tuition allotment below:

2022-2023	\$17,000
2023-2024	\$17,000
2024-2025	\$17,000

**ARTICLE XIV - DEDUCTION FROM SALARY**

A. The Board agrees to deduct from the salaries of its employees dues for the Gibbsboro Education Association, the Camden County Education Association, the New Jersey Education Association, and the

National Education Association. Such deductions shall be made in compliance with Chapter 310, Public Laws of 1967 (N.J.S.A. 52:14-15.9e) and under rules established by the State Department of Education. Said money together with records of any corrections shall be transmitted to the treasurer of the Gibbsboro Education Association by the 15th of each month following the monthly pay period in which deductions were made. The Association treasurer shall disburse such monies to the appropriate associations.

B. Employee authorizations shall be made in writing and transmitted to the Board through the Association treasurer.

C. Each of the associations named above shall certify to the Board, in writing, the current rate of its membership dues. Any association which shall change the rate of its membership dues shall give the Board written notice prior to the effective date of such change.

D. Additional authorizations for dues deduction may be received after August 1 under rules established by the State Department of Education.

E. The filing of notice of an employee's withdrawal shall be prior to December 1 and become effective to halt deductions as of January 1 next succeeding the date on which notice of withdrawal is filed.

#### **ARTICLE XV - PREPARATION TIME**

A. 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 PLCs as determined by the Principal/Superintendent 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/Superintendent will make every effort possible to have the additional prep period fall on the PLC meeting days.

B. The Board will make every effort, as it has in the past, to assign one preparation period per day, but it is understood that the number of classes, scheduling, and the like shall impact on it.

C. Instructional Aides shall be entitled to their lunch period which will be 40 minutes or equal to the lunch time of the students.

#### **ARTICLE XVI - BOARD RIGHTS**

A. The Board hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the Constitution and laws of the United States and the State of New Jersey. Nothing herein contained shall be considered to deny or restrict the Board in the exercise of its responsibilities under the laws of the State of New Jersey. Except as otherwise specified in this Agreement, the Association recognizes that the Board has the responsibility and authority to manage and direct, on behalf of the public, all of the operations and activities of the school district to the full extent authorized by law. In exercising its powers, the Board, through its administrative staff, shall, subject to the provisions of this Agreement, exercise all of its managerial rights and authority to the extent permitted by law.

#### **ARTICLE XVII - WORK YEAR**

A. Teachers' work year shall consist of 182 teaching days and 4 in-service days for a total of 186 days. There shall be at least one full in-service day prior to the students' first day of school.

B. Paraprofessionals' work year shall consist of 182 days plus 2 in-service days. There shall be at least one full in-service day prior to the students' first day of school.

C. One faculty meeting a month commences at student dismissal not to exceed 45 minutes.

D. No Junior High Teacher shall teach more than 6 instructional periods per day unless compensated at the newly negotiated hourly rate.

E. 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.

F. Attendance at three night events: Back to School Night, Parent-Teacher Conferences, and one other additional night event that can be but not limited to 8th Grade Graduation. Other night events are subject to approval by the Superintendent to fulfill the third night obligation.

G. ESY Rates will be as follows:

GROUP	YEAR	RATE
TEACHERS	2022-2023	\$46
TEACHERS	2023-2024	\$47
TEACHERS	2024-2025	\$48
PARAS	2022-2023	\$15
PARAS	2023-2024	\$16
PARAS	2024-2025	\$17

**ARTICLE XVIII - WORK DAY**

A. Teachers

a. Teachers shall report at 8:00 A.M. for the beginning of the pupil day which shall commence at 8:20 A.M. The pupil day will end at 3:15 P.M., and the teachers shall remain until 3:30 P.M. except on those days when there is a general faculty meeting called by the Superintendent.

b. Curriculum writing/Extracurricular/Non-stipend work (including dances)

i. 2022-2023 - Curriculum writing/Extracurricular/Non-stipend work (including dances) will be paid a rate of \$49/hour, on a day that is not a contracted work day.

ii. 2023-2024 - Curriculum writing/Extracurricular/Non-stipend work (including dances) will be paid a rate of \$50/hour, on a day that is not a contracted work day

iii. 2024-2025 - Curriculum writing/Extracurricular/Non-stipend work (including dances) will be paid a rate of \$51/hour, on a day that is not a contracted work day

c. All presenters at in-district workshops will be paid the curriculum rate on a day that is not a contracted work day.

d. A staff member who attends new staff orientation will be paid at the rate of \$80 for five hours of work requested by the superintendent that is not a contracted day. Beyond five hours a member will be paid the hourly rate.

B. Instructional Aides

- a. 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.
- b. All other different scheduled days paraprofessionals have the same arrival and dismissal times as the students.
- c. Paraprofessionals will be reimbursed the cost of a substitute teacher certification and paid regular pay plus \$30 per day (\$15 half-day) when pulled for substitute coverage.

**ARTICLE XIX - MEDICARE PART B**

The Board of Education will not be required to provide reimbursement for Medicare Part B premiums.

**ARTICLE XX - COMPLAINT PROCEDURES**

A. Statement of Purpose:

- 1. Any complaints regarding an employee made to any member of the administration by any parent, student, or other person which does or may influence evaluation of that unit member shall be made known to the employee.
- 2. The Board of Education, or its designee, shall inform the complaining party there is a procedure that has been established for the resolving of complaints and shall encourage the utilization of said procedure.
- 3. Employees shall be informed of complaints which will lead to disciplinary action within ten (10) days, including the name of the complainant.

B. Procedural Steps:

- 1. Employee and pupil or employee and parent may confer at this step to attempt to resolve any and all complaints. Any unresolved complaints will then be processed through.
- 2. Any complaint unresolved under Step 1 will be reviewed by the building principal or assistant principal in an attempt to resolve the matter to the satisfaction of all parties concerned. If the matter still remains unresolved, it will then proceed through Step 3.
- 3. Any complaint not resolved by Step 2 shall be forwarded to the superintendent and a copy forwarded also to the employee or employees.
- 4. Upon receipt of the written complaint, the superintendent will confer with all parties. The employee has the right to be present at all meetings of the superintendent or at any meeting between the superintendent and the complainant.
- 5. If the superintendent is unable to resolve this complaint to the satisfaction of all parties concerned, he/she shall forward the results of his/her investigation along with his/her recommendation, in writing, to the Board of Education and a copy to all parties concerned.
- 6. After receipt of the superintendent's findings and recommendations, and before action thereon, the Board shall afford the parties this opportunity to meet with the Board of Education and show cause why the superintendent's recommendations shall not be followed. All parties shall have the right of representation by the representative of the parties choosing.
- 7. Copies of the action taken by the Board of Education shall be forwarded to all parties.

C. In the event that a complainant refuses to utilize the above complaint procedure, the Board shall hear the complaint but render no decision regarding its merit until the complained against party or their

representative is afforded an opportunity to present its position to the Board.

D. Any complaint concerning an administrator/board member by a represented member of this contract, which shall influence their position or seat on the board, shall not be in public or to any parent, student or resident of the community served without first bringing the complaint to the direct attention of the Board member and/or administrator at least ten (10) days prior to any public meeting of the Board.

**ARTICLE XXI - EMPLOYEE FACILITIES**

A. The Board shall provide an appropriately furnished room which shall be reserved for the use of staff as an employee lounge. Although these facilities shall be regularly cleaned by the school custodial staff, the school staff shall exercise reasonable care in maintaining the appearance of the lounge.

**ARTICLE XXII - DURATION OF AGREEMENT**

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

B. In witness whereof the parties have caused this Agreement to be signed by their respective presidents, attested by their respective secretaries, and their corporate seals to be placed hereon, all on the day and year first above written.

GIBBSBORO EDUCATION ASSOCIATION

BY \_\_\_\_\_  
PRESIDENT

BY \_\_\_\_\_  
SECRETARY

GIBBSBORO BOARD OF EDUCATION

BY \_\_\_\_\_  
PRESIDENT

BY \_\_\_\_\_  
SECRETARY

**SCHEDULE A**

Year 1 2022- Gibbsboro Teachers  
23

Salary Guide

Step	BA	BA+15	BA+30	MA	MA+15	MA+30
1	<u>59,528</u>	<u>60,278</u>	<u>61,028</u>	<u>62,528</u>	<u>63,278</u>	<u>64,028</u>
2	<u>60,278</u>	<u>61,028</u>	<u>61,778</u>	<u>63,278</u>	<u>64,028</u>	<u>64,778</u>
3	<u>61,028</u>	<u>61,778</u>	<u>62,528</u>	<u>64,028</u>	<u>64,778</u>	<u>65,528</u>

4	<u>61,928</u>	<u>62,678</u>	<u>63,428</u>	<u>64,928</u>	<u>65,678</u>	<u>66,428</u>
5	<u>62,928</u>	<u>63,678</u>	<u>64,428</u>	<u>65,928</u>	<u>66,678</u>	<u>67,428</u>
6	<u>64,128</u>	<u>64,878</u>	<u>65,628</u>	<u>67,128</u>	<u>67,878</u>	<u>68,628</u>
7	<u>65,378</u>	<u>66,128</u>	<u>66,878</u>	<u>68,378</u>	<u>69,128</u>	<u>69,878</u>
8	<u>66,678</u>	<u>67,428</u>	<u>68,178</u>	<u>69,678</u>	<u>70,428</u>	<u>71,178</u>
9	<u>68,078</u>	<u>68,828</u>	<u>69,578</u>	<u>71,078</u>	<u>71,828</u>	<u>72,578</u>
10	<u>69,578</u>	<u>70,328</u>	<u>71,078</u>	<u>72,578</u>	<u>73,328</u>	<u>74,078</u>
11	<u>71,578</u>	<u>72,328</u>	<u>73,078</u>	<u>74,578</u>	<u>75,328</u>	<u>76,078</u>
12	<u>73,578</u>	<u>74,328</u>	<u>75,078</u>	<u>76,578</u>	<u>77,328</u>	<u>78,078</u>
13	<u>75,794</u>	<u>76,544</u>	<u>77,294</u>	<u>78,794</u>	<u>79,544</u>	<u>80,294</u>
14	<u>78,294</u>	<u>79,044</u>	<u>79,794</u>	<u>81,294</u>	<u>82,044</u>	<u>82,794</u>
15	<u>84,033</u>	<u>84,783</u>	<u>85,533</u>	<u>87,033</u>	<u>87,783</u>	<u>88,533</u>

Year 2 2023-  
24 Gibbsboro Teachers

Salary Guide

<u>Step</u>	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>
1	60,667	61,417	62,167	63,667	64,417	65,167
2	61,417	62,167	62,917	64,417	65,167	65,917
3	62,167	62,917	63,667	65,167	65,917	66,667

4	63,067	63,817	64,567	66,067	66,817	67,567
5	64,067	64,817	65,567	67,067	67,817	68,567
6	65,267	66,017	66,767	68,267	69,017	69,767
7	66,517	67,267	68,017	69,517	70,267	71,017
8	67,817	68,567	69,317	70,817	71,567	72,317
9	69,217	69,967	70,717	72,217	72,967	73,717
10	70,717	71,467	72,217	73,717	74,467	75,217
11	72,717	73,467	74,217	75,717	76,467	77,217
12	74,717	75,467	76,217	77,717	78,467	79,217
13	76,933	77,683	78,433	79,933	80,683	81,433
14	79,433	80,183	80,933	82,433	83,183	83,933
15	86,033	86,783	87,533	89,033	89,783	90,533

Year 3 2024-  
25 Gibbsboro Teachers

Salary Guide

<u>Step</u>	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>
1	61,504	62,254	63,004	64,504	65,254	66,004
2	62,254	63,004	63,754	65,254	66,004	66,754
3	63,004	63,754	64,504	66,004	66,754	67,504



4	63,904	64,654	65,404	66,904	67,654	68,404
5	64,904	65,654	66,404	67,904	68,654	69,404
6	66,104	66,854	67,604	69,104	69,854	70,604
7	67,354	68,104	68,854	70,354	71,104	71,854
8	68,654	69,404	70,154	71,654	72,404	73,154
9	70,054	70,804	71,554	73,054	73,804	74,554
10	71,554	72,304	73,054	74,554	75,304	76,054
11	73,554	74,304	75,054	76,554	77,304	78,054
12	75,554	76,304	77,054	78,554	79,304	80,054
13	77,770	78,520	79,270	80,770	81,520	82,270
14	80,270	81,020	81,770	83,270	84,020	84,770
15	88,033	88,783	89,533	91,033	91,783	92,533

2022-2023 GIBBSBORO AIDES

Year 1 2022-    Gibbsboro Aides  
23                    Salary Guide

<u>Step</u>	<u>Salary</u>
<u>1</u>	<u>15,848</u>
<u>2</u>	<u>16,163</u>
<u>3</u>	<u>16,478</u>

<u>4</u>	<u>16,794</u>
<u>5</u>	<u>17,109</u>
<u>6</u>	<u>17,424</u>
<u>7</u>	<u>17,739</u>
<u>8</u>	<u>18,054</u>
<u>9</u>	<u>18,370</u>
<u>10</u>	<u>18,685</u>
<u>11</u>	<u>19,000</u>
<u>12</u>	<u>19,315</u>
<u>13</u>	<u>19,630</u>
<u>14</u>	<u>19,946</u>
<u>15</u>	<u>21,247</u>

Year 2 2023-    Gibbsboro Aides  
24                Salary Guide

<u>Step</u>	<u>Salary</u>
1	16,192
2	16,507
3	16,822

4	17,138
5	17,453
6	17,768
1	18,083
8	18,398
9	18,714
10	19,029
11	19,344
12	19,659
13	19,974
14	20,290
15	21,847

Year 3 2024-    Gibbsboro Aides  
25                Salary Guide

<u>Step</u>	<u>Salary</u>
1	16,565
2	16,880
3	17,195

4	17,511
5	17,826
6	18,141
1	18,456
2	18,771
9	19,087
10	19,402
11	19,717
12	20,032
13	20,347
14	20,663
15	22,447

**SCHEDULE "B" – PAYMENT FOR EXTRA-CURRICULAR ACTIVITIES**

- a. A teacher accepting a position for the first time would always start on Step I of the Schedule.
- b. A teacher returning to one of these positions after an absence shall be treated in the same manner as a teacher who takes a leave of absence from teaching. If the absence is for a period of years greater than the contract, the returning teacher will go to the lowest step as long as the stipend is greater than when the absence commenced.
- c. Teachers already carrying out the duties of the above positions would move to the next step each year until they reach the maximum step.
- d.

**Schedule B 22-23 \$ Amounts**

2022-2023	STEP 1	STEP 2	STEP 3	STEP 4	STEP V
-----------	--------	--------	--------	--------	--------

Basketball coach (girls)	\$2,366	\$2,468	\$2,800	\$3,024	\$3,295
Basketball coach (boys)	\$2,366	\$2,468	\$2,800	\$3,024	\$3,295
Field Hockey coach	\$2,366	\$2,468	\$2,800	\$3,024	\$3,295
Soccer coach	\$2,366	\$2,468	\$2,800	\$3,024	\$3,295
Softball coach	\$2,366	\$2,468	\$2,800	\$3,024	\$3,295
Baseball coach	\$2,366	\$2,468	\$2,800	\$3,024	\$3,295
Music Coordinator	\$2,366	\$2,468	\$2,800	\$3,024	\$3,295
Student Govt coordinator	\$2,366	\$2,468	\$2,800	\$3,024	\$3,295
Drama music director	\$2,366	\$2,468	\$2,800	\$3,024	\$3,295
Robotics	\$2,366	\$2,468	\$2,800	\$3,024	\$3,295
Drama director	\$2,366	\$2,468	\$2,800	\$3,024	\$3,295
Jr. High Coordinator	\$2,366	\$2,468	\$2,800	\$3,024	\$3,295
Cheerleading Coach	\$2,366	\$2,468	\$2,800	\$3,024	\$3,295
Athletic Director	\$2,366	\$2,468	\$2,800	\$3,024	\$3,295
Intramural Coach (2)	\$2,070	\$2,172	\$2,280	\$2,391	\$2,507
Safety Patrol Coordinator	\$2,070	\$2,172	\$2,280	\$2,391	\$2,507
Webmaster	\$2,070	\$2,172	\$2,280	\$2,391	\$2,507
Spartan News	\$2,070	\$2,172	\$2,280	\$2,391	\$2,507
Yearbook	\$2,070	\$2,172	\$2,280	\$2,391	\$2,507
Basketball Assistant	\$1,200	\$1,398	\$1,488	\$1,586	\$1,691
Field Hockey Assistant Coach	\$1,200	\$1,398	\$1,488	\$1,586	\$1,691

Soccer Assistant Coach	\$1,200	\$1,398	\$1,488	\$1,586	\$1,691
Softball Assistant Coach	\$1,200	\$1,398	\$1,488	\$1,586	\$1,691
Baseball Assistant Coach	\$1,200	\$1,398	\$1,488	\$1,586	\$1,691
Assistant Robotics	\$1,200	\$1,398	\$1,488	\$1,586	\$1,691
National Jr. Honor Society	\$1,200	\$1,398	\$1,488	\$1,586	\$1,691
Battle of the Books	\$1,200	\$1,398	\$1,488	\$1,586	\$1,691
Drama/Art Director	\$1,200	\$1,398	\$1,488	\$1,586	\$1,691
Choreographer	\$1,200	\$1,398	\$1,488	\$1,586	\$1,691

Schedule B 23-24 \$ Amounts

2023-2024	STEP 1	STEP 2	STEP 3	STEP 4	STEP V
Basketball coach (girls)	\$2,413	\$2,517	\$2,856	\$3,084	\$3,361
Basketball coach (boys)	\$2,413	\$2,517	\$2,856	\$3,084	\$3,361
Field Hockey coach	\$2,413	\$2,517	\$2,856	\$3,084	\$3,361
Soccer coach	\$2,413	\$2,517	\$2,856	\$3,084	\$3,361
Softball coach	\$2,413	\$2,517	\$2,856	\$3,084	\$3,361
Baseball coach	\$2,413	\$2,517	\$2,856	\$3,084	\$3,361
Music Coordinator	\$2,413	\$2,517	\$2,856	\$3,084	\$3,361
Student Govt coordinator	\$2,413	\$2,517	\$2,856	\$3,084	\$3,361
Drama music director	\$2,413	\$2,517	\$2,856	\$3,084	\$3,361
Robotics	\$2,413	\$2,517	\$2,856	\$3,084	\$3,361
Drama director	\$2,413	\$2,517	\$2,856	\$3,084	\$3,361

Jr. High Coordinator	\$2,413	\$2,517	\$2,856	\$3,084	\$3,361
Cheerleading Coach	\$2,413	\$2,517	\$2,856	\$3,084	\$3,361
Athletic Director	\$2,413	\$2,517	\$2,856	\$3,084	\$3,361
Intramural Coach (2)	\$2,111	\$2,215	\$2,326	\$2,439	\$2,557
Safety Patrol Coordinator	\$2,111	\$2,215	\$2,326	\$2,439	\$2,557
Webmaster	\$2,111	\$2,215	\$2,326	\$2,439	\$2,557
Spartan News	\$2,111	\$2,215	\$2,326	\$2,439	\$2,557
Yearbook	\$2,111	\$2,215	\$2,326	\$2,439	\$2,557
Basketball Assistant	\$1,224	\$1,426	\$1,518	\$1,618	\$1,725
Field Hockey Assistant Coach	\$1,224	\$1,426	\$1,518	\$1,618	\$1,725
Soccer Assistant Coach	\$1,224	\$1,426	\$1,518	\$1,618	\$1,725
Softball Assistant Coach	\$1,224	\$1,426	\$1,518	\$1,618	\$1,725
Baseball Assistant Coach	\$1,224	\$1,426	\$1,518	\$1,618	\$1,725
Assistant Robotics	\$1,224	\$1,426	\$1,518	\$1,618	\$1,725
National Jr. Honor Society	\$1,224	\$1,426	\$1,518	\$1,618	\$1,725
Battle of the Books	\$1,224	\$1,426	\$1,518	\$1,618	\$1,725
Drama/Art Director	\$1,224	\$1,426	\$1,518	\$1,618	\$1,725
Choreographer	\$1,224	\$1,426	\$1,518	\$1,618	\$1,725

Schedule B 24-25 \$ Amounts

2024-2025	STEP 1	STEP 2	STEP 3	STEP 4	STEP V
Basketball coach (girls)	\$2,437	\$2,542	\$2,885	\$3,115	\$3,395
Basketball coach (boys)	\$2,437	\$2,542	\$2,885	\$3,115	\$3,395
Field Hockey coach	\$2,437	\$2,542	\$2,885	\$3,115	\$3,395
Soccer coach	\$2,437	\$2,542	\$2,885	\$3,115	\$3,395
Softball coach	\$2,437	\$2,542	\$2,885	\$3,115	\$3,395
Baseball coach	\$2,437	\$2,542	\$2,885	\$3,115	\$3,395
Music Coordinator	\$2,437	\$2,542	\$2,885	\$3,115	\$3,395
Student Govt coordinator	\$2,437	\$2,542	\$2,885	\$3,115	\$3,395
Drama music director	\$2,437	\$2,542	\$2,885	\$3,115	\$3,395
Robotics	\$2,437	\$2,542	\$2,885	\$3,115	\$3,395
Drama director	\$2,437	\$2,542	\$2,885	\$3,115	\$3,395
Jr. High Coordinator	\$2,437	\$2,542	\$2,885	\$3,115	\$3,395
Cheerleading Coach	\$2,437	\$2,542	\$2,885	\$3,115	\$3,395
Athletic Director	\$2,437	\$2,542	\$2,885	\$3,115	\$3,395
Intramural Coach (2)	\$2,132	\$2,237	\$2,349	\$2,463	\$2,583



Safety Patrol Coordinator	\$2,132	\$2,237	\$2,349	\$2,463	\$2,583
Webmaster	\$2,132	\$2,237	\$2,349	\$2,463	\$2,583
Spartan News	\$2,132	\$2,237	\$2,349	\$2,463	\$2,583
Yearbook	\$2,132	\$2,237	\$2,349	\$2,463	\$2,583
Basketball Assistant	\$1,236	\$1,440	\$1,533	\$1,634	\$1,742
Field Hockey Assistant Coach	\$1,236	\$1,440	\$1,533	\$1,634	\$1,742
Soccer Assistant Coach	\$1,236	\$1,440	\$1,533	\$1,634	\$1,742
Softball Assistant Coach	\$1,236	\$1,440	\$1,533	\$1,634	\$1,742
Baseball Assistant Coach	\$1,236	\$1,440	\$1,533	\$1,634	\$1,742
Assistant Robotics	\$1,236	\$1,440	\$1,533	\$1,634	\$1,742
National Jr. Honor Society	\$1,236	\$1,440	\$1,533	\$1,634	\$1,742
Battle of the Books	\$1,236	\$1,440	\$1,533	\$1,634	\$1,742
Drama/Art Director	\$1,236	\$1,440	\$1,533	\$1,634	\$1,742
Choreographer	\$1,236	\$1,440	\$1,533	\$1,634	\$1,742

- a. A teacher accepting a position for the first time would always start on Step I of the Schedule.
- b. A teacher returning to one of these positions after an absence shall be treated in the same manner as a teacher who takes a leave of absence from teaching. If the absence is for a period of years greater than the contract, the returning teacher will go to the lowest step as long as the stipend is greater than when the absence commenced.
- c. Teachers already carrying out the duties of the above positions would move to the next step each year until they reach the maximum step.
- d. Compensation for Student Dances -- Teachers will be compensated at the rate of \$70.00 per two and a half hour dance for 3 hours of work.

**SCHEDULE "C" – DUTY COMPENSATION**

1. Teachers assigned to this duty shall be compensated at the following hourly rate:

<b>2022-2023</b>	<b>\$31.50</b>
<b>2023-2024</b>	<b>\$31.50</b>
<b>2024-2025</b>	<b>\$31.50</b>

2. Teachers assigned to this duty shall only supervise one period per day.

3. On those days when there is a GEA meeting, the Administration will provide supervision for the lunchroom/playground duty of an Association officer, so that said officer may attend said meeting;

4. Duty shall be on a voluntary basis first. If there are not enough volunteers the Superintendent shall assign teachers on an equitable rotating basis.

5. Classroom aides will be assigned duty in the absence of a lunchroom aide. Assignments will be on a rotating and equitable basis. An aide will only be assigned to one lunch period per day.

6. Classroom aides assigned to this duty shall be compensated at the following hourly rate:

<b>2022-2023</b>	<b>\$22.00</b>
<b>2023-2024</b>	<b>\$22.00</b>
<b>2024-2025</b>	<b>\$22.00</b>

**SCHEDULE "D" - REIMBURSEMENTS**

1. Employees shall be reimbursed for reasonable travel expenses incurred by them in attending conferences or meetings at the request of the Board, upon presentation and approval of appropriate expense vouchers submitted to the Board.

2. NJEA Convention reimbursement will be given to teachers in good faith. The BOE shall equitably reimburse these expenses up to and not to exceed \$250 annually. To be eligible for reimbursements teachers must submit requisitions inclusive of paid receipts to the superintendent by the first Friday after the convention.

**SCHEDULE "E"- BENEFITS**

1. The Board shall pay for eligible employees the cost of individual, parent/child, husband/wife or family premium for a health and major medical, prescription and dental plan to be selected at the sole discretion of the Board. Eligible members shall contribute toward their respective medical, prescription and dental coverage premiums based on state mandated contributions upon Board of Education employees, which will be a 4-year tiered implementation of Chapter78 (see schedule H). The amount would be negotiable at the sunset of the law. Any plan selected by the Board shall be equal to or better than the existing plan.

OR

2. If an employee elects not to take the coverage provided for in Schedule "E" paragraph 1 above or 3 below, then the employee shall be eligible to receive \$2,250 in lieu of medical coverage and \$750 in lieu of prescription coverage (payable on or about June 30th at the conclusion of coverage year. This amount will be prorated for the early departure of an employee.) The Board agrees to take all steps necessary to insure this provision complies with Section 125 of the I.R.S. tax Code and the N.J. Division of Taxation. The Board shall not be held responsible for any tax implications for employees which may arise, subsequent to compliance with the requirements of Section 125 of the I.R.S. Tax Code and the N.J. Division of Taxation.

All withdrawals from health insurance coverage shall be for a minimum of one year (July 1 through June 30).

Notwithstanding the above, employees who have a change in status (e.g. termination of employment, divorce [copy of decree required], legal separation [copy of decree required], death [copy of certificate required]), which causes

**Commented [1]:** Is this necessary to have in the contract since our members are not able to receive this benefit?

**Commented [2R1]:** I agree. It could be removed.

them to lose coverage elsewhere shall be entitled to re-enroll in the health plan during the plan year provided the employee gives the Board notice of the change in status within sixty days of the event causing the change. Otherwise all elections for a cash option shall be in effect for the entire twelve month benefit period. The Board's obligation for the cash option shall be prorated for those employees subject to a change in status.

3. Board shall provide the option for employees to buy up and pay the difference between single dental coverage and husband/wife, parent/child or family dental coverage.

4. Commencing July 1, 1998, all new employees will be limited to employee (single) coverage only for all insurance coverage for the first three (3) years of employment with the same payroll deductions as other employees. Where available, said employee may purchase additional (Parent/Child, Husband/Wife or Family) coverage at the employee's sole expense. At the fourth year of employment, employees will be given the same insurance coverage to which existing employees are entitled.

5. Effective with the 2010-2011 school year, new hires must work at least 25 hours per week to be eligible for basic health, dental and prescription insurance. Current employees already receiving insurance benefits who work between 20 & 25 hours per week remain eligible for basic health, dental & prescription insurance.

6. All unit employees will have the option to enroll in full family dental coverage effective July 1, 2018.

7. Paraprofessional Aides: Upon ratification of this agreement, an aide must work at least 29.5 hours per week to be considered full time and eligible for health benefits. All current full time aides (as defined under the 2013-16 agreement) at the time of the ratification of this agreement who receive benefits will remain eligible for basic health, dental, and prescription insurance, including single, parent/child, member/spouse, and family coverage.

8. All full time aides (29.5 hours or more per week) hired after the ratification of this agreement are eligible for single coverage health, dental and prescription benefits only.

**SCHEDULE "F" - HOMEWORK CLUB COMPENSATION**

1. The HW Club has been sanctioned by the Board and administration & may be staffed on a regular basis.

2. The Board will pay volunteer teachers to supervise and work with children in this after school program according to the following hourly rates:

2022-2023	\$49.66
2023-2024	\$49.66
2024-2025	\$49.66

3. In the event that no teachers volunteer to work the Homework Club, the Superintendent will assign each full time teacher and teachers that work in the afternoon session no more than ten (10) days per year. Assignments will be made for successive days in order to provide as much stability as possible for the children enrolled. Payment will be as listed in 2.above.

**SCHEDULE "G" - HOMEBOUND COMPENSATION**

The Gibbsboro Board of Education will provide compensation for 6 (six) minutes of prep time for every hour of instruction provided (rounded to the nearest quarter hour) for members of the bargaining unit who provide homebound instruction.

2022-2023	\$49.66
2023-2024	\$49.66
2024-2025	\$49.66

**SCHEDULE "H" - HEALTH BENEFIT CONTRIBUTION CHARTS**

DIVISION OF PENSIONS AND BENEFITS

STATE HEALTH BENEFITS PROGRAM

**PERCENTAGE OF PREMIUM CHARTS**

For Health Benefit Contributions under Chapter 78, P.L. 2011

Note: The following charts reflect the phase-in of contribution levels for employees employed on the contribution's effective date who will pay ¼, ½, ¾ and the full amount of the contribution rate during the Phase-in years.

New employees hired on or after June 28, 2011, the effective date of Chapter 78, P.L. 2011, contribute at the highest percentage level (Year 4)

**HEALTH BENEFITS CONTRIBUTION FOR SINGLE COVERAGE**

(PERCENTAGE OF COMBINED PREMIUMS – Medical, Prescription, Dental and Vision)\*

Four Year Phase In

Use dates indicated

Salary Range	Year 1	Year 2	Year 3	Year 4
	July 2013 to June 2014	July 2014 to June 2015	July 2015 to June 2016	July 2016 and after
less than 20,000	1.13%	2.25%	3.38%	4.50%
20,000-24,999.99	1.38%	2.75%	4.13%	5.50%
25,000-29,999.99	1.88%	3.75%	5.63%	7.50%
30,000-34,999.99	2.50%	5.00%	7.50%	10.00%
35,000-39,999.99	2.75%	5.50%	8.25%	11.00%
40,000-44,999.99	3.00%	6.00%	9.00%	12.00%
45,000-49,999.99	3.50%	7.00%	10.50%	14.00%
50,000-54,999.99	5.00%	10.00%	15.00%	20.00%
55,000-59,999.99	5.75%	11.50%	17.25%	23.00%
60,000-64,999.99	6.75%	13.50%	20.25%	27.00%
65,000-69,999.99	7.25%	14.50%	21.75%	29.00%
70,000-74,999.99	8.00%	16.00%	24.00%	32.00%
75,000-79,999.99	8.25%	16.50%	24.75%	33.00%
80,000-94,999.99	8.50%	17.00%	25.50%	34.00%
95,000 and over	8.75%	17.50%	26.25%	35.00%

\* Member contribution is a minimum of 1.5% of base salary towards Health Benefits

**HEALTH BENEFITS CONTRIBUTION FOR FAMILY COVERAGE**

(PERCENTAGE OF COMBINED PREMIUMS – Medical, Prescription, Dental and Vision)\*

Four Year Phase-In

Use dates indicated

Salary Range

	Year 1	Year 2	Year 3	Year 4

	July 2013 to June 2014	July 2014 to June 2015	July 2015 to June 2016	July 2016 and after
less than 25,000	0.75%	1.50%	2.25%	3.00%
25,000-29,999.99	1.00%	2.00%	3.00%	4.00%
30,000-34,999.99	1.25%	2.50%	3.75%	5.00%
35,000-39,999.99	1.50%	3.00%	4.50%	6.00%
40,000-44,999.99	1.75%	3.50%	5.25%	7.00%
45,000-49,999.99	2.25%	4.50%	6.75%	9.00%
50,000-54,999.99	3.00%	6.00%	9.00%	12.00%
55,000-59,999.99	3.50%	7.00%	10.50%	14.00%
60,000-64,999.99	4.25%	8.50%	12.75%	17.00%
65,000-69,999.99	4.75%	9.50%	14.25%	19.00%
70,000-74,999.99	5.50%	11.00%	16.50%	22.00%
75,000-79,999.99	5.75%	11.50%	17.25%	23.00%
80,000-84,999.99	6.00%	12.00%	18.00%	24.00%
85,000-89,999.99	6.50%	13.00%	19.50%	26.00%
90,000-94,999.99	7.00%	14.00%	21.00%	28.00%
95,000-99,999.99	7.25%	14.50%	21.75%	29.00%
100,000-109,999.99	8.00%	16.00%	24.00%	32.00%
110,000 and over	8.75%	17.50%	26.25%	35.00%

\*Member contribution is a minimum of 1.5% of base salary towards Health Benefits

<b>HEALTH BENEFITS CONTRIBUTION FOR MEMBER/ SPOUSE/PARTNER OR PARENT/CHILD COVERAGE</b>				
(PERCENTAGE OF COMBINED PREMIUMS – Medical, Prescription, Dental and Vision)*				
Four Year Phase-In				
Use dates indicated				
Salary Range				
	Year 1	Year 2	Year 3	Year 4
	July 2013 to June 2014	July 2014 to June 2015	July 2015 to June 2016	July 2016 and after
less than 25,000	0.88%	1.75%	2.63%	3.50%
25,000-29,999.99	1.13%	2.25%	3.38%	4.50%
30,000-34,999.99	1.50%	3.00%	4.50%	6.00%
35,000-39,999.99	1.75%	3.50%	5.25%	7.00%
40,000-44,999.99	2.00%	4.00%	6.00%	8.00%
45,000-49,999.99	2.50%	5.00%	7.50%	10.00%
50,000-54,999.99	3.75%	7.50%	11.25%	15.00%

55,000-59,999.99	4.25%	8.50%	12.75%	17.00%
60,000-64,999.99	5.25%	10.50%	15.75%	21.00%
65,000-69,999.99	5.75%	11.50%	17.25%	23.00%
70,000-74,999.99	6.50%	13.00%	19.50%	26.00%
75,000-79,999.99	6.75%	13.50%	20.25%	27.00%
80,000-84,999.99	7.00%	14.00%	21.00%	28.00%
85,000-99,999.99	7.50%	15.00%	22.50%	30.00%
100,000 and over	8.75%	17.50%	26.25%	35.00%

\*Member contribution is a minimum of 1.5% of base salary towards Health Benefits