

**NEGOTIATIONS FOR A SUCCESSOR AGREEMENT**

**between the**

**MONTGOMERY TOWNSHIP**

**BOARD OF EDUCATION**

**and the**

**MONTGOMERY TOWNSHIP EDUCATION ASSOCIATION**

**Effective July 1, 2022 through June 30, 2025**

**MEMORANDUM OF AGREEMENT**

The Negotiations Committees of the Montgomery Township Board of Education (hereinafter referred to as the "Board") and the Montgomery Township Education Association (hereinafter referred to as the "Association") have agreed to recommend the following terms for a successor agreement (hereinafter referred to as the "Agreement").

**Salary**

**All salary increases are inclusive of increment**

- Effective July 1, 2022, the agreed upon salary base for the 2022-2023 school year shall be increased by 3.3%. Retroactive to July 1, 2022, for those currently employed
- Effective July 1, 2023, the agreed upon salary base shall be increased by 3.3% - 2023-2024 school year
- Effective July 1, 2024, the agreed upon salary base shall be increased by 3.5% - 2024-2025 school year

Exclusive of the settlement amounts above, the Board will fund the following amounts per year in order to add to the technology assistants' salary guides.

Year 1 2022-2023: \$12,908    Year 2 2023-2024: \$9,567    Year 3 2024-2025: \$9,585

The Board will fund the cost of advancing the one assistant custodian to custodian at an additional \$12,624 per year.

The Board will fund the following amounts to increase Schedule B.

Year 1 2022-2023: \$35,000    Year 2 2023-2024: \$75,000    Year 3 2024-2025: \$0

Salary guides and Schedule B shall be mutually developed and agreed upon by the Parties.

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### **Preamble:**

B: The Board and the Association fully agree to work collaboratively to:

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### **Article III: Personal Leave**

B. Serious Illness in the Immediate Family - An allowance of up to three (3) days may be granted at the sole discretion of the Superintendent to care for members of the immediate family (as described in Paragraph A). Up to two (2) days may be carried over to the following year for a total of five (5) illness in the family days. An employee is limited to a maximum of five (5) illness in the family days in one school year.

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### **Article VI: Sick Leave**

#### **E: Sick Day Bank**

2. Association members may contribute sick days once per year. Days shall only be contributed on or before November 15th to a maximum of 20 days per employee. If the Bank drops below five (5) days times the number of members in the bargaining unit, the Board and the Association will replenish the Bank. to the level specified in Paragraph E, Section 1 through equal assessments of the Board and members.

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## ARTICLE VII TEACHERS' RIGHTS AND RESPONSIBILITIES

### **C. Teacher Assignment:**

3. Each teacher shall be given a duty-free lunch period and preparation period per day. Beginning in the 2023-2024 school year, each full-time certificated teaching member at OHES/VES shall receive 40 minutes for lunch per day. Exceptions may be required in cases of emergency or inclement weather, with every attempt made to give each teacher 40 minutes for lunch on those days.

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## ARTICLE X SECRETARIES, BOOKKEEPERS AND CLERKS

A: The regular full-time work week for secretaries, bookkeepers, and clerks shall be forty (40) hours with a ~~one-half (1/2) hour~~ forty-five (45) minute lunch period each day.

D: Office personnel hired on a twelve-month basis will be granted paid vacation according to the schedule below:

1. For employment of less than one (1) year prior to the summer in which the vacation is taken:
  - (a) If hired the preceding July or August - ~~two (2) calendar weeks~~ ten (10) days
2. After completion of one (1) year of employment - ~~two (2) calendar weeks~~ ten (10) days
3. After completion of seven (7) years of employment - ~~three (3) calendar weeks~~ fifteen (15) days
4. After completion of twelve (12) years of employment - ~~four (4) calendar weeks~~ twenty (20) days
5. After completion of twenty (20) years of employment - twenty five (25) days

~~Unless exceptions are granted by the Superintendent, vacations must be taken during July and the first three weeks of August. Schedules of such vacations shall be determined by the Superintendent at his/her discretion. approved in advance by the Superintendent or their designee.~~

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### Article XIII Salaries

A. The schedule of annual teachers' salaries during the school years ~~2018-2019, 2019-2020, 2020-2021, and 2021-2022~~ 2022-2023, 2023-2024, and 2024-2025 shall be as set forth in Schedule "A" and annexed hereto and made a part hereof, subject to the provisions of this Paragraph A of Article XIII.

12. ~~Effective July 1, 2019, e-Certificated instructional staff who voluntarily perform instructional duties over the summer months shall be paid at an hourly rate of equal to Step 6, MA+30 of the 2017-2018 Teacher's salary guide, divided by 186 and further divided by 6.5 (Step 6, MA+30 of 2017-2018 guide was \$72,515).~~ \$61.78 in 22-23, \$63.63 in 2023-2024, and \$65.54 in 2024-2025. Prep time will be one hour per day and will be paid at the hourly instructional rate. All Paraprofessionals shall be paid at the rate of \$17 per hour \$21 per hour in 2022-2023, \$21.63 per hour in 2023-2024, and \$22.28 per hour in 2024-2025 for summer duties. Registered Nurses shall be paid be paid at the rate of \$61.78 per hour in 2022-2023, \$63.63 per hour in 2023-2024, and \$65.54 per hour in 2024-2025 per hour for ESY. Registered Nurses shall be paid be paid at the rate of \$25 \$30.88 per hour for summer duties. preparation work in August (not ESY).

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### Article XIX Tuition Reimbursement

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1. Undergraduate and graduate-level courses bearing a direct relation to their current assignment or to career advancement in the district will be reimbursed. Undergraduate level courses required as part of an accredited teacher certification program are eligible for tuition reimbursement subject to all other limitations as listed in this Article.

2. The final determination of whether a course bears a direct relation will be made by the superintendent. Staff members must be enrolled as a matriculating student in an accredited teacher certification program for undergraduate courses to qualify for tuition reimbursement.

3. Graduate level courses that are part of an accredited teacher certification program are eligible for tuition reimbursement subject to all other limitations as listed under this Article

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### Article XXI Custodial and Maintenance

#### C. Hours of Work

3. The normal work day assignment for ~~Assistant Custodians and~~ Custodians during the school year...

5. The normal work day during the summer (July and August) for ~~Assistant Custodians and~~ Custodians shall be eight (8) hours, with one-half hour for lunch.”

9. School Closing Days: All custodial, grounds, and maintenance staff who work on snow removal on days when ~~schools~~ buildings are closed....

#### G. Vacations

1 (d) After completion of twenty (20) years of employment - twenty five (25) days

#### O. Salary

2. All ~~Assistant~~ current and newly hired custodians ~~appointed after July 1, 1986~~ shall acquire a New Jersey State License as a qualified fireman (Black Seal) within ~~two (2) years~~ one year of their date of employment as a condition of continued employment. Requests for exception to this requirement and requests for additional reimbursement for courses leading to a Black Seal license will be considered on a case-by-case basis by the Superintendent or designee whose determination shall not be subject to appeal. The initial cost and annual renewal fee for the Black Seal license shall be paid by the Board for the duration of employment.

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### Schedule A Teacher's Salary Guide

The following notation shall be changed:

NOTE: Homebound and Supplementary Instruction: ~~There shall be no retroactive payment for Homebound and Supplementary Instruction for the 2018-2019 school year, and these teachers shall be compensated at a rate equal to the 2017-2018 Step 6, MA+30 salary divided by 186 and further divided by 6.5 (Step 6, MA+30, of the 2017-2018 salary guide was \$72,515) for the duration of the contract. Teachers shall be compensated at a rate of \$61.78 per hour in 2022-~~ 2023, \$63.63 per hour in 2023-2024, and \$65.54 per hour in 2024-2025.

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**Schedule B Co-Curricular Salary Guide**

Schedule B shall be mutually developed and agreed upon by the Parties.

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**Schedule D Custodial/Maintenance Salary Guide**

**HEAD CUSTODIAN STIPEND:**

- MHS - ~~\$10,100~~ \$10,400
- ~~UMS/OHES - \$5,240~~
- ~~VES - \$5,240~~
- YES/OHES/LMS/UMS - \$5,540

~~Night Supervisor - \$1,015~~

**NIGHT SUPERVISOR STIPEND:**

- MHS - \$2,150
- YES/OHES/LMS/UMS - \$1,165

**SHIFT DIFFERENTIAL:**

- 5 to 1 - ~~\$875~~ \$950
- 3 to 11 - ~~\$686~~ \$761
- 11 to 7 - ~~\$356~~ \$431

Staff assigned to the Tuesday – Saturday shift will receive a \$25 daily stipend for each Saturday worked as per Article XXI-C-I.

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~~Assistant Custodian, work day/work week~~

~~Assistant Custodians, appointment of~~

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**SIDEBAR AGREEMENTS**

All sidebar agreements entered into between the parties between July 1, 2018, and October \_\_, 2022 that changed the terms and conditions of the contract beyond June 30, 2022, shall be incorporated into the Agreement.

All other terms and conditions of the Agreement not addressed herein shall remain the same. All proposals not included in this Memorandum of Agreement are hereby withdrawn.

IN WITNESS WHEREOF, the parties hereto have caused this Memorandum of Agreement to be executed by the Negotiations Committees of both the Board and the Association.

FOR THE ASSOCIATION:

Det O'Rey  
Domini R. Riche  
Janice Riche  
Debbie Caprio  
June Alder

Dated

10/13/22

FOR THE BOARD:

John J. S. [Signature]  
[Signature]  
Richard [Signature]  
Patrick [Signature]

Dated

10/13/22