

AGREEMENT

BETWEEN

**MONMOUTH REGIONAL HIGH SCHOOL BOARD OF
EDUCATION**

AND

MONMOUTH REGIONAL EDUCATION ASSOCIATION

JULY 1, 2023 THROUGH JUNE 30, 2026

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PREAMBLE

This Agreement is entered into this 1ST day of July 2023, between the Monmouth Regional High School Board of Education, hereinafter referred to as the "Board," and the Monmouth Regional Education Association, hereinafter referred to as "M.R.E.A."

The parties hereto agree as follows:

ARTICLE I

RECOGNITION

- A. The Board does hereby recognize M.R.E.A. as the exclusive representative for collective negotiations pursuant to NJSA 34:13A et seq., concerning the terms and conditions of employment of certified employees in each of the following MREAs:

Nurses

Guidance Counselors

Librarians

Child Study Team

Classroom Teachers (including those classroom teachers who are also coaches and sponsors of co-curricular activities),

Substance Abuse Counselor

Mental Health Counselor

Athletic Trainer

Providing the inclusion hereof of any of the foregoing employees and assignments shall not limit the right of the Board to discontinue or make increases, decreases, or changes in the personnel assigned to these duties. This recognition includes part-time certificated personnel but not substitute teachers.

The Support Staff MREA members are as follows: Instructional Aides, Student Aides, Community Aides, and Security Guard.

The Board does hereby recognize the employees in the following full-time positions as being members of the Secretarial MREA (hereinafter referred to as the "MREA").

Assistant Principal's Secretaries

Athletic Director's Secretary
Child Study Team Secretaries
Financial Secretary/Accounts Payable
Financial Secretary/Payroll
Front Office Secretary/Substitute Coordinator
Front Office Secretary
Guidance Secretaries
Principal's Secretary

All other positions shall be excluded from the Recognition.

- B. Notwithstanding any provisions of this Agreement, the inclusion of the following positions in the bargaining MREA shall not alter or modify any current term and condition of employment for these positions: Student Assistance Counselor; Athletic Trainer; School Psychologist. If any conflict is found between the provisions of this Agreement and the practice of the parties, the practice shall control and shall not be altered, changed or terminated.
- C. This recognition shall continue in effect until a successor exclusive representative for collective negotiations shall have been selected pursuant to law or unless sooner terminated according to law.

ARTICLE II

NEGOTIATION PROCEDURE

- A. The parties agree to enter into collective negotiations of a successor agreement in accordance with NJSA 34:13A et seq., in a good faith effort to reach agreement on the matters covered by said law, provided M.R.E.A. continues as the exclusive representative during the next succeeding academic year. Either party may use a professional negotiator to act on its behalf if it so desires.
- B. Negotiations for a successor agreement shall commence December 1 of the year in which this agreement expires. In the event the parties fail to reach agreement, then and in that event, either party shall have available to them the procedures set forth in NJSA 34:13A et seq., pertaining to mediation and if that does not succeed, then fact-finding or such other methods which are now or may be hereafter available by statute or applicable regulation of the Public Employment Relations Commission.
- C. Except as this Agreement shall hereinafter otherwise provide, all terms and conditions of employment as established by the Rules, regulations and/or policies of the Board in force on the effective date of this Agreement to the certified employees designated in Article I, Recognition, shall continue to be so applicable during the term of this Agreement. Nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce or otherwise detract from any teacher benefits or duties existing on the date of the signing of this Agreement.
- D. The Board agrees not to negotiate concerning the terms and conditions of employment of the aforementioned certificated employees other than with the M.R.E.A. during the term of this Agreement. This Agreement shall not be construed as precluding the parties hereto from mutually amending this Agreement in writing. This Agreement incorporates the entire understanding of the parties as to negotiations between them for the period of this Agreement.
- E. It is understood and agreed that every part of this Agreement may be opened for renegotiation in connection with a successor Agreement for the academic year 2025-2026.

ARTICLE III

GRIEVANCE PROCEDURE

A. Definition

- i) A "grievance" shall mean a complaint by a teacher or the Association that there has been to him/her a personal loss, injury or inconvenience because of a violation, misinterpretation or misapplication of Board policy or this Agreement. A grievance to be considered under this procedure must be initiated, in writing, by the teacher or the Association within thirty (30) calendar days from the time when the teacher or the Association knew or should have known of its occurrence.

B. Procedure

1)

- A. Failure at any step of this procedure to communicate a grievance within the specified time limits shall permit the grievant 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.

- B. It is understood that teachers 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 effect thereof shall have been fully determined.

- 2) Any teacher who has a grievance shall discuss it first with his/her principal (or immediate superior or Department Head, if applicable) in an attempt to resolve the matter informally at that level.
- 3) If, as a result of the discussion, the matter is not resolved to the satisfaction of the grievant within five (5) school days, he shall initiate a grievance in writing to the principal specifying:

- a) The nature of the grievance;
- b) The nature and extent of the injury, loss or inconvenience;
- c) The results of previous discussions;
- d) His/her dissatisfaction with decisions previously rendered.

The principal shall communicate his/her decision to the grievant in writing within three (3) school days after receipt of the written grievance.

- 4) The grievant, no later than five (5) school days after receipt of the principal's decision, may appeal the principal's decision to the Superintendent. The appeal to the Superintendent must be made in writing reciting the matter submitted to the principal as specified above and his or her dissatisfaction with the decisions previously rendered. The Superintendent shall attempt to resolve the matter as quickly as possible but within a period not to exceed ten (10) school days. The Superintendent shall communicate his/her decision in writing to the teacher and the principal.
- 5) If the grievance is not resolved to the grievant or Association's satisfaction, he, no later than five (5) school days after receipt of the Superintendent's decision, may request a review by the Board of Education. The request shall be submitted, in writing, to the Business Administrator/Secretary to the Board of Education, who shall attach all related papers and forward the request to the Board of Education.
- 6) 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, and forward copies thereof, to the grievant and to the Association within thirty (30) calendar days within receipt of the appeal.

In the event of a grievance by a non-tenured teacher which arises by reason of his/her not being re-employable, the Board shall hold a grievance meeting with the non-

tenured teacher and his/her representatives if such teacher so requests it.

Decisions of the Board in the following-matters shall be final and such decisions shall not be subject to arbitration:

- a) A complaint of the non-tenured teacher which arises by reasons of his/her not being reemployed.
- b) Complaints of a teacher or Association which arise by reasons of violations, misinterpretation or misapplication of Board policy.

- 7) If the decision of the Board does not resolve the grievance concerning a violation, misinterpretation or misapplication of this Agreement to the satisfaction of the grievant and the grievant wishes review by a third party, he shall so notify the Association within ten (10) school days of receipt of the Board's decision. If the Association determines the grievance is meritorious, it shall so notify the Board through the Business Administrator/Secretary to the Board of Education that the issue shall be submitted to binding arbitration.
- 8) The following procedure will be used to secure the services of an arbitrator;
 - a) Either party may request going through the Public Employees Relations Commission for arbitration.
 - 1. If the parties are unable to determine a mutually satisfactory arbitrator from the submitted list, they will request the American Arbitration Association to submit a second roster.
 - 2. If the parties are unable to determine within ten (10) school days of the initial request for arbitration, a mutually satisfactory arbitrator from the second submitted list, the American Arbitration Association may be requested by either party to designate an arbitrator.
 - b) The arbitrator, shall limit himself/herself to the issues submitted to him/her and shall

consider nothing else. He can add nothing to, nor subtract anything from the Agreement between the parties or any policy of the Board of Education. The Recommendations of the arbitrator shall be binding on the parties. Only the Board and the aggrieved and his/her representative shall be given copies of the arbitrator's report of findings and recommendations. This shall be accomplished within thirty (30) days of the completion of the arbitrator's hearings.

A. Right of Teachers to Representation:

1. Any aggrieved person may be represented at all stages of the Grievance Procedure by himself/herself, or, at his/her option, by a representative selected or approved by the Association.
2. When a teacher 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 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 and shall receive a copy of all decisions rendered including, but not limited to, the decisions of the arbitrator.
3. The board and the Association shall assure the individual and his/her representative freedom from restraint, interference, coercion, discrimination or reprisal in presenting his/her appeal with respect to his/her personal grievances.

B. Costs

1. Each party will bear the total cost incurred by themselves.
2. The fees and expenses of the arbitrator are the only costs which will be shared by the two (2) parties and such costs will be shared equally.

ARTICLE IV
LENGTH OF SCHOOL YEAR

- A. In-school work year shall include days when pupils are in attendance, professional days, orientation days, or any other days on which teacher attendance is required. Additional time necessary may be required of teachers new to the district.
- B. The in-school work year of teachers employed on a ten (10) month basis (other than new personnel) shall not exceed 186 days (one of which must be a professional day) for each academic year excepting in cases of emergency and unforeseen contingencies or events affecting the normal functioning of the school building or work.
- C. There shall be a total of four (4) professional days during each academic year for all teachers except new personnel. New personnel as used herein shall apply to the professional staff in their first year of employment by the Board.
- D. Teachers and students shall receive a one-half (1/2) day session on the Wednesday before Thanksgiving Day and Winter recess.

ARTICLE V
LENGTH OF SCHOOL DAY

- A. The regular in-school work day shall consist of not more than seven (7) hours and ten (10) minutes, which shall include a duty free lunch period of a minimum of twenty-six (26) minutes, or as long a lunch period as is allowed for students, except that such times may be longer in the event of an emergency.

Schedule shall be as follows:

Monmouth Regional High School will continue utilization of A/B Block Schedule for the duration of the contract.

ADJUSTMENTS DUE TO BLOCK SCHEDULING STARTING IN 2018-2019:

	Proposed Block Schedule
Hours	7 hours, 10 minutes
Instructional Time	5 classes @ 80 mins = 400 mins (5 classes over 2 days)
Class coverage rate	\$54/class
Guidance and CST Lunch	50 minutes
Teacher Lunch/Duty	26 minute lunch. In the event that teachers are not given 40 minutes for lunch, the teachers will be allowed to leave starting the difference of 40 minutes and the actual lunch. <ol style="list-style-type: none">1. The District shall seek volunteers from the MREA teaching staff for the assignment of lunch duty to fill all student lunch periods.2. In the event 8 volunteers (4 for "A" days, and 4 for "B" days), are not found and assigned, the district shall be permitted to assign lunch duty to teachers on a reverse seniority basis in order to fill the 8 assignments.3. Any teacher that is assigned lunch duty, either through volunteering or assigning, shall not be required to stay after the student day ends each school day, regardless if they have lunch duty assigned that school day. The teacher so assigned shall be provided any materials covered during the after school meetings.4. The District will make best efforts to have one (1) administrator assigned to each lunch on both "A" and "B" days.
MREA President	Teach only 4 but not beyond Block#2 (10:34). If there are scheduling conflicts, then the MREA President is open to discuss.

Sixth teaching assignment: voluntary basis so it may be possible to have 4 classes on a single day.

- B. Certificated personnel shall arrive no later than 7:30 AM and/or remain later when necessary to fulfill professional responsibilities such as assistance to students, parent conferences, etc., but the time when parent conferences commence shall be reasonable.
- C. In the event teachers are required to remain after the end of the regular work day for the purpose of attending faculty or other professional meetings, such additional time shall not exceed two (2) hours per month, except that there shall be no such limitation to two (2) hours per month in the event of an emergency or voluntary meetings, when additional time beyond said two hours per month may be required. The Administration/BOE reserves the right to not hold a meeting each month if they deem it not necessary.

- D. Meetings each month will be comprised of the following with times not to exceed as follows:

1 – Department meeting	45 minutes Mondays from 2:20 PM – 3:05 PM
1- PLC meeting	45 minutes Mondays from 2:20 PM – 3:05 PM
1- Faculty meeting	30 minutes Mondays from 2:20 PM – 2:50 PM

If the faculty meeting is needed to go longer than 30 minutes, then there will not be a faculty meeting the following month. All faculty will be notified one week before the meeting if it is planned to go over 30 minutes. It is to be noted that if a meeting goes over 30 minutes due to discussion, it does not preclude cancelling a meeting the following month.

- E. The President of the MREA shall be assigned a maximum of four classes (4) with no duty periods not beyond Block #2 (10:34) in order to provide released time for this officer to engage in representation activities. However, the President shall be

subject to all other terms and conditions of this Agreement as well as his/her teaching contract with the Board.

In the event of academic necessity, the Superintendent can assign an additional class to the Union President if it falls after Block 2 and/or the Union President volunteers to teach the additional class. Compensation will follow the terms outlined in Article XVIII Teachers' Salaries subsection E of this agreement.

- F. In addition to 'Back to School Night', the teachers will participate and attend Graduation if it falls on a weekday evening (Monday – Friday). Teachers will be permitted to apply for and be approved in paid positions as long as they participate in graduation practices.

If a member cannot attend Graduation, they must obtain prior approval from the Principal by 11 AM, except in case of emergency, the day of Graduation and will be charged 2 hours of personal time or sick time, appropriate to the circumstances.

For Back to School Night if a member cannot attend the night function, they must obtain prior approval from the Principal and will be charged 2 hours of personal time or sick time, appropriate to the circumstances.

- G. Teachers who volunteer for AM duty will be required to attend all PLC meeting and either a department meeting or faculty meeting. They must let the Supervisor and Principal know what meeting they will attend in advance. Teachers who volunteer for AM duty must attend professional development days in their entirety.

ARTICLE VI

PERSONAL AND SICK LEAVE

PERSONAL LEAVE

- A. Present policy for certified employees as stipulated in the Monmouth Regional High School Board of Education Policy #4151.7 shall continue for the term of this Agreement, except that the allowance for personal leave shall be three (3) days in each academic year. All requests for consecutive personal days shall include a statement of reasons for the need of these days. Personal leave is not to be taken the day immediately before or after school is closed for a holiday or vacation, except in the case of emergency and with the consent of the Superintendent.
- B. Personal leave is not to be construed as vacation time.
- C. Leave for part-time certificated employees shall be on a prorated basis.
- D. If an employee who is entitled to personal leave under Paragraph A above does not utilize the three (3) contractual personal leave days in the course of a year, then the unused portion of said three (3) contractual personal leave days shall accumulate as sick leave in the next year.
- E. Unpaid Leaves of Absences: Employees on unpaid leave of absence of 30 days or more of consecutive calendar days of unpaid leave will return at the beginning of the marking period unless otherwise approved by the Superintendent.

SICK LEAVE:

All MREA members will receive the following sick days:

3 Family Illness Days (non- cumulative)

10 Sick days effective September 1 for 10- month employees

11 Sick days effective July 1 for 11 month employees

The use of a sick day before or after when school is closed requires a doctor's note. Failure to provide a doctor's note may result in being charged a day without pay. All sick leaves are with the consent of the Superintendent. A doctor's note is not necessary if school is closed in case of an emergency.

ARTICLE VII

PROFESSIONAL LEAVE

Up to four (4) days for professional leave may be authorized by the Superintendent for the certified employees during each academic year. The granting of professional leave is subject to the approval and sole discretion of the Superintendent. A refusal to grant professional leave is grievable to the Board level only and is not subject to arbitration.

ARTICLE VIII

ASSOCIATION DUES

The procedures for Association dues shall be in accordance with the US Supreme Court decision in Janis as well as the provisions of WDEA.

- A. These deductions shall commence thirty (30) days after the beginning of reemployment in the MREA or ten (10) days after reentry into employment in the MREA.
- B. The Association shall establish and maintain at all times a demand and return system as provided by N.J.S.A. 34:13A-5.5(c) and 5.6, and membership in the Association shall be available to all employees in the MREA on an equal basis at all times. In the event the Association fails to maintain such a system or if membership is not available, the employer shall immediately cease making said deductions.
- C. The Association shall indemnify and hold the Board harmless against any and all claims, demands, suits and other forms of liability that shall arise out of, or by reason of any action taken or not taken by the Board for the purpose of complying with any of the provisions of this Article. The Association shall intervene in, and defend, any administrative or court litigation concerning this provision. In any such litigation the Board shall have no obligation to defend actions arising under this Article but, once compelled to do so, the Association shall reimburse the Board for all reasonable costs incurred in defending or participating in such litigation.

ARTICLE IX

SCHOOL BUSINESS

When necessary for official school business, as determined by the Superintendent, certificated employees covered under this Agreement may be excused from class assignments with no forfeiture of pay, provided such absence from class assignments shall have been previously authorized by the Superintendent.

ARTICLE X

MILEAGE REIMBURSEMENT

A. The mileage rate for approved travel shall be consistent with NJSA 18A:11-12 and NJAC 6A:23A-7 for full employees covered under this agreement. Mileage is calculated to and from school to the professional development event. All applications for mileage reimbursement must provide proof of mileage (Google Maps mileage calculation plus tolls) when submitting for approval of the professional development day.

ARTICLE XI

INSURANCE PROTECTION

- A. The Board shall provide the following health care insurance protection for all certificated employees covered by this Agreement except any appointment under 50%.

All employees participating in employer paid benefits shall contribute towards health benefits. All members participating in health benefits will have payroll deductions for contribution of benefits per the following tables:

LFN 2011-20 BENEFIT DEDUCTION TABLES			
SINGLE COVERAGE			
salary range	2023-2024	2024-2025	2025-2026
less than 20000	3.380%	3.380%	3.380%
20000-24,999.99	4.130%	4.130%	4.130%
25000-29,999.99	5.630%	5.630%	5.630%
30000-34,999.99	7.500%	7.500%	7.500%
35000-39999.99	8.250%	8.250%	8.250%
40000-44999.99	9.000%	9.000%	9.000%
45000-49999.99	10.500%	10.500%	10.500%
50000-54999.99	15.000%	15.000%	15.000%
55000-59999.99	17.250%	17.250%	17.250%
60000-64999.99	20.250%	20.250%	20.250%
65000-69999.99	21.750%	21.750%	21.750%
70000-74999.99	24.000%	24.000%	24.000%
75000-79999.99	24.750%	24.750%	24.750%
80000-94999.99	25.500%	25.500%	25.500%
95000+	26.250%	26.250%	26.250%

LFN 2011-20 BENEFIT DEDUCTION TABLES			
PC/HW			
salary range	2023-2024	2024-2025	2025-2026
less than 25000	2.630%	2.630%	2.630%
25000-29999.99	3.380%	3.380%	3.380%
30000-34999.99	4.500%	4.500%	4.500%
35000-39999.99	5.250%	5.250%	5.250%
40000-44999.99	6.000%	6.000%	6.000%
45000-49999.99	7.500%	7.500%	7.500%
50000-54999.99	11.250%	11.250%	11.250%
55000-59999.99	12.750%	12.750%	12.750%
60000-64999.99	15.750%	15.750%	15.750%
65000-69999.99	17.250%	17.250%	17.250%
70000-74999.99	19.500%	19.500%	19.500%
75000-79999.99	20.250%	20.250%	20.250%
80000-84999.99	21.000%	21.000%	21.000%
85000-99999.99	22.500%	22.500%	22.500%
100000+	26.250%	26.250%	26.250%

LFN 2011-20 BENEFIT DEDUCTION TABLES			
FAMILY			
salary range	2023-2024	2024-2025	2025-2026
less than 25000	2.250%	2.250%	2.250%
25000-29999.99	3.000%	3.000%	3.000%
30000-34999.99	3.750%	3.750%	3.750%
35000-39999.99	4.500%	4.500%	4.500%
40000-44999.99	5.250%	5.250%	5.250%
45000-49999.99	6.750%	6.750%	6.750%
50000-54999.99	9.000%	9.000%	9.000%
55000-59999.99	10.500%	10.500%	10.500%
60000-64999.99	12.750%	12.750%	12.750%
65000-69999.99	14.250%	14.250%	14.250%
70000-74999.99	16.500%	16.500%	16.500%
75000-79999.99	17.250%	17.250%	17.250%
80000-84999.99	18.000%	18.000%	18.000%
85000-89999.99	19.500%	19.500%	19.500%
90000-94999.99	21.000%	21.000%	21.000%
95000-99999.99	21.750%	21.750%	21.750%
100000-109999.99	24.000%	24.000%	24.000%
110000+	26.250%	26.250%	26.250%

All who are eligible for and select health benefits must enroll in a PPO or Direct 1080% program and will be eligible for Board Paid family health coverage (less the contribution per the table above towards benefits as in paragraph above) as well as family dental coverage. Effective July 1, 2020, the PPO plan will be as follows:

- i. \$15 copay across board
- ii. \$200/\$400 out of network changes deductible
- iii. Catastrophic limit stays the same (in network – none; out of network \$2,000)

All who are eligible for health benefits will be offered NJEHP plan pursuant to recent legislation, P.L. 2020, CH. 44.

Employees hired after July 1, 1995 will have the option to purchase prescription benefits not paid for by the board of education at the group rates in force at the time in accordance with the provisions and approval of the insurance carrier. Members of the bargaining group not eligible for prescription health benefits coverage will have a \$15,000 pool set aside which after June 30th of each year will be distributed based on a proration of the prescription claims verified thru EOB (explanation of benefits). No employee shall obtain benefits in excess of their unpaid prescriptions. Claims will be submitted to the Business Administrator with supporting documentation no later than July 30 for the preceding school year. Payments will be made to the aforesaid members no later than September 30.

All bargaining MREA members effective July 1, 2016 will not receive board paid coverage for prescription. MREA members will have the option to purchase prescription benefits not paid for by the board of education at the group rates in force at the time in accordance with the provisions and approval of the insurance carrier. Members of the bargaining group effective July 1, 2016 will no longer be eligible for prescription health benefits coverage will be part of the \$15,000 pool set aside which after June 30th of each year will be distributed based on a proration of the prescription claims verified through EOB (explanation of benefits). The pool amounts will be as follows:

2023-2024	\$25,000
2024-2025	\$25,000
2025-2026	\$25,000

No employee shall obtain benefits in excess of their unpaid prescriptions. Claims will be submitted to the Business Administrator with supporting documentation no later than July 30 for the preceding school year. Payments will be made to the aforesaid members no later than September 30.

The Board shall make payment of full individual or full family insurance premiums for members hired prior to July 1, 1995 as appropriate to provide insurance coverage for the full twelve (12) month period for the following insurance at regular rate:

1. Hospitalization benefits;
2. Surgical benefits;
3. Rider J benefits;
4. Major Medical benefits.

B. Employees with dependents insured elsewhere vis-à-vis the above benefits shall not be eligible for dependent coverage by the Board unless such coverage is relinquished at the dependent's place of employment. Employees with a spouse in military service are not eligible for the medical benefits rendered above.

C. The Board reserves the right to change the carrier. However, the benefits under a new carrier must be at least equal to those of the State Health Benefit Program. If a change in carrier is to be made, the proposal will be submitted to the M.R.E.A. Executive Board for examination but not for approval. The final decision shall be made by the Board.

D. Refusal of Benefits. Employees who are eligible for benefits and elect not to receive benefits in a category for which they are eligible will be compensated at the following rate schedule.

Health 1/2 the single PPO rate

Dental and/or prescription 1/2 the single rate

This calculation will be comprised of the higher PPO premium offered at Monmouth Regional High School. This stipend will be through payroll, in December and June pro-rated for the period July thru December (December Payment) and January through June (June Payment).

Employees must declare annually during the open enrollment period through a written letter of intent, and may not resume benefits without a COBRA qualifying event.

New hires will have to declare at the date of hire.

E. The Board shall provide a Dental Program with coverage equal to or better than coverage under the prior agreement. The coverage shall include a 90/10 co-insurance provision with a zero deductible. This program shall cover employee and dependents. This benefit shall apply to the same employees as set forth in Section A., above. Orthodontal coverage shall continue at a 50-50 split, but to a maximum of Two Thousand Dollars (\$2,000.00). Orthodontal shall include adult coverage.

ARTICLE XII
REMOVED

ARTICLE XIII
HOME INSTRUCTION

The rate of pay for home instruction authorized by the Board shall be forty dollars (\$40.00) per hour for entire length of the contract. Said sum shall include the cost of mileage. This rate is for instruction given in the pupil's home and is not to be considered as supplemental instruction.

A list of teachers will be compiled who wish to provide home instruction to our students. If a member wishes to be on the home instruction call list, they are to email the Head Counselor and provide:

Name

Subject willing to teach

The process will be the following:

- Home Instruction will be offered to the classroom teachers first (wait 24 hours for a response)
- After 24 hours, home instruction will be offered to the teachers who are on the HI list (wait 24 hours for a response)
- After 24 hours the home instruction assignment will be sent out of district to be filled.

ARTICLE XIV

SUPPLEMENTAL INSTRUCTION AND TRANSLATORS

Supplemental instruction authorized by the Board performed at Monmouth Regional High School shall be compensated at an hourly rate of thirty-five dollars (\$35.00) per hour for entire length of contract.

Translators: Rate will be Forty Dollars per hour (\$40) for entire length of contract. Prior approval must be obtained by either the Superintendent and/or Principal regarding translator services when assigned or asked to provide services.

ARTICLE XV
SUMMER EMPLOYMENT

Summer employment of staff for curriculum writing and summer school instruction shall be at the hourly rate of thirty-five dollars (\$35.00) per hour for entire length of contract. Non instructional work (such as book room and district printing) will be paid at \$5.00 less per hour.

ARTICLE XVI
CHAPERONES/WEIGHT ROOM SUPERVISION

Chaperones who are assigned to dances and/or graduation: shall be compensated at the hourly rate of twenty-nine dollars (\$29.00) per hour for entire length of contract.

Weight room supervision shall be at the hourly rate of twenty-nine dollars (\$29.00) per hour for entire length of contract.

ARTICLE XVII
TEACHER ASSIGNMENTS

- A. Every endeavor will be made so that all teachers shall be given written notice of their class and/or subject assignments for the forthcoming year not later than June 15 of the preceding school year, whenever possible. To the extent possible, except for special circumstances, this notification shall take place simultaneously (within two (2) working days) to all teachers.
- B. In the event that changes in such classes and/or subject assignments are necessary after June 15 any teacher affected shall be notified promptly at the last known address. Upon the request of the teacher, or the teacher and the M.R.E.A. the changes shall be promptly reviewed between the Superintendent or his/her representative and the teacher affected and at his/her option a representative of the M.R.E.A.
- C. The assignment of homeroom duty shall take into account, so far as is possible, teacher seniority of service in the Monmouth Regional High School, provided, however, that all teachers are subject to homeroom duty.

ARTICLE XVIII

TEACHERS' SALARIES

- A. All members of the bargaining MREA shall participate in Direct Deposit for their net pay effective 7/1/14.
- B. Teachers' salaries for the 2023-2024, 2024-2025, 2025-2026 school years shall be as shown on the salary guides attached hereto and made a part thereof.
- C. The step to which the teacher is entitled and agreed upon at the time of execution of the Employment Contract with the Board shall be the step from which computations are thereafter made in determining the teachers' applicable steps.
- D. New teachers hired will not be placed higher on the guide than currently employed teachers having the same years teaching experience. (this comparison will not be valid in cases of increment withholding and for teachers with veteran's benefits, sabbatical leave, or unpaid leaves of absence)
- E. Teaching a 6th class on an emergency basis for long term assignment (beyond 21 consecutive days) shall be at 1/7 of the teaching step on guide, but not to exceed 1/7th of the average of (Step 7 BA and Step 8 MA60).

YEAR	AMOUNT
2023-2024	\$9,396.43
2024-2025	\$9,578.57
2025-2026	\$9,744.64

Teachers may volunteer in seniority order or be assigned in reverse seniority order. The district needs to show effort to hire a teacher for any part time assignment before it can assign a teacher.

ARTICLE XIX

COACHES ' SALARIES

A. Coaches' salaries for the 2023-2024, 2024-2025, 2025-2026 school years shall be shown on the salary guides attached hereto and made a part thereof.

B. When an assistant coach is promoted to head coach, years of service as an assistant coach shall be counted for purposes of establishing compensation as head coach.

C. Coaches will be paid twice a season as follows:

Season	First payment	Second payment
Fall	9/30	10/30
Winter	12/23 (or last day before winter break)	2/28
Spring	4/30	5/30

D. Summer Hours for Coaches: Payment to coaches for summer hours (2 per sport- all sports) at a rate of \$25/hour, maximum 4 hours per week for approximately six (6) weeks starting July 1st until fall sports season begins.

ARTICLE XX

EXTRACURRICULAR SALARIES

The extra compensation for extracurricular work for the years 2023-2024, 2024-2025, 2025-2026 will remain available for all advisors, clubs and stipends throughout the term of the contract. Advisor stipends and Clubs are same entire length of the contract.

ARTICLE XXI

GUIDANCE COUNSELORS AND MEMBERS OF THE CHILD STUDY TEAM

Guidance:

All guidance counselors will receive a 50-minute lunch and will be employed for 11 months.

11-month Guidance Counselors will work until June 30 and then return the last two weeks in August.

Return dates in August will be mutually agreed upon by the MREA and the Administration and will be set by June 1 of each year.

Child Study Team Members:

All Child Study Team members will be 11-month employees and receive a 50-minute lunch

All 11-month Child Study Team members will work the following schedule:

- To June 30th
 - Summer Schedule (8 flex days or 10 regular days) before September 1.
- Summer Schedules will be mutually agreed upon by the MREA and the Administration and will be set by May 1 of each year.

If any member of Guidance or CST are asked by Administration to come to work, they will be paid at the hourly rate of supplemental instruction.

If member(s) of either MREA cover for another member on leave of absence, they will be paid \$8,000 per member on leave per year prorated, to be split among all available members.

ARTICLE XXII

PAYMENT FOR GRADUATE CREDITS

A. The Board agrees to reimburse a teacher for his/her actual out-of-pocket expenditures for graduate credits up to a maximum of Four Hundred Dollars (\$400.00) dollars per credit for courses within the field of Education up to a maximum of nine (9) credits per school year for the entire length of the contract. To be eligible for reimbursement the foregoing credits must be graduate credits; no equivalency shall be allowed; further, the credits must be obtained from an accredited college or university. Provided further, that said credits require advanced approval of the Superintendent of Schools.

B. Payment for courses taken shall be made upon receipt of the proper application with a copy of the college receipt for payment and a copy of the report card or transcript indicating successful completion of the course or courses for which payment is requested.

C. Courses are eligible for payment only after completed and reimbursement must be requested within two (2) months after completion of the course but no later than June 30. No retroactive reimbursement for courses shall be permitted.

D. Courses completed within a period of July 1 through June 30 of each year of the contract will be considered for reimbursement. Courses must be completed by June 30.

Reimbursement of each credit shall also be subject to the available pool of funds of Twenty-Eight Thousand Dollars (\$28,000.00)

If the total amount of eligible reimbursement for approved courses exceeds the total available pool, funds will be distributed on a pro-rated basis.

Funds will be distributed in July.

District Assigned Courses/Programs

- a.) Acceptance /Denial of undergraduate credit reimbursement is not subject to grievance. To be eligible, a teacher must have completed at least one full school year at Monmouth Regional with an overall teaching rating of EFFECTIVE or HIGHLY EFFECTIVE.
- b.) In the event the district or department supervisor finds it beneficial to the district for the teacher to obtain additional certification, and requires the teacher to take a district assigned course/program, the district will pay for the course in full.
- c.) If a teacher fails to fulfill his/her commitment to the district for a district assigned course/program, the teacher will reimburse Monmouth Regional High School, on a prorated basis, up to two (2) years following reimbursement, unless it is less than one (1) year and then the teacher will reimburse the district in full.

ARTICLE XXIII
MANAGEMENT RIGHTS

A. The Association recognizes that the Board may not by agreement delegate any rights, powers, authorities, or responsibilities which by law are imposed upon and lodged with the Board.

B. The Board, subject only to the language of this agreement, reserves to itself full jurisdiction and authority over matters of policy and retains the right, in accordance with applicable laws and regulations: (1) to hire, promote, transfer, assign and retain employees in positions within the school district; and suspend, demote, discharge, or take other disciplinary action against employees, for just cause; (b) to relieve employees from duties because of lack of work or other legitimate reasons; (c) to maintain the efficiency of the school district operations entrusted to them; and (d) to determine the methods, means and personnel by which such operations are to be conducted.

ARTICLE XXIV

DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 2023, and shall continue in effect until June 30, 2026.

ARTICLE XXV

ACCUMULATED SICK LEAVE

A Effective 7/1/23 retiring members shall be compensated for all unused sick leave days accumulated at a rate of one hundred fifty dollars (\$150) per day, up to a maximum of fifteen thousand dollars (\$15,000) maximum 100 days. The Business Administrator shall be notified six months in advance of retirement to be eligible for this benefit, except in case of sudden illness, or serious unforeseen matters. Failure to comply can result in delay of up to one year for sick leave benefits, until funds can be budgeted.

In case of death while employed with Monmouth Regional an employees' estate will be paid the rate of sick leave upon retirement, under the same provisions as sick leave upon retirement. The employee will be considered as having retired.

ARTICLE XXVI
CLASS SUBSTITUTE COVERAGE

Substitute rate for teachers subbing for classes during the school day shall be set at the rate of fifty four dollars (\$54) per class for entire length of contract. Coverage will first be offered on voluntary basis at the stipulated rate. If there is failure to obtain voluntary coverage, members of the collective bargaining MREA may be assigned at the aforesaid class rates. If assigned the administration will assign from duty periods first, and only after exhausting the possibility from the duty periods will the administration seek to assign from prep periods.

ARTICLE XXVII
INTERPRETATION

The inclusion herein of any of the foregoing subject matter shall not constitute a determination as to whether any of the same constitutes terms and conditions of employment within the meaning of Chapter 303 for purposes of any future negotiations.

APPENDIX I

RULES FOR THE APPLICATION OF TEACHERS'

SALARY GUIDES

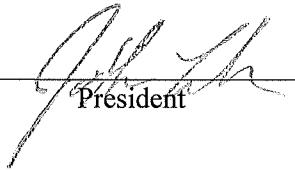
- a. Salary increases on any of the salary guides are not automatic. Teachers must qualify each year and be given a satisfactory evaluation to be placed on the next step.
- b. Credit for Military Services: For each year of active military service, teachers will be given an one-year increment on the salary guide, up to four (4) years.
- c. Credit for Work Experience: For employees hired prior to July 1, 2004 a maximum of three (3) years' credit will be given for work experience which is directly related to the teacher's subject field. Credit for Work Experience: For employees hired after to July 1, 2004 a maximum of five (5) years' credit will be given for work experience which is directly related to the teacher's subject field.
- d. The 30 credits required for the Bachelors + 30 guide must be graduate credits. Undergraduate credits, however, may be submitted for evaluation by the Superintendent. Current staff members proposing to enroll for undergraduate courses must have prior approval before enrolling and before credit will be granted.
- e. The credits required for the scales beyond the Master's Degree must be graduate credits as follows:

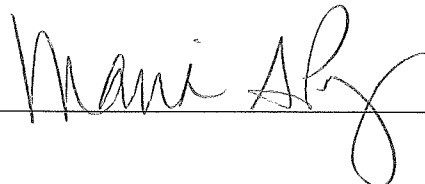
Criteria for graduate credits:

- (a) Graduate courses as listed in college catalog.
- (b) All NDEA and NSF summer, academic year and in service institutes with credit listed by institutions and instructors as equal to graduate credit.
- (c) Special seminars, conferences and courses not covered by above criteria, in consultation with Superintendent, for credit determination. Such consultation and approval must be obtained prior to the time the course is taken.

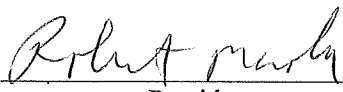
IN WITNESS WHEREOF, parties hereto have caused this Agreement to be signed by their respective Presidents, attested by their respective Secretaries, and their corporate seals affixed hereto, all on the day and year above written.

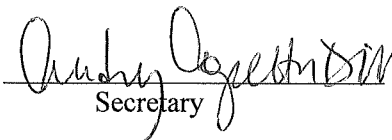
MONMOUTH REGIONAL HIGH SCHOOL
BOARD OF EDUCATION

By: 
President

Attest: 
Secretary

MONMOUTH REGIONAL HIGH SCHOOL
EDUCATION ASSOCIATION

By:  5/18/24
President

Attest:  5/28/24
Secretary

Salary Guide

Step	BA	BA+30	MA	MA+30	MA+60
1-2	54,675.00	56,375.00	58,175.00	60,475.00	62,975.00
3	55,375.00	57,075.00	58,875.00	61,175.00	63,675.00
4	55,975.00	57,675.00	59,475.00	61,775.00	64,275.00
5	56,475.00	58,175.00	59,975.00	62,275.00	64,775.00
6	58,475.00	60,175.00	61,975.00	64,275.00	66,775.00
7	60,575.00	62,275.00	64,075.00	66,375.00	68,875.00
8	62,675.00	64,375.00	66,175.00	68,475.00	70,975.00
9	64,775.00	66,475.00	68,275.00	70,575.00	73,075.00
10	67,175.00	68,875.00	70,675.00	72,975.00	75,475.00
11	69,675.00	71,375.00	73,175.00	75,475.00	77,975.00
12	72,175.00	73,875.00	75,675.00	77,975.00	80,475.00
13	74,675.00	76,375.00	78,175.00	80,475.00	82,975.00
14	77,375.00	79,075.00	80,875.00	83,175.00	85,675.00
15	80,175.00	81,875.00	83,675.00	85,975.00	88,475.00
16	85,025.00	86,725.00	88,525.00	90,825.00	93,325.00
17	93,525.00	95,225.00	97,025.00	99,325.00	101,825.00

Salary Guide						
Step	BA	BA+30	MA	MA+30	MA+60	
⊕	56,250.00	57,950.00	59,750.00	62,050.00	64,550.00	
2-3	56,750.00	58,450.00	60,250.00	62,550.00	65,050.00	
4	57,250.00	58,950.00	60,750.00	63,050.00	65,550.00	
5	57,850.00	59,550.00	61,350.00	63,650.00	66,150.00	
6	59,750.00	61,450.00	63,250.00	65,550.00	68,050.00	
7	61,850.00	63,550.00	65,350.00	67,650.00	70,150.00	
8	63,950.00	65,650.00	67,450.00	69,750.00	72,250.00	
9	66,150.00	67,850.00	69,650.00	71,950.00	74,450.00	
10	68,550.00	70,250.00	72,050.00	74,350.00	76,850.00	
11	71,050.00	72,750.00	74,550.00	76,850.00	79,350.00	
12	73,550.00	75,250.00	77,050.00	79,350.00	81,850.00	
13	76,150.00	77,850.00	79,650.00	81,950.00	84,450.00	
14	78,850.00	80,550.00	82,350.00	84,650.00	87,150.00	
15	81,650.00	83,350.00	85,150.00	87,450.00	89,950.00	
16	86,450.00	88,150.00	89,950.00	92,250.00	94,750.00	
17	94,800.00	96,500.00	98,300.00	100,600.00	103,100.00	

Salary Guide						
Step	BA	BA+30	MA	MA+30	MA+60	
1-2	58,225.00	59,925.00	61,725.00	64,025.00	66,525.00	
3-4	58,725.00	60,425.00	62,225.00	64,525.00	67,025.00	
5	59,225.00	60,925.00	62,725.00	65,025.00	67,525.00	
6	61,025.00	62,725.00	64,525.00	66,825.00	69,325.00	
7	63,025.00	64,725.00	66,525.00	68,825.00	71,325.00	
8	65,100.00	66,800.00	68,600.00	70,900.00	73,400.00	
9	67,300.00	69,000.00	70,800.00	73,100.00	75,600.00	
10	69,700.00	71,400.00	73,200.00	75,500.00	78,000.00	
11	72,200.00	73,900.00	75,700.00	78,000.00	80,500.00	
12	74,800.00	76,500.00	78,300.00	80,600.00	83,100.00	
13	77,400.00	79,100.00	80,900.00	83,200.00	85,700.00	
14	80,100.00	81,800.00	83,600.00	85,900.00	88,400.00	
15	83,050.00	84,750.00	86,550.00	88,850.00	91,350.00	
16	87,850.00	89,550.00	91,350.00	93,650.00	96,150.00	
17	96,050.00	97,750.00	99,550.00	101,850.00	104,350.00	

Longevity is based on years completed in the district as of September. (No ten percent (10%) differential for eleven (11) month employees.)

Years Completed	Year 1	Year 2	Year 3
20-24	\$1,500	\$1,500	\$1,500
25-29	\$1,500	\$1,500	\$1,500
30-34	\$1,500	\$1,500	\$1,500
35+	\$1,500	\$1,500	\$1,500

Cumulative totals for above schedule

Years Completed	Year 1	Year 2	Year 3
20-24	\$3,600	\$3,600	\$3,600
25-29	\$5,100	\$5,100	\$5,100
30-34	\$6,600	\$6,600	\$6,600
35+	\$8,100	\$8,100	\$8,100

Last	First	2023-2024	2024-2025	2025-2026
Spence	Debbie	8,100.00	8,100.00	8,100.00
Rucker	Gennelle	6,600.00	8,100.00	8,100.00
Merola	Robert	5,100.00	6,600.00	6,600.00
Legere	Tina M	5,100.00	6,600.00	6,600.00
Copelton - Dill	Audrey	5,100.00	6,600.00	6,600.00
Famelio	Catherine E	5,100.00	6,600.00	6,600.00
Ruscavage	Joseph V	5,100.00	6,600.00	6,600.00
Mitchell	Jennifer L	5,100.00	5,100.00	5,100.00
Moore	Melanie A	5,100.00	5,100.00	5,100.00
Kampf	Karen	5,100.00	5,100.00	5,100.00
Roselli Haggerty	Jennifer	5,100.00	5,100.00	5,100.00
Kampf III	Fred	3,600.00	3,600.00	5,100.00
Spadavecchia	Darren V	3,600.00	3,600.00	5,100.00
McKean	Peggy A	3,600.00	3,600.00	3,600.00
Chlapowski	Andrew P	3,600.00	3,600.00	3,600.00
Wolff	Susan	3,600.00	3,600.00	3,600.00
Cilino	Eileen M	3,600.00	3,600.00	3,600.00
Crivello	Paul G	3,600.00	3,600.00	3,600.00
Wardell	Julia M	3,600.00	3,600.00	3,600.00
Domanich	Tara	3,600.00	3,600.00	3,600.00
McManus	Dawn	3,600.00	3,600.00	3,600.00
Lerman	Jason A		3,600.00	3,600.00
Padgett	Lori		3,600.00	3,600.00
Gleeson	Beth A			3,600.00
Dimezza	Teresa L			3,600.00
Miller	Donna L			3,600.00
Nappi	Joe			3,600.00
		96,600.00	112,800.00	130,200.00

Advisor Guide 2023-2026

<u>Title</u>	<u>23-26</u>
Amnesty International	3,000
Animal Friendly	3,000
Art Club	3,000
Band Director	8,500
Band Director Assistant	4,150
Chess Team/Club	2,634
Chorus	4,000
Color Guard	4,001
Cultures in Asia	3,000
DECA	4,000
Drama Club	5,000
Environmental Club	3,000
Falconaire	3,000
FBLA	4,000
FCCLA	3,000
French Club	3,000
Freshman Class	3,115
Gay Straight Alliance	3,000
Graduation Coordinator	1,620
Heroes & Cool Kids	3,000
HOSA	3,000
Images	4,000
Jazz Band	4,000
Junior Class	5,115
Key Club	4,000
Math Club/Team	2,633
Mock Trial	4,000
Model UN	4,000
National Honor Society	4,000
Outdoor Adventure Club	3,000
Pep Band	4,000
Production Design	4,000
SADD	4,000
School Play Director	5,000
School Play Instrumental	4,000
School Play Vocal	4,000
Senior Class	6,815
Sign Language	3,000

<u>Title</u>	<u>23-26</u>
Sophomore Class	3,115
Spanish Club	3,000
Student Council	5,600
Summer Athletic Trainer	3,038
Teen Arts	3,000
Writing/Debate Club	3,000
Yearbook Advisor	5,332
Yearbook Manager	5,332
Total	\$175,000

Coaches guide

Monmouth Regional High School				
2023-2024				
COACHES GUIDE				
HEAD COACHES				
Guide 1	1	2	3	4
2023-2024	7,082.00	7,032.00	7,284.00	8,004.00
Guide 2	1	2	3	4
2023-2024	6,052.00	6,102.00	6,254.00	7,445.00
Guide 3	1	2	3	4
2023-2024	6,052.00	6,102.00	6,254.00	7,004.00
Guide 4	1	2	3	4
2023-2024	4,952.00	5,002.00	5,154.00	5,884.00
Totals				
ASSISTANT COACHES				
Guide 1	1	2	3	4
2023-2024	4,712.00	4,663.00	4,915.00	5,830.00
2023-2024				
Guide 2	1	2	3	4
2023-2024	4,177.00	4,228.00	4,814.00	5,562.00
Guide 3	1	2	3	4
2023-2024	4,177.00	4,228.00	4,814.00	5,562.50
Guide 4	1	2	3	4
2023-2024	3,557.00	3,607.00	3,759.00	4,475.00

Monmouth Regional High School				
2024-2025				
COACHES GUIDE				
HEAD COACHES				
Guide 1	1	2	3	4
2024-2025	7,227.00	7,315.00	7,391.00	8,112.00
Guide 2	1	2	3	4
2024-2025	6,197.00	6,285.00	6,361.00	7,552.00
Guide 3	1	2	3	4
2024-2025	6,197.00	6,285.00	6,361.00	7,111.00
Guide 4	1	2	3	4
2024-2025	5,097.00	5,185.00	5,261.00	5,992.00
Totals				
ASSISTANT COACHES				
Guide 1	1	2	3	4
2024-2025	4,833.00	4,896.00	5,022.00	5,937.00
2024-2025				
Guide 2	1	2	3	4
2024-2025	4,432.00	4,629.00	4,922.00	5,670.00
Guide 3	1	2	3	4
2024-2025	4,432.00	4,629.00	4,922.00	5,670.00
Guide 4	1	2	3	4
2024-2025	3,702.00	3,790.00	3,867.00	4,583.00

Monmouth Regional High School				
2025-2026				
COACHES GUIDE				
HEAD COACHES				
Guide 1	1	2	3	4
2025-2026	7,500.00	7,700.00	7,900.00	8,250.00
Guide 2	1	2	3	4
2025-2026	6,500.00	6,700.00	7,000.00	7,691.00
Guide 3	1	2	3	4
2025-2026	6,500.00	6,700.00	7,000.00	7,250.00
Guide 4	1	2	3	4
2025-2026	5,300.00	5,500.00	5,850.00	6,131.00
Totals				
ASSISTANT COACHES				
Guide 1	1	2	3	4
2025-2026	5,100.00	5,300.00	5,650.00	6,075.00
2025-2026				
Guide 2	1	2	3	4
2025-2026	4,800.00	5,000.00	5,400.00	5,808.00
Guide 3	1	2	3	4
2025-2026	4,800.00	5,000.00	5,400.00	5,808.00
Guide 4	1	2	3	4
2025-2026	4,000.00	4,250.00	4,450.00	4,721.00

Support Staff MREA Members:

1. 3-year contract: July 1, 2023 to June 30, 2026.
2. Personal and Classroom aides will receive, minimally, 26 minutes duty free lunch per day; Community Aides and Security who work an eight (8) hour day will receive 40 minutes duty free lunch. Paraprofessionals will work a 7 ¼ hour day.
3. Days Off:

Description	Amount	Details	When Given
Sick Days	10	<p>Cumulative</p> <p>The use of a sick day before or after when school is closed requires a doctor's note. Failure to provide a doctor's note may result in being charged a day without pay. All sick leaves are with the consent of the Superintendent. A doctor's note is not necessary if school is closed in case of an emergency.</p>	Up front
Personal Days	3	<p>If unused turns into sick days</p> <p>Present policy for employees as stipulated in the Monmouth Regional High School Board of Education Policy 4151.7 shall continue for the term of this Agreement, except that the allowance for personal leave shall be three (3) days in each academic year. All requests for consecutive personal days shall include a statement of reasons for the need of these days. Personal leave is not to be taken the day immediately before or after school is closed , except in the case of emergency and with the consent of the Superintendent.</p> <p>Personal leave is not to be construed as vacation time. Leave for part-time employees shall be on a prorated basis.</p> <p>If an employee who is entitled to personal leave under Policy 4151.7 does not utilize the three (3) contractual personal leave days in the course of a year, then the unused portion of said three (3) contractual personal leave days shall accumulate as sick leave in the next year.</p>	Up front
Family Illness	3	Non-cumulative	Up front

Description	Amount	Details	When Given
Death in immediate family	5	Non-cumulative	Up front
Death of second degree	3	Non-cumulative	Up front
Death of friend or relative	1	Non-cumulative	Up front
Retirement	\$75/day maximum \$7,500		Pay period after retirement
Perfect Attendance	\$500	<p>Employees with perfect attendance September 1 thru January 31 (no sick days and no personal days with exception of Religious observance or bereavement of immediate family or relative of the second degree as defined in Policy 4151.7) will receive a payment of \$500</p> <p>Employees with perfect attendance February 1 thru June 30 (no sick days and no personal days with exception of Religious observance or bereavement of immediate family or relative of the second degree as defined in Policy 4151.7) will receive a payment of \$500.</p>	Paid in February and June (July)
Seminars	---	Prior approval from supervisor	Per board agenda
Vacation	0	Not 12 month employees	

4. Salary: 4.0% increase per year for duration of contract. All members of the Support Staff MREA will make no less than \$19,235 and no more than a current MREA member.

support staff unit		Salary	#	FTE	Total	2022-2023	2023-2024	2024-2025	2025-2026
R. Brunson	Brunson	24,598.11	1	1.0000	24,598.11		25,582.03	26,605.32	27,669.53
A. Cantore	Cantore	24,598.11	1	1.0000	24,598.11		25,582.03	26,605.32	27,669.53
R. Delgado	Delgado	24,112.58	1	1.0000	24,112.58		25,077.08	26,080.17	27,123.37
S. Diver	Diver	24,598.11	1	1.0000	24,598.11		25,582.03	26,605.32	27,669.53
P. Dorsey	Dorsey	28,107.67	1	1.0000	28,107.67		29,231.98	30,401.26	31,617.31
D. Elias	Elias	22,885.98	1	1.0000	22,885.98		23,801.42	24,753.48	25,743.62
A. Guarino	Guarino	24,112.58	1	1.0000	24,112.58		25,077.08	26,080.17	27,123.37
W. Hayes	Hayes	27,498.69	1	1.0000	27,498.69		28,598.64	29,742.58	30,932.29
E. Jones	Jones	24,112.58	1	1.0000	24,112.58		25,077.08	26,080.17	27,123.37
A. Kalakutok	Kalakutok	24,854.95	1	1.0000	24,854.95		25,849.15	26,883.11	27,958.44
W. LaGrotteria	LaGrotteria	20,122.66	1	1.0000	20,122.66		20,927.57	21,764.67	22,635.26
R. Liszanckie	Liszanckie	31,794.08	1	1.0000	31,794.08		33,065.84	34,388.48	35,764.02
D. Marks	Marks	33,396.96	1	1.0000	33,396.96		34,732.84	36,122.15	37,567.04
F. Martuscelli Jr.	Martuscelli Jr.	24,112.58	1	1.0000	24,112.58		25,077.08	26,080.17	27,123.37
P. Patrick	Patrick	33,572.24	1	1.0000	33,572.24		34,915.13	36,311.73	37,764.20
E. Quinn	Quinn	24,598.11	1	1.0000	24,598.11		25,582.03	26,605.32	27,669.53
A. Rebmann	Rebmann	30,276.15	1	1.0000	30,276.15		31,487.20	32,746.68	34,056.55
C. Riccardi	Riccardi	24,112.58	1	1.0000	24,112.58		25,077.08	26,080.17	27,123.37
J. Rogerson	Rogerson	24,112.58	1	1.0000	24,112.58		25,077.08	26,080.17	27,123.37
K. Schade	Schade	28,366.15	1	1.0000	28,366.15		29,500.80	30,680.83	31,908.06
M. Tupy	Tupy	28,107.67	1	1.0000	28,107.67		29,231.98	30,401.26	31,617.31
B. Williams	Williams	24,112.58	1	1.0000	24,598.11		25,582.03	26,605.32	27,669.53
			22	22.0000	576,649.23		599,715.20		
	= new starting salary for paraprofessionals/community aides								

Participate in family coverage of Blue Card PPO, Dental, and Prescription if currently employed as of 7/1/14.

Effective July 1, 2020, the PPO plan will be as follows:

All who are eligible for health benefits will be offered NJEHP plan pursuant to recent legislation, P.L. 2020, CH. 44.

Health Benefit Contribution Rates:

LFN 2011-20 BENEFIT DEDUCTION TABLES			
SINGLE COVERAGE			
salary range	2023-2024	2024-2025	2025-2026
less than 20000	3.380%	3.380%	3.380%
20000-24,999.99	4.130%	4.130%	4.130%
25000-29,999.99	5.630%	5.630%	5.630%
30000-34,999.99	7.500%	7.500%	7.500%
35000-39999.99	8.250%	8.250%	8.250%
40000-44999.99	9.000%	9.000%	9.000%
45000-49999.99	10.500%	10.500%	10.500%
50000-54999.99	15.000%	15.000%	15.000%
55000-59999.99	17.250%	17.250%	17.250%
60000-64999.99	20.250%	20.250%	20.250%
65000-69999.99	21.750%	21.750%	21.750%
70000-74999.99	24.000%	24.000%	24.000%
75000-79999.99	24.750%	24.750%	24.750%
80000-94999.99	25.500%	25.500%	25.500%
95000+	26.250%	26.250%	26.250%

LFN 2011-20 BENEFIT DEDUCTION TABLES			
PC/HW			
salary range	2023-2024	2024-2025	2025-2026
less than 25000	2.630%	2.630%	2.630%
25000-29999.99	3.380%	3.380%	3.380%
30000-34999.99	4.500%	4.500%	4.500%
35000-39999.99	5.250%	5.250%	5.250%
40000-44999.99	6.000%	6.000%	6.000%
45000-49999.99	7.500%	7.500%	7.500%
50000-54999.99	11.250%	11.250%	11.250%
55000-59999.99	12.750%	12.750%	12.750%
60000-64999.99	15.750%	15.750%	15.750%
65000-69999.99	17.250%	17.250%	17.250%
70000-74999.99	19.500%	19.500%	19.500%
75000-79999.99	20.250%	20.250%	20.250%
80000-84999.99	21.000%	21.000%	21.000%
85000-99999.99	22.500%	22.500%	22.500%
100000+	26.250%	26.250%	26.250%

LFN 2011-20 BENEFIT DEDUCTION TABLES			
FAMILY			
salary range	2023-2024	2024-2025	2025-2026
less than 25000	2.250%	2.250%	2.250%
25000-29999.99	3.000%	3.000%	3.000%
30000-34999.99	3.750%	3.750%	3.750%
35000-39999.99	4.500%	4.500%	4.500%
40000-44999.99	5.250%	5.250%	5.250%
45000-49999.99	6.750%	6.750%	6.750%
50000-54999.99	9.000%	9.000%	9.000%
55000-59999.99	10.500%	10.500%	10.500%
60000-64999.99	12.750%	12.750%	12.750%
65000-69999.99	14.250%	14.250%	14.250%
70000-74999.99	16.500%	16.500%	16.500%
75000-79999.99	17.250%	17.250%	17.250%
80000-84999.99	18.000%	18.000%	18.000%
85000-89999.99	19.500%	19.500%	19.500%
90000-94999.99	21.000%	21.000%	21.000%
95000-99999.99	21.750%	21.750%	21.750%
100000-109999.99	24.000%	24.000%	24.000%
110000+	26.250%	26.250%	26.250%

6. Uniforms:

MREA members will be given 6 uniform shirts (3 long sleeve and 3 short sleeve or any combination- black shirts) as needed for length of contract.

7. Work Year:

Support Staff MREA members work year is September 1 to the last day of school in June. If September 1 falls on a weekend/holiday, the next business day is when they are to report to work. Members work the school calendar in regard to days off. Members are entitled to a duty free lunch.

8. Paraprofessionals, Community Aides and Security Personnel will be reimbursed \$128 every three years for substitute certification, upon expiration of their substitute certificate. Must provide proof of payment of substitute certificate to be reimbursed.

9. Tenure: all members of the new MREA are in positions classified as non-certificated- therefore tenure is not available for all members of the MREA.

10. Pension: all members of the new MREA are eligible for PERS membership (unless they are exempt per law) or if they do not meet the minimum requirements.

11. Job Description:

Community aide:

<https://www.monmouthregional.net/cms/lib/NJ01912813/Centricity/Domain/240/Community%20Aide.pdf>

Instructional aide:

<https://www.monmouthregional.net/cms/lib/NJ01912813/Centricity/Domain/240/Instructional%20Aide.pdf>

Personal Aide:

<https://www.monmouthregional.net/cms/lib/NJ01912813/Centricity/Domain/240/Personal%20Aide.pdf>

Security Guard:

<https://www.monmouthregional.net/cms/lib/NJ01912813/Centricity/Domain/240/Security%20Guard.pdf>

Secretarial MREA

NEGOTIATION PROCEDURE

A. Except as this Agreement shall hereinafter otherwise provide, all terms and conditions of employment as established by the rules, regulations and/or policies of the Board, in force on the effective date of this Agreement governing the members of the MREA as designated in Article I, shall be in effect. Recognition shall continue to be applicable during the term of this Agreement. Nothing contained herein shall be interpreted and/or applied to eliminate, reduce, or otherwise detract from any MREA member's benefits or duties existing on the date of the signing of this Agreement without the express knowledge and/or consent of the MREA.

B. The Board agrees not to negotiate concerning the terms and conditions of employment of the aforementioned employees other than with the Representative committee of the MREA during the term of this Agreement. This Agreement shall not be construed as precluding the parties hereto from mutually amending this Agreement in writing. This Agreement incorporates the entire understanding of the parties as to negotiations between them for the period of this Agreement.

SALARIES

The salaries for the MREA covered by this contract, as referred to in Article I, shall be as set forth in the wage guide attached hereto.

<u>Years</u>	<u>Percentage and/or Dollar Amount</u>
<u>2023-2024</u>	3.5%-exclusive of longevity
<u>2024-2025</u>	3.5% exclusive of longevity
<u>2025-2026</u>	3.5% exclusive of longevity

Longevity:

Longevity is given starting at 15 years' service in the district as a member of the bargaining MREA. Members of the MREA will receive an additional \$400/year for years

15-19 in the district and an additional \$600/year for years 20 and up. The amounts are not cumulative.

Name	Longevity Amount
Janice Ciano	\$0
Tara Egan	\$0
Tenishia Gaines	\$400
Tamera Hayes	\$0
Christine Martin	\$0
Lauren Sheppard	\$0
Kathy Sudowsky	\$0
Carrie Tansley	\$600
Melissa Monaco	\$0

Job Improvements:

Members of the MREA can apply for approval of certificated programs approved by Administration that require continuing education credits to maintain certification will be paid for by the district and the recipient will be eligible for an additional \$500/year. This amount is not pensionable and does not add to a member's base salary.

If a member of the MREA wishes to obtain the job improvement documents listed above, they can obtain them through professional development as outlined in section XVIII.

HOURS OF WORK

Hours of Work

All personnel on this guide, who are employed on a 12-month basis are expected to work whether school is in session or not, except as provided below:

The normal workday is eight (8) hours, including forty minutes for lunch. The normal workweek is 40 hours, including two hundred minutes for lunch. Starting times may vary based on individual department needs.

When school is not in session or on half (1/2) day schedule for students, the workday will be seven (7) hours in length including one (1) hour for lunch unless requested by immediate Supervisor that the workday remain at the normal eight (8) hour day with forty minutes for lunch.

On those days when 1/2 day (single session) is granted to both students and faculty, all members of the MREA will work 7 AM to 12:30 PM (5 ½ hours) with the exception of one secretary from the Assistant Principals office. This individual will work, as determined by Administration, from 6:30 AM – 12 PM. The substitute coordinator will work 6 AM to 11:30 AM.

The Superintendent reserves the right to direct the use of up to five (5) vacation days to close school for health/safety/security/emergency reasons.

CREDIT FOR PRIOR EXPERIENCE

All new employees hired will not be placed higher on the guide than current employees in the MREA having the same years' experience.

VII. SERVICE IN DISTRICT

Any twelve (12) month employee, employed before March 1 of any school year, will be given full credit for one year of service.

Persons employed on or after March 1 of any given school year, will not be eligible for increment for the next school year.

VACATION

Vacations for twelve (12) month employees will be earned as follows:

After - 1st and 2nd years of service in District: 8 working days

And - After 3rd year of service in District: 13 working days

And - After 4th year of service in District: 20 working days

Vacation time is not cumulative. It must be taken within twelve months after the year in

which it is earned or as per Board of Education Policy #4252. All vacation periods are to be approved by the Department Supervisor and the Superintendent.

Members of the MREA employed before December 31 of any year shall receive the full vacation allowance for that school year. Those employed between January 2 and June 30 will receive vacation pro-rated at the rate of one (1) day per month, but not to exceed five (5) days.

Twelve-month secretaries are not required to work during Winter and Spring Break.

HOLIDAYS

All legal holidays that fall within the school calendar, as adopted by the Board of Education, and any other holidays designated by the Superintendent, shall be granted as authorized paid holidays.

OVERTIME

All personnel on this guide are subject to periods of overtime work from time to time to complete specific projects. All overtime is to be authorized by the immediate supervisor and approved by the Superintendent prior to the time worked. Overtime is to be paid at the rate of one and one-half times the hourly rate of pay and will be for hours beyond their normal workweek. For twelve-month employees, the hourly rate of pay is $\frac{1}{240}$ of the annual salary divided by 8.

EMERGENCY DAYS

When school is closed due to inclement weather, or for any other emergency reason deemed by the Superintendent or his/her representative, members of the MREA under this guide will be granted an authorized absence with pay. School closings for snow are announced on local radio stations.

On days when school closes early due to weather, all MREA members are to leave with faculty and students.

NJEA Convention

When school is closed for NJEA Convention, members of the MREA will be granted an authorized absence with pay.

STEP INCREMENTS ON GUIDE

Step increments are not automatic. They must be earned as attested to in annual performance reviews. The immediate Supervisor is responsible to point out unsatisfactory or borderline performance to the employee at the time he/she notices such performance. Further, the Supervisor is required to submit to the employee and to the Superintendent a written performance evaluation of tenured employees by June 10th of each year and nontenured employees by March 15 of each year. If that evaluation reflects unsatisfactory or borderline performance, the employee must be notified that unless there is immediate improvement it could result in a loss of increment. In addition, the Supervisor must submit a second written evaluation by May 15. At that time, the employee must be notified as to whether or not an increment will be granted. The only other time an increment will not be granted is in accordance with Article VII, as outlined in this agreement.

SICK LEAVE/FAMILY ILLNESS

Sick leave is cumulative and is earned at the rate of twelve (12) days per year for twelve-month employees. Ten-month employees earn ten (10) days, one day per month. A medical certificate may be required. The sick leave policy is further defined in the Administrative Manual.

All personnel on this guide receive three (3) family illness days. These days cannot be carried over into sick days and do not accumulate.

PERSONAL LEAVE

The personal leave policy shall be the same as for teaching staff as stated in Personal Leave Policy 4151.71 and shall be continued for the duration of this contract.

HEALTH BENEFITS

- a. All employees participating in employer paid benefits shall contribute towards health benefits according to the tables below: Said deduction will comply with IRS section 125 rules and regulations.

LFN 2011-20 BENEFIT DEDUCTION TABLES	
SINGLE COVERAGE	
salary range	2023-2026
less than 20000	3.380%
20000-24,999.99	4.130%
25000-29,999.99	5.630%
30000-34,999.99	7.500%
35000-39999.99	8.250%
40000-44999.99	9.000%
45000-49999.99	10.500%
50000-54999.99	15.000%
55000-59999.99	17.250%

60000-64999.99	20.250%
65000-69999.99	21.750%
70000-74999.99	24.000%
75000-79999.99	24.750%
80000-94999.99	25.500%
95000+	26.250%
LFN 2011-20 BENEFIT DEDUCTION TABLES	
PC/HW	
salary range	2023-2026
less than 25000	2.630%
25000-29999.99	3.380%
30000-34999.99	4.500%
35000-39999.99	5.250%
40000-44999.99	6.000%
45000-49999.99	7.500%
50000-54999.99	11.250%
55000-59999.99	12.750%
60000-64999.99	15.750%
65000-69999.99	17.250%
70000-74999.99	19.500%
75000-79999.99	20.250%
80000-84999.99	21.000%
85000-99999.99	22.500%
100000+	26.250%

LFN 2011-20 BENEFIT DEDUCTION TABLES	
FAMILY	
salary range	2023-2026
less than 25000	2.250%
25000-29999.99	3.000%
30000-34999.99	3.750%
35000-39999.99	4.500%
40000-44999.99	5.250%
45000-49999.99	6.750%
50000-54999.99	9.000%
55000-59999.99	10.500%
60000-64999.99	12.750%
65000-69999.99	14.250%
70000-74999.99	16.500%
75000-79999.99	17.250%
80000-84999.99	18.000%
85000-89999.99	19.500%
90000-94999.99	21.000%
95000-99999.99	21.750%
100000-109999.99	24.000%
110000+	26.250%

- b. Bargaining MREA members hired before July 1, 2007 will receive board paid prescription. Bargaining MREA members hired after July 1, 2007 will not receive board paid coverage for prescription. Employees hired after July 1, 2007 will have the option to purchase prescription benefits not paid for by the board of education at the group rates in force at the time in accordance with the provisions and approval of the insurance carrier. Members of the bargaining group not eligible for prescription health benefits coverage will have a \$5,000 pool set aside

which after June 30th of each year will be distributed based on a proration of the prescription claims verified thru EOB (explanation of benefits). No employee shall obtain benefits in excess of their unpaid prescriptions. Claims will be submitted to the Business Administrator with supporting documentation no later than July 30 for the preceding school year. Payments will be made to the aforesaid members no later than September 30. The co-pay amounts are as follows:

Mail Order	\$5 co-pay
Generic	\$10 co-pay
Brand Name	\$15co-pay

- c. The Board of Education shall retain the right to change insurance carriers if deemed to be in the best interest of the Board, provided the benefits are comparable to the current coverage.
- d. The Board of Education shall provide a Dental Program with coverage equal to or better than coverage under the prior agreement. The coverage shall include a 90/10 coinsurance provision. This program to cover employee, spouse and family.
- e. Effective July 1, 2012, those employees who are currently covered by Traditional Coverage will be moved to PPO Coverage. If a member wishes to purchase Traditional coverage, they may do so through a Section 125 plan.
- f. The members of the MREA and the MRHS Board of Education have the right to open negotiations should any changes in health benefits affect any other group(s).
- g. When Health Benefit levels change in MREA regarding selection of plans, carriers, or co-pay the secretarial MREA level will also change.
- h. Refusal of Benefits. Employees who are eligible for benefits and elect not to receive benefits in a category for which they are eligible will be compensated at the following rate schedule.

Health 1/2 the single PPO rate

Dental and/or prescription 1/2 the single rate

This stipend will be thru payroll, in December and June pro rated for the period July through December (December Payment) and January thru June (June Payment).

Employees must declare annually during the open enrollment period through a written letter of intent, and may not resume benefits without a COBRA qualifying event.

New hires will have to declare at the date of hire.

ACCUMULATED SICK LEAVE

The Board shall provide for the payment of accumulated sick leave for individuals who retire at the rate of the following:

\$88.33/day for a maximum of 150 days (\$13,250) for all employees.

PROFESSIONAL DAYS AND TRAINING

Up to five (5) days for professional training (i.e., short courses, workshops, etc.) will be granted each member of the MREA. Such courses must be approved by the Superintendent. The Monmouth Regional High School Board of Education will pay for any such training up to a maximum of \$1,000.00 per year for the MREA as a whole.

TUITION REIMBURSEMENT

Tuition reimbursement for college level job related courses, as approved by the Superintendent, shall be granted at a rate not to exceed one hundred and forty-three dollars (\$143.00) per credit, for up to three (3) credits per year per employee.

PENSION RIGHTS

Participation in New Jersey Public Employees Retirement System within four months of permanent appointment is a condition of employment as per statutes.

TENURE RIGHTS

Tenure may be obtained as provided per statutes 18A:17.2.

CHANGES TO THIS AGREEMENT

The Board of Education further agrees that none of the terms and conditions for this contract shall be deleted or modified without the express knowledge and consent of the members of the MREA.

DURATION

This Agreement shall be effective as of July 1, 2023 and shall continue in effect until June 30, 2026.

GUIDES

SECRETARY GUIDES				
		23/24	24/25	25/26
	1	\$43,387.87	\$44,137.87	\$44,887.87
	2	\$44,481.62	\$44,906.45	\$45,656.45
	3	\$45,575.38	\$46,038.48	\$46,478.17
	4	\$47,468.69	\$47,236.79	\$47,595.33
	5	\$48,668.89	\$49,130.30	\$48,831.93
	6	\$49,656.62	\$50,330.30	\$50,849.86
	7	\$50,156.62	\$51,394.60	\$52,049.86
	8	\$50,940.62	\$55,293.70	\$53,193.41
	9	\$53,382.62	\$56,542.01	\$54,393.41
	10	\$54,602.22	\$57,400.60	\$55,593.41
	11	\$55,422.64	\$56,513.30	\$56,793.41
	12	\$56,513.30	\$57,362.43	\$58,491.26
	13	\$57,263.30	\$58,491.27	\$59,370.11
	14	\$59,763.30	\$60,791.27	\$60,538.46
	15	\$62,263.30	\$63,091.27	\$64,038.46
	16	\$63,763.30	\$65,391.27	\$67,538.46
	17	\$67,051.77	\$69,398.58	\$71,827.53

BOOKKEEPER				
		23/24	24/25	25/26
	1	\$70,016.10	\$71,216.10	\$72,416.10
	2	\$71,216.10	\$72,466.67	\$73,666.67
	3	\$72,416.10	\$73,666.67	\$75,003.00
FRONT OFFICE				
		23/24	24/25	25/26
	1	\$38,525.20	\$39,275.20	\$40,525.20
	2	\$40,038.71	\$39,873.59	\$40,623.59
	3	\$42,293.89	\$41,440.06	\$41,269.16
	4	\$43,387.87	\$43,774.17	\$42,890.46
	5	\$44,481.62	\$44,906.45	\$45,306.27

		2324	2425	2526
Tara Egan	1	43,387.87		
	2		44,906.45	
	3			46,478.17
Kathy Sudowsky	4	47,468.69		
	5		49,130.30	
	6			50,849.86
Janice Ciancio	6	49,656.62		
	7		51,394.60	
	8			53,193.41
Lauren Sheppard	11	55,422.64		
	12		57,362.43	
	13			59,370.11
Melissa Monaco	12	56,513.30		
	13		58,491.27	
	14			60,538.46
Tenishia Gaines	17	67,051.77		
	17		69,398.58	
	17			71,827.53
Carrie Tansley	B1	70,016.10		
	B2		72,466.67	
	B3			75,003.00
Tamera Hayes	FO1	38,525.20		
	FO2		39,873.59	
	FO3			41,269.16
Christine Martin	FO3	42,293.89		
0.90	FO4		43,774.17	
	FO5			45,306.27

