

BRIDGETON PUBLIC SCHOOLS

Bridgeton, New Jersey 08302

AGREEMENT BETWEEN

BRIDGETON BOARD OF EDUCATION

AND

BRIDGETON EDUCATION ASSOCIATION

FOR SCHOOL YEARS 2018-2021

(Beginning July 1, 2018 - Ending June 30, 2021)

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ARTICLE I
RECOGNITION

- 1.1 The Bridgeton Board of Education, hereinafter called the Board, hereby recognizes the Bridgeton Education Association, hereinafter called the BEA, as the majority and exclusive representative of Teachers, Master Teachers, Physical Therapists, Speech Therapists, Media Specialists, School Nurses, Secretaries, Guidance Counselors, School Psychologists, Child Study Team Social Workers, Non-Child Study Team Social Workers, Learning Disability Teacher Consultants, Substance Awareness Coordinators, Preschool Intervention and Referral Team, Cafeteria Workers (exclusive of the Cafeteria Managers), Technology Coordinators, Facilitators and Athletic Trainer for the purpose of collective negotiation concerning terms and conditions of employment.
- 1.2 Unless otherwise indicated, the term, "employee," when used hereinafter shall mean all employees eligible for representation by the BEA; and references to male employees shall include female employees as well.
- 1.3 The negotiations unit as defined in 1.1 includes employees on authorized leaves of absence as well as employees under contract.
- 1.4 No substitute employees specifically mentioned in 1.1 shall be included in the negotiating unit.
- 1.5
- (a) Only classes of employees specifically mentioned in 1.1 shall be included in the negotiating unit
 - (b) Pursuant to N.J.S.A. 34:13A-(g), the following positions are excluded from representation by the BEA:
 - (1) Administrative Assistant to the Superintendent
 - (2) Administrative Assistant to the Business Administrator
 - (3) Administrative Assistant to the Assistant Superintendent
 - (4) Administrative Assistant to the Human Resource Administrator
 - (5) Payroll Manager
 - (6) 12-Month Secretary to the Superintendent
(backup to the Secretary)
 - (7) Secretary to the Affirmative Action Officer
 - (8) Benefits Manager

ARTICLE II

NEGOTIATION PROCEDURES

- 2.1 The Board and the BEA agree to enter into collective negotiations over a Successor Agreement in a good-faith effort to reach agreement on all negotiable matters concerning terms and conditions of employment.
- 2.2 The first negotiations session between the parties shall be held no later than 120 days prior to the Board's budget submission date.
- 2.3 Neither the Board nor the BEA shall have any control over selection of the negotiating team of the other party.
- 2.4 During negotiations the Board and the BEA negotiating teams shall have the right to present relevant data, to exchange points of view and to make proposals and counter proposals.
- 2.5 The Board shall make available to the BEA, upon specific request, all records, data and information of the Bridgeton, New Jersey School District that the Board and the BEA deem pertinent to the negotiations.
- 2.6 Any Successor Agreement shall apply to all employees in the negotiating unit.
- 2.7 Any Successor Agreement shall be reduced to writing and adopted and signed by the BEA and the Board.
- 2.8 This Agreement shall not be modified in whole or part by the parties, except by an instrument in writing and duly executed by both parties.
- 2.9 Any aspect of an experimental program or other project which could affect the terms and conditions of teacher employment shall be negotiated with the BEA before implementation.

ARTICLE III

GRIEVANCE PROCEDURE

- 3.1 A grievance shall mean an allegation by an employee or employees in the bargaining unit that a section of this agreement has been violated or an appeal resulting from an administrative decision affecting employees in the bargaining unit.
- 3.2 PROCEDURE
- 3.2.1 Step 1 – Any employee who has a grievance shall discuss it first with his immediate supervisor in an attempt to resolve it informally within thirty (30) calendar days after the act which caused the grievance.
- 3.2.2 Step 2- If the aggrieved employee is not satisfied with the results of Step 1, within ten (10) school days after Step 1 above, he shall set forth his complaint in writing to the building principal stating the date, time (if applicable), place and Article of the Board and BEA Agreement or policy which he feels has been misinterpreted, violated or inequitably applied. Within five (5) school days after receipt of the written complaint the principal shall communicate his decision in writing to the employee, giving reasons for his decision. A copy of the decision shall be sent to the Chairman of the Professional Rights and Responsibilities Committee (PR&R) of the BEA.
- 3.2.3 Step 3 – If the aggrieved employee does not accept the decision rendered in Step 2, within five (5) school days after receipt of the decision, he shall appeal the decision to the Superintendent of Schools. The appeal must be in writing, setting forth the grievance and the aggrieved employee's reasons for not accepting the decision rendered in Step 2. Within five (5) school days after receipt of the appeal, the Superintendent of Schools shall communicate his decision in writing to the employee, giving reasons for his decision. A copy of the decision shall be sent to the Chairman of the PR&R.
- 3.2.4. Step 4 – If the aggrieved employee does not accept the decision rendered in Step 3, the grievance may be submitted to the PR&R Committee for review. Within ten (10) school days after the decision of Step 3 is rendered, the PR&R Committee shall determine whether or not the grievance has or might have merit. (a) If the PR&R Committee determines that the grievance has or might have merit, it shall recommend that the decision rendered in Step 3 be appealed to the Board. (b) If the PR&R Committee determines that the grievance is without merit, it shall so advise the employee. (c) If the aggrieved employee does not accept the decision rendered in Step 3, he may appeal it to the Board directly without having the grievance reviewed by the PR&R Committee. (d) Any appeal to the Board shall be within fifteen (15) school days after the decision in Step 3 is rendered and shall be in writing, stating the grievance and the reasons for not accepting the decision rendered

ARTICLE III (CONTINUED)

in Step 3. (e) Within fifteen (15) days after hearing the grievance, the Board shall communicate its decision in writing to the employee, giving reasons for its decision. A copy of the decision shall be sent to the PR&R Committee.

3.2.5 Step 5 - If the aggrieved employee does not accept the Board's decision rendered in Step 4 within five (5) school days after the decision in Step 4 is rendered, he shall request in writing that the Chairman of the PR&R Committee submit his grievance to arbitration. (a) If the PR&R Committee determines that the request is meritorious, it shall notify the Board of its intent to submit the grievance to arbitration no later than fifteen (15) school days after receipt of the request from the aggrieved employee (b) A request shall be made to the New Jersey Public Employment Relation Commission to submit a roster of the persons qualified to function as an arbitrator in the dispute in question. (c) If the parties are unable to pick a mutually acceptable arbitrator from the submitted list, they shall request the New Jersey Public Employment Relation Commission to submit a second list of names. (d) If the parties are unable to agree on a mutually acceptable arbitrator within ten (10) days after the second roster of names is received, either party may request that the New Jersey Public Employment Relation Commission designate an arbitrator. (e) The arbitrator shall render a decision based on the issues submitted to him and shall consider nothing else. He can add nothing to, nor subtract anything from, the Agreement between the Board and the BEA. The arbitrator shall be without the power or authority to make any decision which requires the commission of an act prohibited by law or which violates the terms of this Agreement. The arbitrator shall render his decision not later than twenty (20) days after hearings have been completed. It shall be in writing and shall give his findings and reasons for the decision. The decision of the arbitrator shall be final and binding on both parties. (f) Only the Board and the aggrieved employee and his representative shall receive copies of the arbitrator's decision. (g) Fees and expenses of the arbitrator, including costs of the hearing room, shall be shared equally by both parties. Each party shall bear the expenses incurred by themselves. (h) If the arbitration proceedings required the aggrieved employee or his/their Board-employed representatives to leave their regular places of employment, and if their absence necessitates the services of a substitute employee, the Board will pay the cost of the substitutes.

3.2.6 Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved employee to proceed to the next step. Failure at any step of this procedure to appeal a decision within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.

ARTICLE III (CONTINUED)

- 3.2.7 Any aggrieved employee may be represented at any or all steps of this procedure by himself or, at his option, by a representative selected by the BEA. The BEA shall have the right to be present and to state its view at all steps of the proceedings.
- 3.3 No reprisals of any kind shall be taken by the Board or by the School Administration against any employee represented by the BEA for his having participated in grievance proceedings.
- 3.4 All documents, communications and records dealing with the processing of a grievance shall not be kept in the personnel file of the participants.
- 3.5 Forms for filing grievances, serving notices, filing appeals, making reports and recommendations, and other necessary documents shall be prepared jointly by the Superintendent of Schools and the BEA and given appropriate distribution in order to facilitate smooth functioning of the grievance procedure.
- 3.6 All meetings and hearings under this grievance procedure shall not be conducted in public and shall be attended only by the parties and/or representatives and a representative of the BEA.
- 3.7 A grievance may be initiated at the lowest level able to grant relief.

ARTICLE IV

EMPLOYEE RIGHTS

- 4.1 Nothing contained herein shall be construed to deny or restrict to any employee such rights as he may have under New Jersey School law or other applicable laws and regulations. The rights granted to employees hereunder shall be deemed to be in addition to those provided elsewhere.
- 4.2 No employee shall be disciplined, reprimanded, reduced in rank or compensation, or deprived of any professional advantage without just cause. Any such action asserted by the Board or any agent or representative thereof, shall be subject to the grievance procedure set forth in Article III.
- 4.3 Whenever any employee is required to appear before the Superintendent, Board or any committee or member thereof concerning any matter which could adversely affect the continuation of that employee in his office, position, employment, or salary or any increments pertaining thereto, then he shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a representative of the BEA present to advise him and to represent him during such meeting or interview.
- 4.4 All professional employees shall follow the guidelines regarding curriculum, grading and promotion of students as promulgated by the Board. The teachers shall maintain the exclusive right and responsibility to determine grades and other instructional evaluations of students. No grade or instructional evaluation shall be changed unless the teacher is consulted on the proposed alteration and such change is deemed warranted by the administrator.
- When any grade change or promotion or retention change is deemed warranted by an administrator, any and all documents wherein the grade change or promotion or retention change is made shall be signed by the administrator making said grade change or promotion or retention change.
- 4.5 Any question or criticism by a supervisor, administrator or board member of a teacher and his instructional methodology shall be made in confidence and not in the presence of peers, students, parents or other public gatherings.
- 4.6 No observations or evaluations of any teacher shall be made by any person not possessing a supervisory certificate issued by the State Board of Education. Those who do evaluate must be employed in a supervisory or applicable administrative capacity.

ARTICLE V

BEA RIGHTS AND PRIVILEGES

- 5.1 The Board agrees to furnish to the BEA in response to specific and reasonable requests available information concerning the financial resources of the district, including annual financial reports, school audits, register of certificated personnel, enrollment data, names and addresses of all employees and agenda and minutes of all public meetings.
- 5.2 Whenever any representative of the BEA or any employee is mutually scheduled by the parties to participate during work hours in negotiations, grievance proceedings, conferences or meetings, he shall suffer no loss in pay except as mentioned in Article III.
- 5.3 Representatives of the BEA, the New Jersey Education Association and the National Education Association, with the permission of the Superintendent, shall be permitted to transact official business on school property provided that this shall not interfere with or interrupt normal school operations.
- 5.4 The BEA and its representatives shall have the privilege of using school buildings at all reasonable hours for meetings. Approval of the Superintendent shall be required. The Superintendent will notify the building principal.
- 5.5 The BEA shall have the use of a bulletin board in each school building. Locations of the BEA bulletin boards shall be mutually decided by the BEA and building principals. The BEA shall also be assigned adequate space for BEA notices on bulletin boards in the central offices. Copies of all materials to be posted on the bulletin boards shall be given to the building principal before the material is posted. The parties acknowledge that the building principal has the authority to permit or deny the posting of any material.
- 5.6 The BEA shall have the right to the use of the inter-school mail facilities and school mailboxes as it deems necessary and without approval of the building principal or other members of the Administration.
- 5.7 The rights and privileges of the BEA and its representatives as set forth in the Agreement shall be granted only to the BEA as the majority and exclusive representative of employees eligible for representation by the negotiating unit as defined in Article I.

ARTICLE V (CONTINUED)

5.8 Representation Fee

The Board agrees to withdraw a Representation Fee in the manner of automatic payroll deduction from the pay of employees certified by the BEA and/or NJEA as non-members. The Representation Fee to be paid by non-members will be determined by the Association in accordance with the law. Non-members are those eligible to join the BEA but do not join and/or are covered under the recognition clause in Article 1.1.

The BEA and/or the NJEA shall notify the Board on or before October 30 of each school year of who are non-members. The BEA and/or the NJEA shall notify the Board of changes or additions in member/non-member status throughout the year so that the Representation Fee can be deducted or canceled, whichever is applicable.

The BEA and/or the NJEA shall notify the Board of the amount of yearly total dues on or before October 30 of each school year.

The BEA agrees to indemnify and hold the Board harmless against any liability which may arise by reason of any action taken by the Board as it applies to this Article.

ARTICLE VI

TEACHERS' WORK YEAR AND EMPLOYMENT

- 6.1 The teachers work year shall be comprised of no more than 186 instructional and/or in-service days for all teachers and four (4) additional orientation days without additional pay for all teachers new to the district.

Effective with the start of the 2019-2020 school year, one (1) workday prior to the students reporting shall include at least three (3) consecutive hours for purposes of employees setting up their workspaces in preparation for the beginning of the school year.

- 6.2 Employee attendance shall not be required whenever student attendance is not required due to inclement weather, except in emergency situations.

- 6.3 Teachers working in excess of the contractual day or the work year will be compensated in the following amounts per hour:

BA - \$28.00 MA - \$31.00 DR - \$34.00

- 6.4 For the purpose of computing salaries, new employees shall be given credit as per Board Policy for outside employment gained in a duly accredited school. Employees shall be given credit as required by law for military service.

- 6.5 No new employee, covered by this agreement, shall be placed on a step higher than an employee with the same years experience.

- 6.6 Employees shall be notified of their employment and salary status no later than May 15.

- 6.7 Employees will not be required to transport a student without a written direction from the Superintendent of Schools or his/her designee.

- 6.8 Psychologists, Child Study Team Social Workers, Non-Child Study Team Social Workers, Learning Disability Teacher Consultants work year shall be no more than 196 instructional and/or in-service days for all members and four (4) additional orientation days without additional pay for all members new to the district.

The balance of the 196 days that extend beyond the confines of the school calendar shall be scheduled contiguously to the beginning and/or end of the school calendar. Members shall receive notice of the commencement date of work no later than May 30th.

Regarding any District-wide, modified summer work week adopted by the board, employees covered under this section will conform to that schedule, but will complete their allotted amount of hours without additional compensation provided it does not violate any state or federal law with regard to overtime.

6.9 All employees listed in 6.8 employed during the summer shall be paid on a per case basis according to the following rates and schedules.

A. Employees with a Masters or Ph.D. Degree:

- (1) \$200.00 upon completion of the eligibility conference and formal evaluation including full procedure and report (psychological evaluation, LDTC learning evaluation and social history).
- (2) Re-evaluations in which there is a review and no further assessment is required shall be paid at the rate of \$75.00.
- (3) Re-evaluations in which further assessment and a formal report is required shall be paid at the rate of \$200.00.
- (4) \$75.00 upon completion of the IEP meeting and development and placement determination.
- (5) In addition to the rates above, the case manager will receive an additional \$25.00 per case.

B. Employees with a Bachelors Degree:

- (1) \$180.00 upon completion of the eligibility conference and formal evaluation, including full procedure and report (psychological evaluation, LDTC learning evaluation and social history).
- (2) Re-evaluations in which there is a review and no further assessment is required shall be paid at the rate of \$65.00.
- (3) Re-evaluations in which further assessment and a formal report is required shall be paid at the rate of \$180.00.
- (4) \$65.00 upon completion of the IEP meeting and development and placement determination.
- (5) In addition to the rates above, the case manager will receive an additional \$25.00 per case.

C. IEP and Placement determination shall be completed for each case no later than ten (10) working days from the start of the Teachers School Calendar.

D. Employees listed in 6.8 shall have the first opportunity to apply for summer work listed in 6.9.

ARTICLE VII

TEACHING HOURS AND LOAD

- 7.1 Teachers shall not be required to report for duty earlier than fifteen (15) minutes before the opening of the pupils' day and shall be permitted to leave not later than thirty (30) minutes after the close of the pupils' school day in each building. The teachers' workday shall be as follows except as noted in Article 7.5.

High School: 7 hours, 30 minutes

Elementary: 7 hours, 30 minutes, effective September 2013 for the additional 15 minutes and shall be non-instructional time.

All Non-Teaching Specialists assigned to the Administrative Office Building will work from 8:00 AM to 4:00 PM. Employees will be assigned to the Administrative Building at the discretion of the Superintendent of Schools or his/her designee. Those employees assigned to individual school buildings will work a seven and one half (7 ½) hour day in coordination with the assigned building's hours and will receive a 30 minutes duty free lunch period. Itinerant personnel will be required to give destination upon leaving the building during working hours. Employees will sign in and out in the main office when visiting district building sites.

- 7.2 Teachers shall have a duty-free lunch scheduled at the regular times as students; but in NO instance shall a teacher's duty-free lunch period be less than forty (40) minutes.
- 7.3 Prep time is defined as that time during the regular workday, excluding lunch, when the certificated staff member is not assigned pupils for instruction in a class, and she/he is not assigned a duty (i.e., lunch duty, hall duty, playground duty, homeroom, etc.) All teachers shall receive two hundred (200) minutes preparation time per five (5) full day week. For each full length day, the prep period will consist of forty (40) continuous minutes. Preparation time shall continue to be used for supervisor-teacher meetings, parent-teacher meetings and teacher committee meetings as well as other uses to which prep time has been devoted. Any questions regarding the appropriate use of prep time shall be determined by the Superintendent of Schools in her/his sole discretion.

"Prep Time" applies to teaching staff members who are:

- Being primarily guided in their work by the board approved Teacher Job Description and whose position has no additional job description.
- Assigned a daily instructional schedule with specified time to teach pupils
- Responsible for submitting lesson plans to his/her supervisor which cover at least one week and include the three major components of a lesson plan
- Responsible for preparing "Emergency Lesson Plans" for use in the event of his/her sudden absence.

ARTICLE VII (CONTINUED)

- Assigned primary responsibility for teaching a specific core curriculum content area
- Responsible for assessing pupil academic performance on a daily basis
- Responsible for assigning pupil grades (i.e., A, B, C, D, F, O, S, U) indicating individual pupil performance
- Accountable for the Indicators of Pupil Progress described in the Annual Performance Report, including but not limited to pupil grades, standardized test scores, grade book, lesson plans, tests, quizzes, etc.)
- Meets with supervisors, staff, parents, etc. to review and discuss pupil performance in class and related issues.

No more than eight hundred (800) minutes of prep time per school year shall be used for Child Study Team meetings, and no more than one hundred (100) of those prep minutes shall be used in any one month.

In the event that a K through 12 teacher is required to supervise pupils for the full forty (40) minutes preparation period due to lack of substitutes or other administrative assignment which results in a reduction of weekly preparation time to one hundred-sixty (160) minutes or less in the school week, the following shall apply:

When a teacher has lost a preparation period, the teacher shall be paid \$18.00 for the loss of that period. There will be no combining or merging of classes. This eliminates all other forms of compensation.

- 7.4 Staff are required to attend back to school night. Staff are required to attend parent conferences according to a district wide schedule. On one-session days when parent conferences are scheduled for the evening, staff may leave immediately after “walkers” and bus pupils have departed the school grounds.
- 7.5 Teachers may be required to attend two (2) after school meetings a month extending forty-five (45) minutes after the end of the contractual teacher workday. Such meetings shall be scheduled at the discretion of the principal or administration, with a minimum of forty-eight (48) hours notice.
- 7.6 Guidance Counselors, Child Study Team members, and School Nurses shall not be required to provide SGOs unless amended by state law.

ARTICLE VIII
EVALUATION

8.1 All teachers shall be observed by appropriate certificated personnel. Observations will be limited to one (1) per day per teacher. Observations shall be conducted openly and with full knowledge of the teacher. Observations shall not occur before October 1st. In addition, there shall be an annual total performance evaluation of the teacher as an employee of the Board of Education. Observations shall be in accordance with "Achieve New Jersey," N.J.S.A. 18A:6-117 et. seq. and N.J.A.C. 6A:10-1.1 et. seq.

The evaluator, upon request, will provide methods to correct any areas in need of improvement. A pre-conference shall be held to enable the evaluator to become aware of the instructional period within which the observation will take place. Said pre-conference shall be held at least three (3) days, but not more than five (5) days prior to the observation/evaluation. This does not preclude an unannounced observation.

8.2 Each of the observations shall be followed by a conference between the administrative/supervisory staff member who has made the observation and the staff member within ten (10) working days. The teacher will receive a copy of the written evaluation a minimum of one (1) day prior to the conference. Both parties to such conference will sign the complete written evaluation report and retain a copy for his/her records. The staff member shall have the right to submit his/her response of such evaluation within ten (10) working days following the conference, and such response shall be attached to each party's copy of the evaluation report.

8.3 Secretaries and Cafeteria Personnel shall be evaluated by the appropriate supervisor. The individual will receive a copy of the written evaluation a minimum of one day prior to the conference. Both parties to such conference will sign the completed written evaluation report and retain a copy for their records. Unit members shall have the right to submit his/her response of such evaluation within ten (10) working days following the conference, and such response shall be attached to each party's copy of the evaluation report.

ARTICLE IX

FRINGE BENEFITS

- 9.1 The Board shall give written notification at the time of hiring of all employees new to the district that the responsibility for filling out the proper cards rests with the employee. No employee shall be covered unless he has requested coverage and has signed the necessary documents.

An Employee Assistance program will be developed for all employees of the District to be utilized as a supplemental resource for employee needs in addition to health benefits.

- 9.2 The Board shall provide medical coverage with a provider at the discretion of the board for the employee, family and dependent coverage where eligible. Employee contributions will remain at tier four of the Chapter 78 employee contribution table for the life of this agreement. Such premium payments shall be for the full twelve (12) month period of the coverage year, and continue every year thereafter for all employees covered by this Agreement. If two spouses/domestic partners are employed by the Board, neither spouse/partner can have coverage as both a subscriber and a dependent under the District's health plan, and only one of the spouses/partners can cover eligible children.

To be eligible for benefits, an employee must work a minimum of 30 hours per week.

Design 8 - \$10 Primary Care Physician Copay, \$10 Specialist Copay, \$50
Emergency Room Copay, \$100 Out Patient Surgery Copay

Design 9 - \$15 Primary Care Physician Copay, \$20 Specialist Copay, \$50
Emergency Room Copay, \$100 Out Patient Surgery Copay

Urgent Care Copay remains the same as Specialist Copay

Core A - \$25 Primary Care Physician Copay, \$40 Specialist Copay, \$100
Emergency Room Copay, \$200 In Patient Copay (5 days max)

Core B - \$20 Primary Care Physician Copay, \$30 Specialist Copay, \$100
Emergency Room Copay, \$100 In Patient Copay (5 days max)

- 9.3 The Board agrees to pay full family drug and prescription plan (Retail Copay \$10 Generic/\$20 Preferred Brand, Mail Order Copay \$10 Generic/\$20 Preferred Brand; Mandatory Mail Order for Maintenance Medications/Mandatory Mail Order for Specialty Medications Program) for all employees. Employee contributions will remain at tier four of the Chapter 78 employee contribution table for the life of this agreement. Carrier to be named by the Board.

ARTICLE IX (CONTINUED)

9.4 The Board shall provide Full Family Dental Plan for all eligible employees in the bargaining unit. Carrier to be named by the Board. Employee contributions will remain at tier four of the Chapter 78 employee contribution table for the life of this agreement. Said plan shall provide the following:

- (1) 100% / 50% / 50% Plan:
 - *100% Preventative & Diagnostic
 - *50% Treatment & Therapy, Periodontal, Oral Surgery (basic)
 - *50% Prosthodontics, Onlays/Crowns, Orthodontia
- (2) \$50 Single/\$150 Family Deductible
- (3) \$1,000 Maximum Benefit for each family member per year
- (4) Orthodontic Coverage not to exceed a maximum of \$1,500 per lifetime

9.5 An employee may elect to forego medical health benefits (not including prescription and dental) and receive a cash payment of \$3,500 at the end of June each school year pursuant to the provisions outlined below. Said payment is not part of the employee's salary nor is it pensionable. The Board shall establish a Section 125 plan. The individual unit member is responsible for all tax liability.

- The employee must opt out of the medical insurance for the entire school year.
- The employee must demonstrate, in writing that he/she has alternative health coverage prior to opting out.
- An employee who opts out may only restore coverage during the course of the year in which coverage was declined based upon the provisions outlined below

An employee who has waived his/her medical benefit coverage will be allowed to restore such coverage on an immediate basis, without the necessity of a health questionnaire for the employee or his/her family members, in the event of a hardship and without exemption for pre-existing conditions.

Reentry to medical health benefit coverage for reason of hardship applies in the follow situations that result in the loss of medical health benefits coverage through the employee's spouse:

- Termination of employment (proof of termination of benefits required)
- Legal Separation (a copy of decree is required)
- Group contract/policy terminated (proof of termination of benefits required)
- Disability of spouse which eliminates benefits (proof of termination of benefits required)
- Divorce (a copy of the decree is required)
- Death of Spouse (a copy of death certificate is required)

ARTICLE IX (CONTINUED)

- Military Discharge (a copy of DD214 is required)

In addition, any employee who was waived his/her medical health benefit coverage may automatically restore his/her coverage by applying during the open enrollment period during any school year. The reinstatement date under such conditions will be July 1. It will not be necessary for any employee or his/her family members to complete a Statement of Health (proof of insurability) to restore coverage during the open enrollment period.

- 9.6 Employees may individually elect to have monthly deductions from their salaries in elected denominations for payment to individual accounts in the Members First of New Jersey Federal Credit Union. However, the amount of the monthly deduction selected initially shall remain in effect until July 1, at which time the employee may elect to change and establish the amount of the deduction until the ensuing July 1 period. All requests for a change in the amount of the monthly deductions must be on or before July 1.

Employees desiring to establish such an arrangement shall notify the district payroll office and complete all required forms.

9.7 EDUCATIONAL IMPROVEMENT

Eligibility for reimbursement is entirely dependent upon the employee's meeting the State requirements for permanent teacher's certificate and the completion of his Bachelor's Degree. The Board agrees to reimburse employees the tuition costs of up to nine (9) graduate credits per year. The completion date of the course will determine the contractual year in which the employee is eligible for reimbursement.

Reimbursement shall be based on Rowan University's current rates for graduate courses of study and the presentation of evidence of a grade B or better or passing in a pass/fail course to the Superintendent of Schools not later than April 30th for courses taken during the Fall Semester and not later than December 1 for courses taken during the Spring Semester and the Summer months. The maximum payment by the Board shall not exceed \$183,299 for tenured certificated staff, effective July 1, 2015 and remain until June 30, 2018. Only tenured certificated staff is eligible for tuition reimbursement. This money will be disbursed on a first-come basis until funds are depleted. Effective July 1, 2019, the tuition reimbursement cap for certificated staff shall be \$75,000. Effective June 30, 2021, the tuition reimbursement cap for certificated staff shall be \$100,000.

To be eligible for reimbursement, you must be tenured, graduate courses must have prior approval by the Superintendent of Schools and must be in your education field or related to the employee's work and must be actually taken during the school year for which reimbursement is requested. Distribution of funds is on a first-come basis.

ARTICLE IX (CONTINUED)

Carry-over of credits from one year to another for the purpose of increase reimbursement is not permitted. All provisions of N.J.S.A. 18A:6-8.5 are applicable to this paragraph.

Reimbursement is also available for undergraduate courses when staff who already hold an instructional certificate wish to return to school to become certified in hard to fill area(s). To be eligible for reimbursement, these courses must have prior approval by the Superintendent of Schools or his/her designee.

When the certificated staff submits the bill after the course or courses have been successfully completed, the certificated staff must be under contract and have full intention to continue teaching in the Bridgeton Public School system. In the event that the certificated staff voluntarily terminates his/her employment in the district less than one full academic year (July 1 to June 30) after successfully completing the course for which he/she is reimbursed, then the certificated staff shall repay the Board 100% of his/her reimbursement. Example: If a certificated staff completes a course in December 2014, in order to avoid having to reimburse the Board 100%, the certificated staff is obligated to remain in the district for one year (July 1, 2015 to June 30, 2016). If a certificated staff completes a course in June 2015, in order to avoid having to reimburse the Board 100%, the certificated staff is obligated to remain in the district for one school year (July 1, 2015 to June 30, 2016).

Any certificated staff who must reimburse the Board must make said repayment within sixty (60) days of leaving the district.

Certificated staff (employee) taking courses must sign a contract agreeing to repayment in accordance with this Article.

Those funds not committed by February 1 may become available to other unit members.

Effective July 1, 2018, July 1, 2019, and July 1, 2020, only, the parties agree to provide \$125,000.00 of guide enhancement monies, of which \$92,000.00 shall be dedicated to certificated staff and \$33,000.00 shall be dedicated to secretarial staff. This \$125,000.00 guide enhancement is in addition to the salary increases. This paragraph will be included for the term of the successor collective bargaining agreement and will sunset at its expiration.

- 9.8 Non-certificated staff will be reimbursed for classes/courses relevant to their employment that have received prior approval as per 9.7 and said employee has received a grade no lower than a B or P if the course is Pass/Fail.

The maximum reimbursement payment by the Board shall not exceed \$15,000.00 each year of the contract. Those funds not committed by February 1 may become available to other unit members.

ARTICLE IX (CONTINUED)

Non-certificated staff who become tenured (secretaries) shall be eligible to receive tuition reimbursement as that is defined in 9.7 above. Effective July 1, 2019, the tuition reimbursement cap for secretaries shall be \$3,000. This cap will sunset at the expiration of this collective bargaining agreement.

The \$33,000.00 identified in 9.7 will be utilized to provide a guide enhancement to secretaries of which the 12 month secretaries will receive a 20% higher adjustment than 10 month secretaries.

- 9.9 BEA members whose positions require possession of the instructional or educational services licenses in accordance with N.J.A.C. 6:11-6, 10 and 11 are required to complete 100 hours of professional development over a five-year period. Professional development activities approved in accordance with State regulations shall count toward attainment of the 100-hour requirement.

ARTICLE X
INSTRUCTIONAL COUNCIL

ORGANIZATION

- 10.1 The Instructional Council shall encourage the initiation and development of ideas and projects by staff members to be used in teaching. Said encouragement shall be by the awarding of small grants of money for materials and supplies to be used for teaching.
- 10.2 The Council shall consist of three (3) members of the BEA as selected by the BEA President plus three (3) members of the Board of Education as selected by the President of the Board and be in addition to the President. The Superintendent shall be included as ex-officio.
- 10.3 All decisions by the Council shall be majority vote of those present at the time of the vote.
- 10.4 The Council shall decide the rules of eligibility, deadlines, amounts of awards and any other procedures/rules deemed necessary. These rules/procedures shall be published and made known to the staff.
- 10.5 The Council shall decide the times of the meetings. However, meetings should be timely and frequent enough so as to achieve the purpose stated in Section 10.1.
- 10.6 The Board of Education shall provide no more than \$3,500.00 yearly for use by the Council. This money shall be used for the awards. Any unused money at the end of the school year shall be placed in the regular budget, and each expenditure is to be approved by normal Board procedure.
- 10.7 Unscheduled meetings of the Council may be called by the agreement between the President of the BEA and the President of the Board of Education only in those instances whereby a request for a grant would be rendered meaningless if the normal meeting schedule was followed.

ARTICLE XI

EMPLOYEE ASSIGNMENT AND PROMOTION

- 11.1 To assure that pupils are taught by teachers working within their area of competence, every attempt will be made to assign teachers to teach in fields and grades which their training and experience make them competent to teach.
- 11.2 As vacancies arise, the Superintendent of Schools will advertise such vacancies throughout the school system. During the month of March a general advertisement of all known vacancies for the coming year will be posted in each school.
- 11.3 Employees who desire to apply for any ten or twelve month positions which may be filled during the summer period when school is not regularly in session should submit their names to the Superintendent of Schools together with their certification(s) and an address where they can be reached during the summer months, along with their phone number. All vacancies will be posted on the district website. It is also true that anyone interested in such positions or opportunities at any time should make it known to the Superintendent of Schools, and certification should be checked on or applied for in Trenton.
- 11.4 All qualified employees will be given opportunity to make application. Due consideration will be given to the professional background and attainment of applicants, along with other relevant factors. Annoucement of appointments will be made by posting a list in the office of each school building. When reasonable, a copy of the posted notice will be mailed to the President of the BEA.
- 11.5 All employees shall be given tentative written notice of their salary, schedule, class and/or subject assignment, work assignment, building assignment, updated job description, and room assignment for the forthcoming year not later than the last teacher workday.
- 11.6 In the event that changes in such schedules, class and/or subject assignments, work assignments, building assignments or room assignments are proposed after August 15 of the ensuing school year, any employee affected shall be notified promptly in writing and, upon request of the employee, the changes shall be promptly reviewed by the Superintendent or his representative and the employee affected and, at his option, a representative of the BEA.

ARTICLE XII

LEAVES OF ABSENCE

- 12.1 Employees will be granted ten (10) days' sick leave for ten (10) month contracts and twelve (12) days' sick leave for twelve (12) month contracts. Unused sick leave shall be accumulated from year to year with no maximum limit. ExCEL employees will be granted eleven (11) days sick leave.
- 12.2 All employees shall receive three (3) days leave of absence with full pay for personal, legal, business, household or family matters which require absence during school hours, by submitting a request in writing to the Superintendent forty-eight (48) hours before the leave is to commence. The applicant for such leave shall not be required to state the reason for taking such leave other than that he/she is taking it under this Section. This leave may not be taken on a day immediately preceding or succeeding a holiday. Unused personal leave days may become accumulated from year to year as sick days and go into the individual's sick day bank. All personal leave requests after May 31st must be accompanied by a reason. It is within the discretion of the Superintendent to approve or disapprove such requests. No leaves of absence shall be granted within the first ten (10) days of the commencement of the school year or during the last ten (10) days of the school year.
- 12.3 A leave of absence without pay of up to one (1) year may be granted for the purpose of caring for a sick member of the employee's immediate family, in accordance with New Jersey state law, and for people who qualify for Family Leave.
- 12.4 All benefits to which an employee was entitled at the time of his leave of absence commenced, including unused accumulative sick leave, shall be restored to him upon his return and he shall be assigned to a similar or substantially equivalent position to the position he held prior to taking his leave of absence.
- 12.5 All extension or renewals of leaves shall be applied for and granted in writing.
- 12.6 Any time an illness occurs within the immediate family and the employee must be absent, the absence will be counted against the employee's sick leave. The immediate family is defined as the employee's mother, father, spouse, civil union or children.
- 12.7 For the absence due to a death of an employee's immediate family (i.e., mother, father, father-in-law, mother-in-law, stepfather, stepmother, grandparent, sibling, grandchild, son-in-law, daughter-in-law), the employee will receive three (3) days on or about the time of death and/or the day of the funeral. For the death of a spouse or child, the employee will receive five (5) days on or about the time of death and/or the day of the funeral. All other family members, including nephew, niece, cousin, aunt, uncle, brother-in-law, sister-in-law will be one (1) day on or about the day of the funeral. The procedure for requesting these days must follow Board policy.

ARTICLE XIII
PROTECTION OF EMPLOYEES

- 13.1 Employees shall not be required to work under unsafe or hazardous conditions or to perform tasks which endanger their health, safety or wellbeing. The Business Administrator or his/her designee shall determine if the condition is dangerous or hazardous.

ARTICLE XIV

MEET AND DISCUSS COMMITTEE

- 14.1 In order to promote and implement an effective procedure for employer-employee input and discourse, a Meet and Discuss Committee for the Bridgeton School System has been created to consider such subjects as evaluation criteria and procedures, discipline policy and procedures, in-service programs, and fair dismissal procedures, but shall not be limited to these areas.
- 14.2 The moderator of this committee shall be the President of the Board of Education.
- 14.3 Up to three (3) members of the Board of Education may attend the meetings of the committee.
- 14.4 Up to four (4) members of the administrative staff may attend the meetings of the committee.
- 14.5 Up to seven (7) members of the BEA, as well as the President, may be designated by the President of the BEA to attend the meetings of the committee. At least one (1) BEA representative must come from the High School faculty, one (1) BEA representative must come from the Middle School faculty and two (2) BEA representatives from the elementary faculty.
- 14.6 Up to two (2) employees from the bargaining units in the school district other than the BEA and the ABA may attend these meetings.
- 14.7 The members of the committee shall meet monthly to discuss any subject submitted by the constituent members of the committee, a bargaining unit, the administration, the Board, or any other party with a valid interest in the operation of the school system.
- 14.8 The members of the M&D Committee may increase their numbers to mutually agreed upon limits, if a specific topic requires additional discussants.
- 14.9 This committee has the authority to make recommendations to the full Board of Education.
- 14.10 If the Board of Education does not adopt the recommendation of the M&D Committee, the reasons for the Board's decision shall be provided in writing to members of the M&D Committee.

ARTICLE XV

REIMBURSEMENT FOR ACCUMULATED SICK LEAVE

- 15.1 Upon bona fide retirement, employees covered by Article 1.1 of this Agreement shall be paid an amount calculated by multiplying the number of unused sick days accumulated by the individual, times the rate of 75% of the pay of a fully certified substitute teacher, secretary, cafeteria employee, nurse, whichever is applicable, that is being paid in the Bridgeton School District at the time the individual retires, but in no case less than currently being paid as of June 30th, 2015. Effective with all employees hired as of July 1, 2007, the maximum benefit may not exceed \$5,000. Said employees must have at least ten (10) years in the Bridgeton School System. In case of the death of an employee hired prior to May 21, 2010 who meets the requirements of retirement, payment of this amount shall be made to his/her estate. Any change in state or federal law prohibiting or limiting the payment for unused sick time will supersede the contract language.

ARTICLE XVI

OFFICE PERSONNEL

- 16.1 All office personnel will be given job descriptions which clearly state their duties, responsibilities, and title of their immediate supervisor.
- 16.2 Any office personnel, regardless of pay description, currently performing duties or responsibilities of a higher pay classification according to the job description referred to in 16.1 above, will receive the salary commensurate with the higher pay.
- 16.3 Office personnel will work a five (5) day workweek.
- 16.4 Ten (10) and twelve (12) month office personnel will work a seven (7) hour workday.
- 16.5 Central Administration office personnel who work on holidays or inclement weather days shall receive one (1) extra day of vacation for each day worked.
- 16.6 Seven (7) hour office personnel will stagger starting and finishing times so as to provide personnel in the office over a 7 ½ hour period.
- 16.7 The following vacation schedule is based on the work year beginning July 1 and ending June 30:
- Less than one year, earned pro rata, not to exceed five (5) days.
 - Over one year but less than two years—one week (5 days) plus earned pro rata as for the first year, not to exceed a total of two (2) weeks or ten (10) days.
 - Two or more complete years—three (3) weeks.
 - Ten (10) or more complete years—four (4) weeks.
- 16.8 All vacations earned will be taken after the following July 1.
- 16.9 All ten (10) month secretaries are to report five working days before the first day for teachers and the work year shall end five working days after the last day for teachers, but in no event beyond June 30th.

ARTICLE XVI CONTINUED

VACATION CHART

Completed Months of Employment	Vacation Days Earned
1 Month	0 Days
2 Months	½ Day
3 Months	1 Day
4 Months	1 ½ Days
5 Months	2 Days
6 Months	2 ½ Days
7 Months	3 Days
8 Months	3 ½ Days
9 Months	4 Days
10 Months	4 ½ Days
11 Months	5 Days
12 Months	5 Days

16.10 CREDIT FOR EXPERIENCE

Maximum three (3) years' total experience. In the event that a ten (10) month secretary moves to a twelve (12) month position, said secretary will be given credit for the years on the guide, including vacation time.

16.11 Personnel with an Associate Arts (AA) Degree will receive credit on scale by movement upward two steps.

16.12 Upon acquiring statutory tenure, secretaries shall be granted seniority rights.

ARTICLE XVII

CAFETERIA PERSONNEL

- 17.1 When a position within the cafeteria becomes vacant, written notice of the vacancy shall be posted in the cafeteria. No vacancy shall be filled before notice is posted and application received. All qualified employees shall be given four (4) school days to make application.
- 17.2 The Board agrees to give due weight to the background and experience of all applicants. In filling vacancies, preference shall be given to qualified employees already employed by the Board and when all other factors are substantially equal, length of time in the Bridgeton System shall be the deciding factor.
- 17.3 No applicant for a vacancy shall be denied the position arbitrarily, capriciously or without basis in fact.
- 17.4 All present cafeteria employees who presently work four or more hours shall be guaranteed no less than four hours per day, five days per week.
- 17.5 Those cafeteria employees who serve three (3) or more completed years of service will not be refused subsequent contract or be discharged without just cause.
- 17.6 Cafeteria workers will be responsible for calling the registry to get a substitute to replace them and state the reason for their absence. In the event that a substitute is not available, the salary normally paid the substitute shall be distributed among the rest of the cafeteria staff.
- 17.7 The Board of Education will provide all cafeteria employees with five (5) polo shirts and aprons within sixty (60) days of their date of employment and three (3) polo shirts and four (4) aprons in each subsequent year.
- In the event that there is a change in uniform, staff will be provided with aprons and polo shirts as soon as they are available. Employees are required to wear the old uniforms, and the old uniforms shall be deemed the proper uniforms until the new uniforms are provided.
- 17.8 Any reduction in force shall be done on a seniority basis with the least senior being first reduced. Recall shall be done in reverse order.
- 17.9 Salary guides for cafeteria personnel are based on 186 days. All cafeteria workers and cooks must work the same contractual year as the teachers.

ARTICLE XVIII

TERMS OF THE AGREEMENT

- 18.1 This Agreement shall be effective as of July 1, 2018 and shall continue in force and effect until June 30, 2021.
- 18.2 During the term of the Agreement neither the Board nor the BEA shall be required to negotiate with respect to any matters which were or which could have been the subject of negotiation whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or executed this Agreement.
- 18.3 Should a mutually acceptable amendment to this Agreement be negotiated by the parties, it shall be reduced to writing and adopted and signed by the BEA and the Board.
- 18.4 Except as this Agreement herein provides, all terms and conditions of employment applicable on the effective date of this Agreement to employees covered by this Agreement as established by the rules, regulation and/or policies of the Board in force on said date, 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 employee benefit existing prior to its effective date.
- 18.5 Failure of either party to keep any part of this Agreement does not automatically make the entire Agreement void.
- 18.6 Nothing contained in this Agreement shall be considered to deny or restrict the Board of its rights, responsibilities and authority under the New Jersey School Laws or any other national, state, county or local laws as they pertain to the operation of the school district. The Board reserves to itself sole jurisdiction and authority over matters of policy and retains this right, subject only to the limitations imposed by the language of this Agreement.
- 18.7 If any provisions of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

ARTICLE XIX

SALARIES

- 19.1 The salary schedule for all employees in the bargaining unit is set forth in Tables I, IA, IB, II, IIA, IIB, III, IIIA, IIIB, IV, IVA, IVB, V, VA, VB VI, VIA and VIB, and VII, VIIA, VIIB which are made part of this Agreement.
- 19.2 All employees shall be placed on the proper step of the salary guide pertaining to their classification. All hourly employees shall be paid the appropriate rate per hour as indicated.
- 19.3 Employees will receive their paychecks on the fifteenth (15th) and thirtieth (30th) day of each month or the last working day prior to the regular payday.
- 19.4 All requested employee deductions will be made in accordance with N.J.S.A. 52:14-15.9 e. Direct deposit of paychecks will be mandatory.
- 19.5 The Board will approve as appropriate three (3) tax-sheltered annuity programs as long as there are at least five (5) members in each program.
- 19.6 Employees who are required to use their own automobiles in the performance of their duties shall be reimbursed for all such travel at the state reimbursement rate for mileage. The district's standard travel form will be used. Vouchers for reimbursement of expenses must be submitted within thirty (30) days of the occurrence in order to be honored by the Board. Travel expenses must be in accordance with Board policy.
- 19.7 When nurses work beyond their contractual time with prior approval from their supervisor, they will be compensated at the district hourly rate.
- 19.8 Former employees of BANTS shall be given longevity payments of \$500 after 25 years' service in the district.

ARTICLE XX

EXTRACURRICULAR ACTIVITIES

- 20.1 The Board and the Association agree that the extracurricular activities listed are educationally worthwhile. Therefore, the Association agrees that for the salary considerations set forth herein, the Board, in the absence of applications to fill all positions, may assign faculty members to fill said positions.
- 20.2 Advisors will be assigned duties on a rotating basis. For an activity that has two advisors, a rotating coverage system will apply. Advisor "A" will have a duty for day 1, week 1 or month 1. Advisor "B" will have a duty for day 2, week 2 or month 2. For activities that have one advisor, the duty will be rotated with another advisor from a different activity. While Advisor "A" has a duty, Advisor "B" shall be engaged in his/her contracted advisor role and vice versa.

ARTICLE XXI

FACILITATOR

- 21.1 The Facilitator position is a twelve (12) month position.
- 21.2 The Facilitator's workday shall be the same as all other certificated employees in Article 7.1.
- 21.3 The Facilitator shall be entitled to four (4) weeks of vacation during the summer months when school is not in session. Vacation days are accrued annually. All vacation days earned will be taken after July 1 of the year in which they are earned. However, under exceptional circumstances, a Facilitator may take up to eight (8) days of vacation during the school year, no more than three (3) consecutive days, with prior approval of the Superintendent of Schools. All vacation days must be used in full and shall not be cumulative. The Facilitator is permitted to use a personal day before or after a holiday. Ten (10) month teaching staff members who are promoted to twelve (12) month Facilitator position who are hired from within the Bridgeton School District shall be entitled to take five (5) days of vacation in the months of July and August of the year that the employee moves from the ten (10) month to twelve (12) month position. These five (5) days shall be deducted from the four weeks earned vacation days.
- 21.4 Salary for the Facilitator's position shall be that salary as set forth in the attached schedules. (Teacher's salary plus an additional 10%).
- 21.5 The Facilitator will receive all other benefits of the existing agreement between the Board of Education and the Bridgeton Education Association and shall have the same holidays as all twelve (12) month employees in the school district.

ARTICLE XXII

ExCEL TEACHERS

The parties acknowledge that beginning with the school year 2001-2002, the Board of Education implemented an ExCEL Program (**Ex**tra **C**ommitment **E**nhances **L**earning). Teachers working in the ExCEL Program shall have the following work schedule:

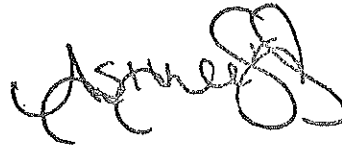
- 22.1 The length of the day will be eight (8) hours and will remain at eight (8) hours for the duration of the contract.
- 22.2 ExCEL teachers shall teach on Saturdays in the ExCEL Program. The student day on Saturdays will be from 8:00a.m. to 12:00p.m. All ExCEL teachers shall teach on Saturdays. The individual ExCEL teacher's schedule will vary. The Saturday teaching obligation is in addition to the extended year program described herein.
- 22.3 The ExCEL Program shall be an extended year program, and there will be an additional twenty (20) student days per school year over and above the regular school schedule. Therefore, the ExCEL teacher's work year shall be extended to include an additional twenty (20) full days, as well as Saturdays, over and above the contract year for regular teachers.

High School ExCEL teachers will be compensated 1.2 times their appropriate step on the teacher's guide.

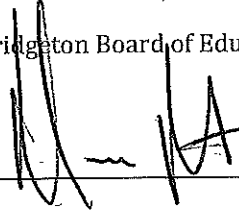
Salary Guides for ExCEL and High School ExCEL teachers for the school years 2018-2021 are attached hereto as Tables V, V-A and V-B and Tables VI, VI-A and VI-B.

Board of Education and the Bridgeton Education Association contract as proposed 2018-2021.

BRIDGETON BOARD OF EDUCATION



Ms. Ashlee Todd, President
Bridgeton Board of Education



Mary Peterson, Vice President
Bridgeton Board of Education

Date: 11/15/19

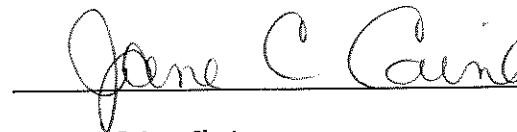
BRIDGETON EDUCATION ASSOCIATION



Ms. Christina Nickle, President
Bridgeton Education Association



Ms. Nicole Carminati, Vice-President
Bridgeton Education Association



Ms. Jane Caine, Chairperson
BEA Negotiations Team

Date: Nov 15, 2019

EXTRA CO-CURRICULAR SALARIES (EXTRA CONTRACTS)			
Position	2018- 2019	2019- 2020	2020- 2021
Assistant Athletic Director	9,701	9,701	9,701
Head Football Coach	8,403	8,403	8,403
Assistant Football Coach	4,200	4,200	4,200
Assistant Football Coach	4,200	4,200	4,200
Assistant Football Coach	4,200	4,200	4,200
Assistant Football Coach	4,200	4,200	4,200
Assistant Football Coach	4,200	4,200	4,200
Boys' Head Basketball Coach	6,401	6,401	6,401
Boys' Assistant Basketball Coach	3,401	3,401	3,401
Boys' Assistant Basketball Coach	3,401	3,401	3,401
Girls' Head Basketball Coach	6,401	6,401	6,401
Girls' Assistant Basketball Coach	3,401	3,401	3,401
Girls' Assistant Basketball Coach	3,401	3,401	3,401
Gr. 7/8 Boys' Head Basketball Coach	3,401	3,401	3,401
Gr. 7/8 Boys' Assistant Basketball Coach	2,803	2,803	2,803
Gr. 7/8 Girls' Head Basketball Coach	3,401	3,401	3,401
Gr. 7/8 Girls' Assistant Basketball Coach	2,803	2,803	2,803
Head Softball Coach	6,401	6,401	6,401
Assistant Softball Coach	3,401	3,401	3,401
Assistant Softball Coach	3,401	3,401	3,401
Gr. 7/8 Head Softball Coach	3,401	3,401	3,401
Gr. 7/8 Assistant Softball Coach	2,803	2,803	2,803
Head Hockey Coach	6,401	6,401	6,401
Assistant Hockey Coach	3,401	3,401	3,401

Gr. 7/8 Head Hockey Coach	3,401	3,401	3,401
Gr. 7/8 Assistant Hockey Coach	2,803	2,803	2,803
Boys' Head Tennis Coach	6,401	6,401	6,401
Boys' Assistant Tennis Coach	3,401	3,401	3,401
Girls' Head Tennis Coach	6,401	6,401	6,401
Girls' Assistant Tennis Coach	3,401	3,401	3,401
Head Cheerleader Coach - Football	3,305	3,305	3,305
Assistant Cheerleader Coach - Football	1,748	1,748	1,748
Head Cheerleader Coach - Basketball	3,305	3,305	3,305
Assistant Cheerleader Coach - Basketball	1,748	1,748	1,748
Gr. 7/8 Head Cheerleader Coach	3,401	3,401	3,401
Boys' Head Spring Track Coach	6,401	6,401	6,401
Boys' Assistant Spring Track Coach	3,401	3,401	3,401
Boys' Assistant Spring Track Coach	3,401	3,401	3,401
Boys' Head Winter Track Coach	4,404	4,404	4,404
Boys' Assistant Winter Track Coach	3,401	3,401	3,401
Boys' Assistant Winter Track Coach	3,401	3,401	3,401
Grade 7/8 Boys' Head Track Coach	3,401	3,401	3,401
Girls' Head Spring Track Coach	6,401	6,401	6,401
Girls' Assistant Spring Track Coach	3,401	3,401	3,401
Gr. 7/8 Girls Head Spring Track Coach	3,401	3,401	3,401
Girls' Head Winter Track Coach	4,404	4,404	4,404
Head Golf Coach	4,404	4,404	4,404
Head Baseball Coach	6,401	6,401	6,401
Assistant Baseball Coach	3,401	3,401	3,401
Assistant Baseball Coach	3,401	3,401	3,401
Boys' Head Cross Country Coach	4,802	4,802	4,802
Girls' Head Cross Country Coach	4,802	4,802	4,802

Gr. 7/8 Head Cross Country Coach (Boys & Girls)	3,401	3,401	3,401
Gr. 7/8 Head Baseball Coach	3,401	3,401	3,401
Gr. 7/8 Assistant Baseball Coach	2,803	2,803	2,803
Boys' Head Soccer Coach	6,401	6,401	6,401
Boys' Assistant Soccer Coach	3,401	3,401	3,401
Girls' Head Soccer Coach	6,401	6,401	6,401
Girls' Assistant Soccer Coach	3,401	3,401	3,401
Gr. 7/8 Head Soccer Coach (Boys & Girls)	3,401	3,401	3,401
Gr. 7/8 Assistant Soccer Coach	2,803	2,803	2,803
Athletic Business Manager	6,401	6,401	6,401
Summer Weight Trainers	33.60/hr	33.60/hr	33.60/hr
Weight Training Sponsors	33.60/hr	33.60/hr	33.60/hr
All Intramurals	864	864	864
Band Director	8,410	8,410	8,410
Assistant Band Director	4,005	4,005	4,005
Band Front Advisor	2,800	2,800	2,800
Band Drill Instructor	2,698	2,698	2,698
Band Camp Director	2,995	2,995	2,995
Assistant Band Camp Director	1,798	1,798	1,798
Band Camp Front Advisor	1,800	1,800	1,800
Band Camp Drill Instructor	1,745	1,745	1,745
Director-6 week Instrumental Program	32.23/hr	32.23/hr	32.23/hr
JROTC Advisor	2,698	2,698	2,698
JROTC Drill Team Instructor	2,698	2,698	2,698
Head Teacher-GOFECC	1,401	1,401	1,401
Head Teacher-Quarter Mile Lane	1,401	1,401	1,401
Head Teacher - ExCEL	1,401	1,401	1,401
Head Teacher - ECHOES	1,401	1,401	1,401

Head Nurse	2,200	2,200	2,200
Right-to-Know	6,194	6,194	6,194
Student Government – High School	1,961	1,961	1,961
Student Government – High School	1,961	1,961	1,961
12th Grade Advisor	3,158	3,158	3,158
12th Grade Advisor	3,158	3,158	3,158
11th Grade Advisor	2,777	2,777	2,777
11th Grade Advisor	2,777	2,777	2,777
10th Grade Advisor	2,277	2,277	2,277
10th Grade Advisor	2,277	2,277	2,277
9th Grade Advisor	2,277	2,277	2,277
9th Grade Advisor	2,277	2,277	2,277
High School Honor Society Advisor	1,685	1,685	1,685
High School Honor Society Advisor	1,685	1,685	1,685
Drama Club Advisor	2,299	2,299	2,299
Director of Musical Productions	2,698	2,698	2,698
Echo Advisor	1,961	1,961	1,961
Baconian Advisor	4,004	4,004	4,004
Baconian Business Manager	2,777	2,777	2,777
Elementary Yearbook Advisors - Broad	1,068	1,068	1,068
Elementary Yearbook Advisors – Indian	535	535	535
Elementary Yearbook Advisors – Cherry	535	535	535
Elementary Yearbook Advisors – West	535	535	535
Elementary Yearbook Advisors – Buckshutem	535	535	535
Elementary Yearbook Advisors - QML	535	535	535
Elementary Yearbook Advisors - GOF ECC	535	535	535
High School Banker	2,561	2,561	2,561
High School AVA	1,961	1,961	1,961

Distributive Ed Coordinator	2,166	2,166	2,166
Office Co-op Coordinator	2,166	2,166	2,166
HOSA Advisor	1,800	1,800	1,800
SADD Advisor	1,685	1,685	1,685
High School Gifted & Talented Coordinator	1,800	1,800	1,800
Elementary Gifted & Talented Coordinator	1,800	1,800	1,800
Elementary Gifted & Talented Coordinator	1,800	1,800	1,800
Scenery Advisor	1,098	1,098	1,098
Makeup Advisor	367	367	367
Costume Advisor	367	367	367
BHS Musical Choreographer	1,098	1,098	1,098
BHS Musical Vocal Director	1,098	1,098	1,098
Mock Trial Advisor	511	511	511
High School Select Choir Director	1,471	1,471	1,471
All-City Select Choir Director	1,471	1,471	1,471
All-City Select Band Director	1,471	1,471	1,471
All-City Select String Ensemble Director	1,471	1,471	1,471
Elementary Honor Society Advisors – Broad	1,068	1,068	1,068
Elementary Honor Society Advisors – Indian	535	535	535
Elementary Honor Society Advisors – Cherry	535	535	535
Elementary Honor Society Advisors – West	535	535	535
Elementary Honor Society Advisors – Buckshutem	535	535	535
Elementary Honor Society Advisors – QML	535	535	535
Elementary Student Government Advisors – Broad	1,068	1,068	1,068
Elementary Student Government Advisors – Indian	535	535	535

Elementary Student Government Advisors – Cherry	535	535	535
Elementary Student Government Advisors – West	535	535	535
Elementary Student Government Advisors – Buckshutem	535	535	535
Elementary Student Government Advisors – QML	535	535	535
Elementary Grade 8 Advisors - Broad	1,068	1,068	1,068
Elementary Grade 8 Advisors – Indian	535	535	535
Elementary Grade 8 Advisors – Cherry	535	535	535
Elementary Grade 8 Advisors – West	535	535	535
Elementary Grade 8 Advisors – Buckshutem	535	535	535
Elementary Grade 8 Advisors – QML	535	535	535
Science Fair Advisors - BHS	1,068	1,068	1,068
Science Fair Advisors - Broad	1,068	1,068	1,068
Science Fair Advisors – Indian	535	535	535
Science Fair Advisors – Cherry	535	535	535
Science Fair Advisors – West	535	535	535
Science Fair Advisors – Buckshutem	535	535	535
Science Fair Advisors - QML	535	535	535
Science Fair Advisors – ExCEL	535	535	535
Latin American Club	535	535	535
Leo Club	535	535	535
African American Club	535	535	535
Double Dutch	535	535	535
Environmental Club	535	535	535
Peer Mediation	572	572	572
PBSIS Coach (1 per building)	523	523	523
Interact Rotary	1,875	1,875	1,875

TABLE I
BRIDGETON BOARD OF EDUCATION/BEA
TEACHERS
2018-2019

Step	BA	BA+30	MA	MA+30	DOC	Trainer	School to Career
3	51,892	52,592	53,392	54,292	55,792	57,292	64,865
4	52,547	53,247	54,047	54,947	56,447	57,947	65,684
5	53,697	54,397	55,197	56,097	57,597	59,097	67,121
6	54,947	55,647	56,447	57,347	58,847	60,347	68,684
7	56,247	56,947	57,747	58,647	60,147	61,647	70,309
8	57,517	58,217	59,017	59,917	61,417	62,917	71,896
9	58,902	59,602	60,402	61,302	62,802	64,302	73,628
10	60,662	61,362	62,162	63,062	64,562	66,062	75,828
11	62,937	63,637	64,437	65,337	66,837	68,337	78,671
12	65,337	66,037	66,837	67,737	69,237	70,737	81,671
13	68,382	69,082	69,882	70,782	72,282	73,782	85,478
14	71,482	72,182	72,982	73,882	75,382	76,882	89,353
15	74,632	75,332	76,132	77,032	78,532	80,032	93,290
16	77,932	78,632	79,432	80,332	81,832	83,332	97,415
17	79,693	80,393	81,193	82,093	83,593	85,093	99,616

TABLE IA
BRIDGETON BOARD OF EDUCATION/BEA
TEACHERS
2019-2020

Step	BA	BA+30	MA	MA+30	DOC	Trainer	School to Career
3	52,677	53,377	54,177	55,077	56,577	58,077	65,846
4	52,933	53,633	54,433	55,333	56,833	58,333	66,166
5	53,883	54,583	55,383	56,283	57,783	59,283	67,354
6	55,083	55,783	56,583	57,483	58,983	60,483	68,854
7	56,383	57,083	57,883	58,783	60,283	61,783	70,479
8	57,708	58,408	59,208	60,108	61,608	63,108	72,135
9	59,033	59,733	60,533	61,433	62,933	64,433	73,791
10	61,103	61,803	62,603	63,503	65,003	66,503	76,379
11	63,103	63,803	64,603	65,503	67,003	68,503	78,879
12	65,603	66,303	67,103	68,003	69,503	71,003	82,004
13	68,398	69,098	69,898	70,798	72,298	73,798	85,498
14	71,698	72,398	73,198	74,098	75,598	77,098	89,623
15	74,998	75,698	76,498	77,398	78,898	80,398	93,748
16	78,318	79,018	79,818	80,718	82,218	83,718	97,898
17	81,643	82,343	83,143	84,043	85,543	87,043	102,054

TABLE IB
BRIDGETON BOARD OF EDUCATION/BEA
TEACHERS
2020-2021

Step	BA	BA+30	MA	MA+30	DOC	Trainer	School to Career
3	53,662	54,362	55,162	56,062	57,562	59,062	67,077
4	54,662	55,362	56,162	57,062	58,562	60,062	68,327
5	55,013	55,713	56,513	57,413	58,913	60,413	68,766
6	55,963	56,663	57,463	58,363	59,863	61,363	69,954
7	57,163	57,863	58,663	59,563	61,063	62,563	71,454
8	58,463	59,163	59,963	60,863	62,363	63,863	73,079
9	59,788	60,488	61,288	62,188	63,688	65,188	74,735
10	61,383	62,083	62,883	63,783	65,283	66,783	76,729
11	63,458	64,158	64,958	65,858	67,358	68,858	79,323
12	65,683	66,383	67,183	68,083	69,583	71,083	82,104
13	68,433	69,133	69,933	70,833	72,333	73,833	85,541
14	71,783	72,483	73,283	74,183	75,683	77,183	89,729
15	75,433	76,133	76,933	77,833	79,333	80,833	94,291
16	79,018	79,718	80,518	81,418	82,918	84,418	98,773
17	82,868	83,568	84,368	85,268	86,768	88,268	103,585

TABLE II
BRIDGETON BOARD OF EDUCATION/BEA
FACILITATOR
2018-2019

Step	BA	BA+30	MA	MA+30	Doc
3	57,081	57,851	58,731	59,721	61,371
4	57,802	58,572	59,452	60,442	62,092
5	59,067	59,837	60,717	61,707	63,357
6	60,442	61,212	62,092	63,082	64,732
7	61,872	62,642	63,522	64,512	66,162
8	63,269	64,039	64,919	65,909	67,559
9	64,792	65,562	66,442	67,432	69,082
10	66,728	67,498	68,378	69,368	71,018
11	69,231	70,001	70,881	71,871	73,521
12	71,871	72,641	73,521	74,511	76,161
13	75,220	75,990	76,870	77,860	79,510
14	78,630	79,400	80,280	81,270	82,920
15	82,095	82,865	83,745	84,735	86,385
16	85,725	86,495	87,375	88,365	90,015
17	87,662	88,432	89,312	90,302	91,952

TABLE IIA
BRIDGETON BOARD OF EDUCATION/BEA
FACILITATOR
2019-2020

3	57,945	58,715	59,595	60,585	62,235
4	58,226	58,996	59,876	60,866	62,516
5	59,271	60,041	60,921	61,911	63,561
6	60,591	61,361	62,241	63,231	64,881
7	62,021	62,791	63,671	64,661	66,311
8	63,479	64,249	65,129	66,119	67,769
9	64,936	65,706	66,586	67,576	69,226
10	67,213	67,983	68,863	69,853	71,503
11	69,413	70,183	71,063	72,053	73,703
12	72,163	72,933	73,813	74,803	76,453
13	75,238	76,008	76,888	77,878	79,528
14	78,868	79,638	80,518	81,508	83,158
15	82,498	83,268	84,148	85,138	86,788
16	86,150	86,920	87,800	88,790	90,440
17	89,807	90,577	91,457	92,447	94,097

TABLE IIB
BRIDGETON BOARD OF EDUCATION/BEA
FACILITATOR
2020-2021

Step	BA	BA+30	MA	MA+30	Doc
3	59,028	59,798	60,678	61,668	63,318
4	60,128	60,898	61,778	62,768	64,418
5	60,514	61,284	62,164	63,154	64,804
6	61,559	62,329	63,209	64,199	65,849
7	62,879	63,649	64,529	65,519	67,169
8	64,309	65,079	65,959	66,949	68,599
9	65,767	66,537	67,417	68,407	70,057
10	67,521	68,291	69,171	70,161	71,811
11	69,804	70,574	71,454	72,444	74,094
12	72,251	73,021	73,901	74,891	76,541
13	75,276	76,046	76,926	77,916	79,566
14	78,961	79,731	80,611	81,601	83,251
15	82,976	83,746	84,626	85,616	87,266
16	86,920	87,690	88,570	89,560	91,210
17	91,155	91,925	92,805	93,795	95,445

TABLE III
BRIDGETON BOARD OF EDUCATION/BEA
OFFICE PERSONNEL
2018-2019

Step	10 Mo. Secretary	12 Mo. Secretary	Bookkeeper	Office Manager	Translator
1	25,445	30,534	31,034	31,234	33,534
2	25,595	30,714	31,214	31,414	33,714
3	25,745	30,894	31,394	31,594	33,894
4	26,045	31,254	31,754	31,954	34,254
5	26,245	31,494	31,994	32,194	34,494
6	26,745	32,094	32,594	32,794	35,094
7	27,165	32,598	33,098	33,298	35,598
8	27,765	33,318	33,818	34,018	36,318
9	28,315	33,978	34,478	34,678	36,978
10	28,815	34,578	35,078	35,278	37,578
11	29,815	35,778	36,278	36,478	38,778
12	30,965	37,158	37,658	37,858	40,158
13	32,190	38,628	39,128	39,328	41,628
14	33,415	40,098	40,598	40,798	43,098
15	36,065	43,278	43,778	43,978	46,278
16	38,394	46,073	46,573	46,773	49,073
17	40,694	48,833	49,333	49,533	51,833

TABLE IIIA
BRIDGETON BOARD OF EDUCATION/BEA
OFFICE PERSONNEL
2019-2020

Step	10 Mo. Secretary	12 Mo. Secretary	Bookkeeper	Office Manager	Translator
2	27,579	33,095	33,595	33,795	36,095
3	27,729	33,275	33,775	33,975	36,275
4	27,879	33,455	33,955	34,155	36,455
5	28,179	33,815	34,315	34,515	36,815
6	28,379	34,055	34,555	34,755	37,055
7	28,879	34,655	35,155	35,355	37,655
8	29,309	35,171	35,671	35,871	38,171
9	29,909	35,891	36,391	36,591	38,891
10	30,459	36,551	37,051	37,251	39,551
11	31,009	37,211	37,711	37,911	40,211
12	32,079	38,495	38,995	39,195	41,495
13	33,304	39,965	40,465	40,665	42,965
14	33,415	40,098	40,598	40,798	43,098
15	36,065	43,278	43,778	43,978	46,278
16	38,394	46,073	46,573	46,773	49,073
17	40,694	48,833	49,333	49,533	51,833
18	41,700	50,040	50,540	50,740	53,040

TABLE III B
BRIDGETON BOARD OF EDUCATION/BEA
OFFICE PERSONNEL
2020-2021

Step	10 Mo. Secretary	12 Mo. Secretary	Bookkeeper	Office Manager	Translator
2	29,079	34,895	35,395	35,595	37,895
3	29,229	35,075	35,575	35,775	38,075
4	29,379	35,255	35,755	35,955	38,255
5	29,529	35,435	35,935	36,135	38,435
6	29,829	35,795	36,295	36,495	38,795
7	30,029	36,035	36,535	36,735	39,035
8	30,229	36,275	36,775	36,975	39,275
9	30,959	37,151	37,651	37,851	40,151
10	31,559	37,871	38,371	38,571	40,871
11	32,184	38,621	39,121	39,321	41,621
12	32,999	39,599	40,099	40,299	42,599
13	34,124	40,949	41,449	41,649	43,949
14	35,349	42,419	42,919	43,119	45,419
15	36,694	44,033	44,533	44,733	47,033
16	39,000	46,800	47,300	47,500	49,800
17	41,200	49,440	49,940	50,140	52,440
18	42,700	51,240	51,740	51,940	54,240

TABLE IV
SALARY GUIDE FOR CAFETERIA PERSONNEL

Regular rate		Cooks/Leads
1-10 yrs	20.34	21.34
11-15 yrs	20.94	21.94
16+ years	21.54	22.54

2018-2019

Years	Regular Rate	Cooks/Leads
1-10 yrs	+ 0.25	+ 0.25
11-15 yrs	+ 0.30	+ 0.30
16+ years	+ 0.50	+ 0.50

Cafeteria Personnel working banquets will receive an additional \$1.00 per hour.

TABLE IVA
SALARY GUIDE FOR CAFETERIA PERSONNEL

2019-2020

Years	Regular Rate	Cooks/Leads
1-10 yrs	+ 0.25	+ 0.25
11-15 yrs	+ 0.30	+ 0.30
16+ years	+ 0.50	+ 0.50

Cafeteria Personnel working banquets will receive an additional \$1.00 per hour.

TABLE IVB
SALARY GUIDE FOR CAFETERIA PERSONNEL

2020-2021

Years	Regular Rate	Cooks/Leads
1-10 yrs	+ 0.25	+ 0.25
11-15 yrs	+ 0.30	+ 0.30
16+ years	+ 0.50	+ 0.50

Cafeteria Personnel working banquets will receive an additional \$1.00 per hour.

TABLE V
BRIDGETON BOARD OF EDUCATION/BEA
ExCEL
2018-2019

Step	BA	BA+30	MA	MA+30	Doctorate
3	64,865	65,740	66,740	67,865	69,740
4	65,684	66,559	67,559	68,684	70,559
5	67,121	67,996	68,996	70,121	71,996
6	68,684	69,559	70,559	71,684	73,559
7	70,309	71,184	72,184	73,309	75,184
8	71,896	72,771	73,771	74,896	76,771
9	73,628	74,503	75,503	76,628	78,503
10	75,828	76,703	77,703	78,828	80,703
11	78,671	79,546	80,546	81,671	83,546
12	81,671	82,546	83,546	84,671	86,546
13	85,478	86,353	87,353	88,478	90,353
14	89,353	90,228	91,228	92,353	94,228
15	93,290	94,165	95,165	96,290	98,165
16	97,415	98,290	99,290	100,415	102,290
17	99,616	100,491	101,491	102,616	104,491

TABLE VA
BRIDGETON BOARD OF EDUCATION/BEA
ExCEL
2019-2020

Step	BA	BA+30	MA	MA+30	Doctorate
3	65,846	66,721	67,721	68,846	70,721
4	66,166	67,041	68,041	69,166	71,041
5	67,354	68,229	69,229	70,354	72,229
6	68,854	69,729	70,729	71,854	73,729
7	70,479	71,354	72,354	73,479	75,354
8	72,135	73,010	74,010	75,135	77,010
9	73,791	74,666	75,666	76,791	78,666
10	76,379	77,254	78,254	79,379	81,254
11	78,879	79,754	80,754	81,879	83,754
12	82,004	82,879	83,879	85,004	86,879
13	85,498	86,373	87,373	88,498	90,373
14	89,623	90,498	91,498	92,623	94,498
15	93,748	94,623	95,623	96,748	98,623
16	97,898	98,773	99,773	100,898	102,773
17	102,054	102,929	103,929	105,054	106,929

TABLE VB
BRIDGETON BOARD OF EDUCATION/BEA
ExCEL
2020-2021

Step	BA	BA+30	MA	MA+30	Doctorate
3	67,077	67,952	68,952	70,077	71,952
4	68,327	69,202	70,202	71,327	73,202
5	68,766	69,641	70,641	71,766	73,641
6	69,954	70,829	71,829	72,954	74,829
7	71,454	72,329	73,329	74,454	76,329
8	73,079	73,954	74,954	76,079	77,954
9	74,735	75,610	76,610	77,735	79,610
10	76,729	77,604	78,604	79,729	81,604
11	79,323	80,198	81,198	82,323	84,198
12	82,104	82,979	83,979	85,104	86,979
13	85,541	86,416	87,416	88,541	90,416
14	89,729	90,604	91,604	92,729	94,604
15	94,291	95,166	96,166	97,291	99,166
16	98,773	99,648	100,648	101,773	103,648
17	103,585	104,460	105,460	106,585	108,460

TABLE VI
BRIDGETON BOARD OF EDUCATION/BEA
High School ExCEL
2018-2019

Step	BA	BA+30	MA	MA+30	Doctorate
3	62,270	63,110	64,070	65,150	66,950
4	63,056	63,896	64,856	65,936	67,736
5	64,436	65,276	66,236	67,316	69,116
6	65,936	66,776	67,736	68,816	70,616
7	67,496	68,336	69,296	70,376	72,176
8	69,020	69,860	70,820	71,900	73,700
9	70,682	71,522	72,482	73,562	75,362
10	72,794	73,634	74,594	75,674	77,474
11	75,524	76,364	77,324	78,404	80,204
12	78,404	79,244	80,204	81,284	83,084
13	82,058	82,898	83,858	84,938	86,738
14	85,778	86,618	87,578	88,658	90,458
15	89,558	90,398	91,358	92,438	94,238
16	93,518	94,358	95,318	96,398	98,198
17	95,632	96,472	97,432	98,512	100,312

TABLE VIA
BRIDGETON BOARD OF EDUCATION/BEA
High School ExCEL
2019-2020

Step	BA	BA+30	MA	MA+30	Doctorate
3	63,212	64,052	65,012	66,092	67,892
4	63,520	64,360	65,320	66,400	68,200
5	64,660	65,500	66,460	67,540	69,340
6	66,100	66,940	67,900	68,980	70,780
7	67,660	68,500	69,460	70,540	72,340
8	69,250	70,090	71,050	72,130	73,930
9	70,840	71,680	72,640	73,720	75,520
10	73,324	74,164	75,124	76,204	78,004
11	75,724	76,564	77,524	78,604	80,404
12	78,724	79,564	80,524	81,604	83,404
13	82,078	82,918	83,878	84,958	86,758
14	86,038	86,878	87,838	88,918	90,718
15	89,998	90,838	91,798	92,878	94,678
16	93,982	94,822	95,782	96,862	98,662
17	97,972	98,812	99,772	100,852	102,652

TABLE VIB
BRIDGETON BOARD OF EDUCATION/BEA
High School ExCEL
2020-2021

Step	BA	BA+30	MA	MA+30	Doctorate
3	64,394	65,234	66,194	67,274	69,074
4	65,594	66,434	67,394	68,474	70,274
5	66,016	66,856	67,816	68,896	70,696
6	67,156	67,996	68,956	70,036	71,836
7	68,596	69,436	70,396	71,476	73,276
8	70,156	70,996	71,956	73,036	74,836
9	71,746	72,586	73,546	74,626	76,426
10	73,660	74,500	75,460	76,540	78,340
11	76,150	76,990	77,950	79,030	80,830
12	78,820	79,660	80,620	81,700	83,500
13	82,120	82,960	83,920	85,000	86,800
14	86,140	86,980	87,940	89,020	90,820
15	90,520	91,360	92,320	93,400	95,200
16	94,822	95,662	96,622	97,702	99,502
17	99,442	100,282	101,242	102,322	104,122

TABLE VII
BRIDGETON BOARD OF EDUCATION/BEA
Psychologists, Social Workers, L.D.T.C.
2018-2019

Step	BA	BA+30	MA	MA+30	MA+60	Doctorate
1	55,835	56,585	58,235	59,185	60,335	61,985
2	56,865	57,615	59,265	60,215	61,365	63,015
3	58,462	59,212	60,862	61,812	62,962	64,612
4	59,932	60,682	62,332	63,282	64,432	66,082
5	61,632	62,382	64,032	64,982	66,132	67,782
6	63,253	64,003	65,653	66,603	67,753	69,403
7	64,849	65,599	67,249	68,199	69,349	70,999
8	66,400	67,150	68,800	69,750	70,900	72,550
9	68,003	68,753	70,403	71,353	72,503	74,153
10	69,754	70,504	72,154	73,104	74,254	75,904
11	71,644	72,394	74,044	74,994	76,144	77,794
12	73,450	74,200	75,850	76,800	77,950	79,600
13	75,120	75,870	77,520	78,470	79,620	81,270
14	77,052	77,802	79,452	80,402	81,552	83,202
15	78,919	79,669	81,319	82,269	83,419	85,069
16	81,070	81,820	83,470	84,420	85,570	87,220

TABLE VIIA
BRIDGETON BOARD OF EDUCATION/BEA
Psychologists, Social Workers, L.D.T.C.
2019-2020

Step	BA	BA+30	MA	MA+30	MA+60	Doctorate
1	57,540	58,290	59,940	60,890	62,040	63,690
2	58,570	59,320	60,970	61,920	63,070	64,720
3	60,167	60,917	62,567	63,517	64,667	66,317
4	61,637	62,387	64,037	64,987	66,137	67,787
5	63,337	64,087	65,737	66,687	67,837	69,487
6	64,958	65,708	67,358	68,308	69,458	71,108
7	66,554	67,304	68,954	69,904	71,054	72,704
8	68,105	68,855	70,505	71,455	72,605	74,255
9	69,708	70,458	72,108	73,058	74,208	75,858
10	71,459	72,209	73,859	74,809	75,959	77,609
11	73,349	74,099	75,749	76,699	77,849	79,499
12	75,155	75,905	77,555	78,505	79,655	81,305
13	76,825	77,575	79,225	80,175	81,325	82,975
14	78,757	79,507	81,157	82,107	83,257	84,907
15	80,626	81,376	83,026	83,976	85,126	86,776
16	82,777	83,527	85,177	86,127	87,277	88,927

TABLE VIB
BRIDGETON BOARD OF EDUCATION/BEA
Psychologists, Social Workers, L.D.T.C.
2020-2021

Step	BA	BA+30	MA	MA+30	MA+60	Doctorate
1	59,440	60,190	61,840	62,790	63,940	65,590
2	60,470	61,220	62,870	63,820	64,970	66,620
3	62,067	62,817	64,467	65,417	66,567	68,217
4	63,537	64,287	65,937	66,887	68,037	69,687
5	65,238	65,988	67,638	68,588	69,738	71,388
6	66,859	67,609	69,259	70,209	71,359	73,009
7	68,455	69,205	70,855	71,805	72,955	74,605
8	70,006	70,756	72,406	73,356	74,506	76,156
9	71,609	72,359	74,009	74,959	76,109	77,759
10	73,360	74,110	75,760	76,710	77,860	79,510
11	75,250	76,000	77,650	78,600	79,750	81,400
12	77,056	77,806	79,456	80,406	81,556	83,206
13	78,726	79,476	81,126	82,076	83,226	84,876
14	80,658	81,408	83,058	84,008	85,158	86,808
15	82,527	83,277	84,927	85,877	87,027	88,677
16	84,677	85,427	87,077	88,027	89,177	90,827

Side Bar Agreement with Bridgeton Board of Education and the Bridgeton Education Association – Technologists

TECHNOLOGISTS:

- Recognized titles include: District Technology Specialist, District Administrative Software Specialist, School/District Technologist, Network Technology Specialist, District Technology and Audio Visual Engineer.
- Specifically excludes Director of Technology and the District Technology Educational Program Coordinator.
- 3% increase each year 2018-2019, 2019-2020, 2020-2021
- All Technologists are twelve (12) month employees.
- Working hours are 8:00 AM – 4:00 PM, unless otherwise approved by the Supervisor on an occasional basis. Each employee shall receive a one (1) hour lunch.
- When technologists work beyond their contractual time with prior approval from their supervisor, they will be compensated at the following rates:
Assoc. - \$25/hr. BA - \$28/hr. MA - \$31/hr. Dr. - \$34/hr.
- Technologists shall be granted twenty (20) annual vacation days which will be prorated and accrued monthly and will be available to him/her on July 1st of the year after which they are accrued. Vacation days shall not carry over beyond the one (1) year after they are accrued. Technologists must use his/her vacation days in the year after they are accrued or lose them.
- Technologists shall be evaluated annually by the appropriate supervisor. The individual will receive a copy of the written evaluation a minimum of one (1) day prior to the conference. Both parties to such conference will sign the completed written evaluation report and retain a copy for their records. Unit members shall have the right to submit his/her rebuttal of such evaluation within ten (10) working days following the conference, and such disclaimer shall be attached to each party's copy of the evaluation report.
- Add "technologists" to Article 15 in BEA contract, reimbursement for accumulated sick leave. The qualifications will be the same. The rate of pay will be \$50 per day with the same maximum limits already listed in the article.
- Technologists will receive all other contractual protections and benefits of the existing agreement between the Board of Education and the Bridgeton Education Association and shall have the same holidays as all twelve (12) month employees in the school district.

Side Bar Agreement with Bridgeton Board of Education and the Bridgeton Education Association – School Safety Officers

SCHOOL SAFETY OFFICER:

- All School Safety Officers will be provided a job description which clearly states their duties and responsibilities.
- The work year shall be the same as the teachers' work year.
- 3% increase each year 2018-2019, 2019-2020, 2020-2021
- Ten month School Safety Officers will have an eight (8) hour work day inclusive of a one (1) hour paid lunch. Lunch may be interrupted due to emergent circumstances.
- The work week will be Monday through Sunday. Time and one-half will be paid for overtime after the employee has physically worked a forty (40) hour week. Double time will be paid for work performed on Sunday if forty (40) hours, exclusive of overtime, has been physically worked during the work week. The district will count Federal Holidays towards the physical work week (calculation is based on eight (8) hours per day for 200 days).
- The Board of Education will provide all new School Safety Officers with two (2) uniforms. The uniform consists of 5.11 tactical pants, 5.11 jacket, and 5.11 polo shirt. In addition, the Board will provide one (1) additional shirt (short or long sleeve at the employee's discretion) and one (1) 5.11 hat. Annually, the existing School Safety Officers will provide a written request for replacement garments, as needed. In the event that there is a change in uniform, staff will be provided with three (3) new uniforms in that year. Upon separation, all garments, keys, and radio will be returned.
- In the event the employee is out of compliance with the retired officer's permit to carry (RPO) and is not able to demonstrate his/her compliance with all of the submission requirements, he/she will be immediately recommended for termination. The District will provide two (2) half-day sessions for firearm qualifications.
- Any reduction in force shall be done on a seniority basis with the least senior being the first reduced. Recall shall be done in reverse order. Upon request of the BEA, the Board will provide a seniority list.
- School Safety Officers shall be evaluated annually by the appropriate supervisor. The individual will receive a copy of the written evaluation a minimum of one (1) day prior to the conference. Both parties to such conference will sign the completed written evaluation report and retain a copy for their records. Unit members shall have the right to submit his/her rebuttal of such evaluation within ten (10) working days following the conference, and such disclaimer shall be attached to each party's copy of the evaluation report.
- Add "School Safety Officers" to Article 15 in BEA contract, reimbursement for accumulated sick leave. The qualifications will be the same. The rate of pay will be 60% of the pay of a school security officer substitute with the same maximum limits already listed in the article.
- School Safety Officers will receive all other contractual protections and benefits of the existing agreement between the Board of Education and the Bridgeton Education Association and shall have the same holidays as all ten (10) month employees in the school district.