

BRIDGETON PUBLIC SCHOOLS

Bridgeton, New Jersey 08302

AGREEMENT BETWEEN

BRIDGETON BOARD OF EDUCATION

AND

BRIDGETON EDUCATION ASSOCIATION

FOR SCHOOL YEARS 2021-2024

(Beginning July 1, 2021 ~ Ending June 30, 2024)

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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, Data Accelerated Learning Coach (9-12), 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 (PIRT), Cafeteria Workers (exclusive of the Cafeteria Managers), Technology Coordinators, Facilitators, Athletic Trainer, School Safety Officers, District Technology Specialists, District Administrative Software Specialists, School/District Technologists, Network Technology Specialists, District Technology and Audio Visual Engineers 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-5.15, 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
 - (9) Director of Technology
 - (10) District Technology Educational Program Coordinator
 - (11) Director of Security
 - (12) Assistant Director of Security

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 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.

ARTICLE III (CONTINUED)

- 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.
- 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.

ARTICLE III (CONTINUED)

- 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, and the District email system 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 - \$29.00

MA - \$32.00

DR - \$35.00

- 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. Nurses shall be given credit for BSN experience and shall retroactively apply to all current nurses in terms of step placement only and will not include retroactive compensation.
- 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, and PIRTs 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.

ARTICLE VI (CONTINUED)

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 master's or Ph.D. degree:

- (1) \$220.00 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) \$45.00 upon completion of drafting the IEP.
- (6) In addition to the rates above, the case manager will receive an additional \$25.00 per case.

B. Employees with a bachelor's 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 \$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) \$45.00 upon completion of drafting the IEP.
- (6) 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.

E. Employees listed under 6.8 completing any other assignments not listed here during the summer will be compensated in accordance with 6.3.

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. Any teacher who chooses to volunteer for early morning duty shall not be required to report for duty earlier than thirty (30) minutes before the opening of the pupils' school day and shall be permitted to leave not later than fifteen (15) 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 on a full day and thirty (30) minutes on a one-session day.
- 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 \$23.00 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, School Nurses, School Psychologists, Non-Child Study Team Social Workers, Learning Disability Teacher Consultants, and PIRT 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, Cafeteria Personnel, District Technology Specialists, District Administrative Software Specialists, School/District Technologists, Network Technology Specialists, District Technology and Audio Visual Engineers, and 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 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. Staff hired after July 1, 2020, shall be enrolled in the New Jersey Educator's Health Plan as outlined in Chapter 44. All employees who remain in one of the other medical plans offered by the district 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)

NJEHP - \$10 Primary Care Physician Copay, \$15 Specialist Copay, \$125
Emergency Room Copay

Urgent Care Copay remains the same as Specialist Copay

ARTICLE IX (CONTINUED)

- 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. Staff hired after July 1, 2020, shall be enrolled in the New Jersey Educator's Health Plan as outlined in Chapter 44. All employees who remain in one of the other medical plans offered by the district 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.
- 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. Staff hired after July 1, 2020, shall be enrolled in the New Jersey Educator's Health Plan as outlined in Chapter 44. All employees who remain in one of the other medical plans offered by the district 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. If an employee is hired after the start of the school year (July 1 for 12 months and September 1 for 10 months), the employee may opt out for the balance of the school year and receive a prorated payment.
 - 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.

ARTICLE IX (CONTINUED)

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)
- Military Discharge (a copy of DD214 is required)

In addition, any employee who has 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/her 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 \$135,000 effective July 1, 2021 and remain until June 30, 2024.

ARTICLE IX (CONTINUED)

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.

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 2020, 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, 2021 to June 30, 2022). If a certificated staff completes a course in June 2021, 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, 2021 to June 30, 2022).

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.

- 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.

District Technology Specialists, District Administrative Software Specialists, School/District Technologists, Network Technology Specialists, District Technology and Audio Visual Engineers, and School Safety Officers must be employed by the Board for four years to be eligible for course reimbursement.

- 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 or his/her designee will advertise such vacancies on the district website.
- 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. Announcement 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. Immediate family is defined as child (biological, adopted, or foster child; stepchild; legal ward; child of a domestic partner or civil union partner), grandchild, sibling, spouse, domestic partner or civil union partner, parent, grandparent, spouse, domestic partner, or civil union partner of an employee's parent or grandparent, sibling of, an employee's spouse, domestic partner, or civil union partner, any other individual related by blood to the employee, any individual whose close association with the employee is the equivalent of family.
- 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 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

Step Placement will be granted upon review of applicant's secretarial experience. Retroactive application will also be given to current office personnel, but only as to step placement and not in the form of retroactive compensation. 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 on the District website. No vacancy shall be filled before notice is posted and application received.
- 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 In the event that a substitute is not available, cafeteria employees shall be paid at a rate of \$12.00 per person, per day. Cafeteria employees will be responsible for reporting their absences in the absence management system in addition to contacting their immediate supervisor.
- 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 five (5) shirts (3 polos and 2 of other styles) and four (4) aprons in each subsequent year.
- In the event that there is a change in uniform, staff will be provided with five (5) aprons and five (5) polo shirts as soon as they are available. Employees shall also receive one (1) pair of non-slip safety shoes per contractual term. 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, 2021 and shall continue in force and effect until June 30, 2024.
- 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 (Child Study Team members, School Psychologists, Non-Child Study Team Social Workers, Learning Disability Teacher Consultants, Preschool Intervention and Referral Team) shall be given longevity payments of \$500 after 25 years' service in the district. Longevity will no longer be offered to employees hired on or after July 1, 2021.

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 (Extra Commitment Enhances Learning). 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.

Salary Guides for ExCEL teachers for the school years 2021-2024 are attached hereto as Tables V, V-A and V-B and Tables VI, VI-A and VI-B.

ARTICLE XXIII

TECHNOLOGISTS

- 23.1 Recognized titles include: District Technology Specialists, District Administrative Software Specialists, School/District Technologists, Network Technology Specialists, District Technology and Audio Visual Engineers (hereinafter "Technologists").
- 23.2 All Technologists are twelve (12) month employees and shall have the same holidays as all twelve (12) month employees in the school district.
- 23.3 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.
- 23.4 When Technologists work beyond their contractual time with prior approval from their supervisor, they will be compensated at the following rates:
Assoc. - \$26/hr. BA - \$29/hr. MA - \$32/hr. Dr. - \$35/hr.
- 23.5 Technologists shall be granted twenty (20) annual vacation days which will be prorated and accrued monthly and will be available to them 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 their vacation days in the year after they are accrued or lose them.

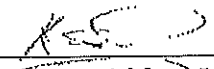
ARTICLE XXIV

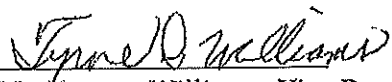
SCHOOL SAFETY OFFICERS

- 24.1 All School Safety Officers will be provided a job description which clearly states their duties and responsibilities.
- 24.2 The work year shall be the same as the teachers' work year and shall have the same holidays as all ten (10) month employees in the school district.
- 24.3 Ten (10) 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.
- 24.4 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).
- 24.5 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.
- 24.6 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.
- 24.7 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.

Board of Education and the Bridgeton Education Association contract as proposed 2021-2024.


BRIDGETON BOARD OF EDUCATION

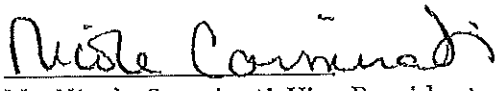
By: 
Mr. Kenny Smithbey Jr., President
Bridgeton Board of Education

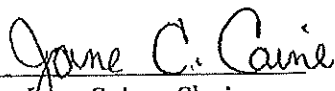
By: 
Mr. Tyrone Williams, Vice President
Bridgeton Board of Education

Dated: _____

BRIDGETON EDUCATION ASSOCIATION

By: 
Ms. Christina Nickle, President
Bridgeton Education Association

By: 
Ms. Nicole Carminati, Vice President
Bridgeton Education Association

By: 
Ms. Jane Caine, Chairperson
Bridgeton Education Association

Dated: July 11, 2022

EXTRA CO-CURRICULAR SALARIES (EXTRA CONTRACTS)			
Position	2021- 2022	2022- 2023	2023- 2024
Assistant Athletic Director	9,944	10,192	10,447
Head Football Coach	8,613	8,828	9,049
Assistant Football Coach	4,305	4,413	4,523
Assistant Football Coach	4,305	4,413	4,523
Assistant Football Coach	4,305	4,413	4,523
Assistant Football Coach	4,305	4,413	4,523
Assistant Football Coach	4,305	4,413	4,523
Boys' Head Basketball Coach	6,561	6,725	6,893
Boys' Assistant Basketball Coach	3,486	3,573	3,663
Boys' Assistant Basketball Coach	3,486	3,573	3,663
Girls' Head Basketball Coach	6,561	6,725	6,893
Girls' Assistant Basketball Coach	3,486	3,573	3,663
Girls' Assistant Basketball Coach	3,486	3,573	3,663
Gr. 7/8 Boys' Head Basketball Coach	3,486	3,573	3,663
Gr. 7/8 Boys' Assistant Basketball Coach	2,873	2,945	3,019
Gr. 7/8 Girls' Head Basketball Coach	3,486	3,573	3,663
Gr. 7/8 Girls' Assistant Basketball Coach	2,873	2,945	3,019
Head Softball Coach	6,561	6,725	6,893
Assistant Softball Coach	3,486	3,573	3,663
Assistant Softball Coach	3,486	3,573	3,663
Gr. 7/8 Head Softball Coach	3,486	3,573	3,663
Gr. 7/8 Assistant Softball Coach	2,873	2,945	3,019
Head Hockey Coach	6,561	6,725	6,893
Assistant Hockey Coach	3,486	3,573	3,663
Gr. 7/8 Head Hockey Coach	3,486	3,573	3,663
Gr. 7/8 Assistant Hockey Coach	2,873	2,945	3,019

Boys' Head Tennis Coach	6,561	6,725	6,893
Boys' Assistant Tennis Coach	3,486	3,573	3,663
Girls' Head Tennis Coach	6,561	6,725	6,893
Girls' Assistant Tennis Coach	3,486	3,573	3,663
Head Cheerleader Coach - Football	3,388	3,472	3,559
Assistant Cheerleader Coach - Football	1,792	1,836	1,882
Head Cheerleader Coach - Basketball	3,388	3,472	3,559
Assistant Cheerleader Coach - Basketball	1,792	1,836	1,882
Gr. 7/8 Head Cheerleader Coach	3,486	3,573	3,663
Boys' Head Spring Track Coach	6,561	6,725	6,893
Boys' Assistant Spring Track Coach	3,486	3,573	3,663
Boys' Assistant Spring Track Coach	3,486	3,573	3,663
Boys' Head Winter Track Coach	4,514	4,627	4,743
Boys' Assistant Winter Track Coach	3,486	3,573	3,663
Boys' Assistant Winter Track Coach	3,486	3,573	3,663
Grade 7/8 Boys' Head Track Coach	3,486	3,573	3,663
Girls' Head Spring Track Coach	6,561	6,725	6,893
Girls' Assistant Spring Track Coach	3,486	3,573	3,663
Gr. 7/8 Girls Head Spring Track Coach	3,486	3,573	3,663
Girls' Head Winter Track Coach	4,514	4,627	4,743
Head Golf Coach	4,514	4,627	4,743
Head Baseball Coach	6,561	6,725	6,893
Assistant Baseball Coach	3,486	3,573	3,663
Assistant Baseball Coach	3,486	3,573	3,663
Boys' Head Cross Country Coach	4,922	5,045	5,171
Girls' Head Cross Country Coach	4,922	5,045	5,171
Gr. 7/8 Head Cross Country Coach (Boys & Girls)	3,486	3,573	3,663
Gr. 7/8 Head Baseball Coach	3,486	3,573	3,663
Gr. 7/8 Assistant Baseball Coach	2,873	2,945	3,019

Boys' Head Soccer Coach	6,561	6,725	6,893
Boys' Assistant Soccer Coach	3,486	3,573	3,663
Girls' Head Soccer Coach	6,561	6,725	6,893
Girls' Assistant Soccer Coach	3,486	3,573	3,663
Gr. 7/8 Head Soccer Coach (Boys & Girls)	3,486	3,573	3,663
Gr. 7/8 Assistant Soccer Coach	2,873	2,945	3,019
Athletic Business Manager	6,561	6,725	6,893
Summer Weight Trainers	34/hr	35/hr	36/hr
Weight Training Sponsors	34/hr	35/hr	36/hr
All Intramurals	886	908	930
Band Director	8,620	8,836	9,057
Assistant Band Director	4,105	4,208	4,313
Band Front Advisor	2,870	2,942	3,015
Band Drill Instructor	2,765	2,835	2,905
Band Camp Director	3,070	3,147	3,225
Assistant Band Camp Director	1,843	1,889	1,936
Band Camp Front Advisor	1,845	1,891	1,938
Band Camp Drill Instructor	1,789	1,833	1,879
Director-6 week Instrumental Program	33/hr	34/hr	35/hr
JROTC Advisor	2,765	2,835	2,905
JROTC Drill Team Instructor	2,765	2,835	2,905
Head Teacher-GOFECC	1,436	1,472	1,509
Head Teacher-Quarter Mile Lane	1,436	1,472	1,509
Head Teacher - ExCEL	1,436	1,472	1,509
Head Teacher - ECHOES	1,436	1,472	1,509
Head Nurse	2,255	2,311	2,369
Right-to-Know	6,349	6,508	6,670
Student Government - High School	2,010	2,060	2,112
Student Government - High School	2,010	2,060	2,112

12th Grade Advisor	3,237	3,318	3,401
12th Grade Advisor	3,237	3,318	3,401
11th Grade Advisor	2,846	2,918	2,991
11th Grade Advisor	2,846	2,918	2,991
10th Grade Advisor	2,334	2,392	2,452
10th Grade Advisor	2,334	2,392	2,452
9th Grade Advisor	2,334	2,392	2,452
9th Grade Advisor	2,334	2,392	2,452
High School Honor Society Advisor	1,727	1,770	1,815
High School Honor Society Advisor	1,727	1,770	1,815
National Art Honor Society	1,727	1,770	1,815
Drama Club Advisor	2,356	2,415	2,476
Director of Musical Productions	2,765	2,835	2,905
Echo Advisor	2,010	2,060	2,112
Baconian Advisor	4,104	4,207	4,312
Baconian Business Manager	2,846	2,918	2,991
Elementary Yearbook Advisors - Broad	1,095	1,122	1,150
Elementary Yearbook Advisors - Indian	548	562	576
Elementary Yearbook Advisors - Cherry	548	562	576
Elementary Yearbook Advisors - West	548	562	576
Elementary Yearbook Advisors - Buckshutem	548	562	576
Elementary Yearbook Advisors - QML	548	562	576
Elementary Yearbook Advisors - GOFEC	548	562	576
High School Banker	2,625	2,691	2,758
High School AVA	2,010	2,060	2,112
Distributive Ed Coordinator	2,220	2,276	2,333
Office Co-op Coordinator	2,220	2,276	2,333
HOSA Advisor	1,845	1,891	1,938
SADD Advisor	1,727	1,770	1,815

High School Gifted & Talented Coordinator	1,845	1,891	1,938
Elementary Gifted & Talented Coordinator	1,845	1,891	1,938
Elementary Gifted & Talented Coordinator	1,845	1,891	1,938
Scenery Advisor	1,125	1,154	1,182
Makeup Advisor	376	386	395
Costume Advisor	376	386	395
BHS Musical Choreographer	1,125	1,154	1,182
BHS Musical Vocal Director	1,125	1,154	1,182
Mock Trial Advisor	524	537	550
High School Select Choir Director	1,508	1,545	1,584
All-City Select Choir Director	1,508	1,545	1,584
All-City Select Band Director	1,508	1,545	1,584
All-City Select String Ensemble Director	1,508	1,545	1,584
Elementary Honor Society Advisors – Broad	1,095	1,122	1,150
Elementary Honor Society Advisors – Indian	548	562	576
Elementary Honor Society Advisors – Cherry	548	562	576
Elementary Honor Society Advisors – West	548	562	576
Elementary Honor Society Advisors – Buckshutem	548	562	576
Elementary Honor Society Advisors – QML	548	562	576
Elementary Student Government Advisors – Broad	1,095	1,122	1,150
Elementary Student Government Advisors – Indian	548	562	576
Elementary Student Government Advisors – Cherry	548	562	576
Elementary Student Government Advisors – West	548	562	576
Elementary Student Government Advisors – Buckshutem	548	562	576

Elementary Student Government Advisors - QML	548	562	576
Elementary Grade 8 Advisors - Broad	1,095	1,122	1,150
Elementary Grade 8 Advisors - Indian	548	562	576
Elementary Grade 8 Advisors - Cherry	548	562	576
Elementary Grade 8 Advisors - West	548	562	576
Elementary Grade 8 Advisors - Buckshutem	548	562	576
Elementary Grade 8 Advisors - QML	548	562	576
Elementary Grade 8 Advisors - ExCEL	548	562	576
Science Fair Advisors - BHS	1,095	1,122	1,150
Science Fair Advisors - Broad	1,095	1,122	1,150
Science Fair Advisors - Indian	548	562	576
Science Fair Advisors - Cherry	548	562	576
Science Fair Advisors - West	548	562	576
Science Fair Advisors - Buckshutem	548	562	576
Science Fair Advisors - QML	548	562	576
Science Fair Advisors - ExCEL	548	562	576
Latin American Club	548	562	576
Leo Club	548	562	576
African American Club	548	562	576
Double Dutch	548	562	576
Environmental Club	548	562	576
Peer Mediation	586	601	616
PBSIS Coach (1 per building)	536	549	563
Interact Rotary	1,922	1,970	2,019

TABLE I**BRIDGETON BOARD OF EDUCATION/BEA****TEACHERS****2021-2022**

Step	BA	BA+30	MA	MA+30	DOC	Trainer	School to Career
3	56,038	56,738	57,538	58,438	59,938	61,438	70,048
4	56,338	57,038	57,838	58,738	60,238	61,738	70,423
5	57,038	57,738	58,538	59,438	60,938	62,438	71,298
6	57,838	58,538	59,338	60,238	61,738	63,238	72,298
7	58,538	59,238	60,038	60,938	62,438	63,938	73,173
8	58,938	59,638	60,438	61,338	62,838	64,338	73,673
9	59,928	60,628	61,428	62,328	63,828	65,328	74,910
10	61,483	62,183	62,983	63,883	65,383	66,883	76,854
11	63,558	64,258	65,058	65,958	67,458	68,958	79,448
12	65,783	66,483	67,283	68,183	69,683	71,183	82,229
13	68,883	69,583	70,383	71,283	72,783	74,283	86,104
14	72,233	72,933	73,733	74,633	76,133	77,633	90,291
15	76,000	76,700	77,500	78,400	79,900	81,400	95,000
16	79,700	80,400	81,200	82,100	83,600	85,100	99,625
17	83,900	84,600	85,400	86,300	87,800	89,300	104,875

TABLE IA
BRIDGETON BOARD OF EDUCATION/BEA
TEACHERS
2022-2023

Step	BA	BA+30	MA	MA+30	DOC	Trainer	School to Career
3	58,050	58,750	59,550	60,450	61,950	63,450	72,563
4	58,350	59,050	59,850	60,750	62,250	63,750	72,938
5	58,450	59,150	59,950	60,850	62,350	63,850	73,063
6	59,200	59,900	60,700	61,600	63,100	64,600	74,000
7	60,000	60,700	61,500	62,400	63,900	65,400	75,000
8	60,250	60,950	61,750	62,650	64,150	65,650	75,313
9	61,500	62,200	63,000	63,900	65,400	66,900	76,875
10	62,750	63,450	64,250	65,150	66,650	68,150	78,438
11	64,250	64,950	65,750	66,650	68,150	69,650	80,313
12	66,350	67,050	67,850	68,750	70,250	71,750	82,938
13	69,150	69,850	70,650	71,550	73,050	74,550	86,438
14	73,050	73,750	74,550	75,450	76,950	78,450	91,313
15	76,500	77,200	78,000	78,900	80,400	81,900	95,625
16	80,500	81,200	82,000	82,900	84,400	85,900	100,625
17	85,275	85,975	86,775	87,675	89,175	90,675	106,594

TABLE IB
BRIDGETON BOARD OF EDUCATION/BEA
TEACHERS
2023-2024

Step	BA	BA+30	MA	MA+30	DOC	Trainer	School to Career
3	60,154	60,854	61,654	62,554	64,054	65,554	75,193
4	60,304	61,004	61,804	62,704	64,204	65,704	75,380
5	60,604	61,304	62,104	63,004	64,504	66,004	75,755
6	60,754	61,454	62,254	63,154	64,654	66,154	75,943
7	61,754	62,454	63,254	64,154	65,654	67,154	77,193
8	62,474	63,174	63,974	64,874	66,374	67,874	78,093
9	63,434	64,134	64,934	65,834	67,334	68,834	79,293
10	64,684	65,384	66,184	67,084	68,584	70,084	80,855
11	66,172	66,872	67,672	68,572	70,072	71,572	82,715
12	67,672	68,372	69,172	70,072	71,572	73,072	84,590
13	69,822	70,522	71,322	72,222	73,722	75,222	87,278
14	73,047	73,747	74,547	75,447	76,947	78,447	91,309
15	76,832	77,532	78,332	79,232	80,732	82,232	96,040
16	81,202	81,902	82,702	83,602	85,102	86,602	101,503
17	86,550	87,250	88,050	88,950	90,450	91,950	108,188

TABLE II
BRIDGETON BOARD OF EDUCATION/BEA
FACILITATOR
2021-2022

Step	BA	BA+30	MA	MA+30	Doc
3	61,642	62,412	63,292	64,282	65,932
4	61,972	62,742	63,622	64,612	66,262
5	62,742	63,512	64,392	65,382	67,032
6	63,622	64,392	65,272	66,262	67,912
7	64,392	65,162	66,042	67,032	68,682
8	64,832	65,602	66,482	67,472	69,122
9	65,921	66,691	67,571	68,561	70,211
10	67,631	68,401	69,281	70,271	71,921
11	69,914	70,684	71,564	72,554	74,204
12	72,361	73,131	74,011	75,001	76,651
13	75,771	76,541	77,421	78,411	80,061
14	79,456	80,226	81,106	82,096	83,746
15	83,600	84,370	85,250	86,240	87,890
16	87,670	88,440	89,320	90,310	91,960
17	92,290	93,060	93,940	94,930	96,580

TABLE IIA
BRIDGETON BOARD OF EDUCATION/BEA
FACILITATOR
2022-2023

Step	BA	BA+30	MA	MA+30	DOC
3	63,855	64,625	65,505	66,495	68,145
4	64,185	64,955	65,835	66,825	68,475
5	64,295	65,065	65,945	66,935	68,585
6	65,120	65,890	66,770	67,760	69,410
7	66,000	66,770	67,650	68,640	70,290
8	66,275	67,045	67,925	68,915	70,565
9	67,650	68,420	69,300	70,290	71,940
10	69,025	69,795	70,675	71,665	73,315
11	70,675	71,445	72,325	73,315	74,965
12	72,985	73,755	74,635	75,625	77,275
13	76,065	76,835	77,715	78,705	80,355
14	80,355	81,125	82,005	82,995	84,645
15	84,150	84,920	85,800	86,790	88,440
16	88,550	89,320	90,200	91,190	92,840
17	93,803	94,573	95,453	96,443	98,093

TABLE IIB
BRIDGETON BOARD OF EDUCATION/BEA
FACILITATOR
2023-2024

Step	BA	BA+30	MA	MA+30	Doc
3	66,169	66,939	67,819	68,809	70,459
4	66,334	67,104	67,984	68,974	70,624
5	66,664	67,434	68,314	69,304	70,954
6	66,829	67,599	68,479	69,469	71,119
7	67,929	68,699	69,579	70,569	72,219
8	68,721	69,491	70,371	71,361	73,011
9	69,777	70,547	71,427	72,417	74,067
10	71,152	71,922	72,802	73,792	75,442
11	72,789	73,559	74,439	75,429	77,079
12	74,439	75,209	76,089	77,079	78,729
13	76,804	77,574	78,454	79,444	81,094
14	80,352	81,122	82,002	82,992	84,642
15	84,515	85,285	86,165	87,155	88,805
16	89,322	90,092	90,972	91,962	93,612
17	95,205	95,975	96,855	97,845	99,495

TABLE III
BRIDGETON BOARD OF EDUCATION/BEA
OFFICE PERSONNEL
2021-2022

Step	10 Mo. Secretary	12 Mo. Secretary	Bookkeeper	Office Manager	Translator
2	30,554	36,665	37,165	37,365	39,665
3	30,661	36,793	37,293	37,493	39,793
4	30,854	37,025	37,525	37,725	40,025
5	31,004	37,205	37,705	37,905	40,205
6	31,193	37,432	37,932	38,132	40,432
7	31,529	37,835	38,335	38,535	40,835
8	31,749	38,099	38,599	38,799	41,099
9	32,263	38,716	39,216	39,416	41,716
10	33,034	39,641	40,141	40,341	42,641
11	33,659	40,391	40,891	41,091	43,391
12	34,474	41,369	41,869	42,069	44,369
13	35,599	42,719	43,219	43,419	45,719
14	36,824	44,189	44,689	44,889	47,189
15	38,169	45,803	46,303	46,503	48,803
16	40,175	48,210	48,710	48,910	51,210
17	42,645	51,174	51,674	51,874	54,174
18	44,845	53,814	54,314	54,514	56,814

TABLE IIIA
BRIDGETON BOARD OF EDUCATION/BEA
OFFICE PERSONNEL
2022-2023

Step	10 Mo. Secretary	12 Mo. Secretary	Bookkeeper	Office Manager	Translator
3	31,500	37,800	38,300	38,500	40,800
4	31,713	38,056	38,556	38,756	41,056
5	32,081	38,497	38,997	39,197	41,497
6	32,245	38,694	39,194	39,394	41,694
7	32,435	38,922	39,422	39,622	41,922
8	32,777	39,332	39,832	40,032	42,332
9	33,002	39,602	40,102	40,302	42,602
10	33,632	40,358	40,858	41,058	43,358
11	34,432	41,318	41,818	42,018	44,318
12	35,050	42,060	42,560	42,760	45,060
13	36,170	43,404	43,904	44,104	46,404
14	37,395	44,874	45,374	45,574	47,874
15	38,669	46,403	46,903	47,103	49,403
16	40,175	48,210	48,710	48,910	51,210
17	42,645	51,174	51,674	51,874	54,174
18	45,875	55,050	55,550	55,750	58,050

TABLE IIIB
BRIDGETON BOARD OF EDUCATION/BEA
OFFICE PERSONNEL
2023-2024

Step	10 Mo. Secretary	12 Mo. Secretary	Bookkeeper	Office Manager	Translator
4	32,716	39,259	39,759	39,959	42,259
5	32,936	39,523	40,023	40,223	42,523
6	33,307	39,968	40,468	40,668	42,968
7	33,471	40,165	40,665	40,865	43,165
8	33,671	40,405	40,905	41,105	43,405
9	34,014	40,817	41,317	41,517	43,817
10	34,280	41,136	41,636	41,836	44,136
11	35,103	42,124	42,624	42,824	45,124
12	36,028	43,234	43,734	43,934	46,234
13	36,928	44,314	44,814	45,014	47,314
14	38,103	45,724	46,224	46,424	48,724
15	39,503	47,404	47,904	48,104	50,404
16	40,903	49,084	49,584	49,784	52,084
17	43,701	52,441	52,941	53,141	55,441
18	46,650	55,980	56,480	56,680	58,980

TABLE IV
Cafeteria Starting Salary

	2021-2022	2022-2023	2023-2024
Workers	21.79	22.52	23.27
Cooks	22.79	23.52	24.27

Cafeteria Personnel working banquets will receive an additional \$1.00 per hour.
All existing workers and Cooks will receive a 3.33% increase each year.

TABLE V
BRIDGETON BOARD OF EDUCATION/BEA
ExCEL
2021-2022

Step	BA	BA+30	MA	MA+30	Doctorate
3	70,048	70,923	71,923	73,048	74,923
4	70,423	71,298	72,298	73,423	75,298
5	71,298	72,173	73,173	74,298	76,173
6	72,298	73,173	74,173	75,298	77,173
7	73,173	74,048	75,048	76,173	78,048
8	73,673	74,548	75,548	76,673	78,548
9	74,910	75,785	76,785	77,910	79,785
10	76,854	77,729	78,729	79,854	81,729
11	79,448	80,323	81,323	82,448	84,323
12	82,229	83,104	84,104	85,229	87,104
13	86,104	86,979	87,979	89,104	90,979
14	90,291	91,166	92,166	93,291	95,166
15	95,000	95,875	96,875	98,000	99,875
16	99,625	100,500	101,500	102,625	104,500
17	104,875	105,750	106,750	107,875	109,750

TABLE VA
BRIDGETON BOARD OF EDUCATION/BEA
ExCEL
2022-2023

Step	BA	BA+30	MA	MA+30	Doctorate
3	72,563	73,438	74,438	75,563	77,438
4	72,938	73,813	74,813	75,938	77,813
5	73,063	73,938	74,938	76,063	77,938
6	74,000	74,875	75,875	77,000	78,875
7	75,000	75,875	76,875	78,000	79,875
8	75,313	76,188	77,188	78,313	80,188
9	76,875	77,750	78,750	79,875	81,750
10	78,438	79,313	80,313	81,438	83,313
11	80,313	81,188	82,188	83,313	85,188
12	82,938	83,813	84,813	85,938	87,813
13	86,438	87,313	88,313	89,438	91,313
14	91,313	92,188	93,188	94,313	96,188
15	95,625	96,500	97,500	98,625	100,500
16	100,625	101,500	102,500	103,625	105,500
17	106,594	107,469	108,469	109,594	111,469

TABLE VB
BRIDGETON BOARD OF EDUCATION/BEA
EXCEL
2023-2024

Step	BA	BA+30	MA	MA+30	Doctorate
3	75,193	76,068	77,068	78,193	80,068
4	75,380	76,255	77,255	78,380	80,255
5	75,755	76,630	77,630	78,755	80,630
6	75,943	76,818	77,818	78,943	80,818
7	77,193	78,068	79,068	80,193	82,068
8	78,093	78,968	79,968	81,093	82,968
9	79,293	80,168	81,168	82,293	84,168
10	80,855	81,730	82,730	83,855	85,730
11	82,715	83,590	84,590	85,715	87,590
12	84,590	85,465	86,465	87,590	89,465
13	87,278	88,153	89,153	90,278	92,153
14	91,309	92,184	93,184	94,309	96,184
15	96,040	96,915	97,915	99,040	100,915
16	101,503	102,378	103,378	104,503	106,378
17	108,188	109,063	110,063	111,188	113,063

TABLE VI
BRIDGETON BOARD OF EDUCATION/BEA
High School ExCEL
2021-2022

Step	BA	BA+30	MA	MA+30	Doctorate
3	67,246	68,086	69,046	70,126	71,926
4	67,606	68,446	69,406	70,486	72,286
5	68,446	69,286	70,246	71,326	73,126
6	69,406	70,246	71,206	72,286	74,086
7	70,246	71,086	72,046	73,126	74,926
8	70,726	71,566	72,526	73,606	75,406
9	71,914	72,754	73,714	74,794	76,594
10	73,780	74,620	75,580	76,660	78,460
11	76,270	77,110	78,070	79,150	80,950
12	78,940	79,780	80,740	81,820	83,620
13	82,660	83,500	84,460	85,540	87,340
14	86,680	87,520	88,480	89,560	91,360
15	91,200	92,040	93,000	94,080	95,880
16	95,640	96,480	97,440	98,520	100,320
17	100,680	101,520	102,480	103,560	105,360

TABLE VIA
BRIDGETON BOARD OF EDUCATION/BEA
High School ExCEL
2022-2023

Step	BA	BA+30	MA	MA+30	Doctorate
3	69,660	70,500	71,460	72,540	74,340
4	70,020	70,860	71,820	72,900	74,700
5	70,140	70,980	71,940	73,020	74,820
6	71,040	71,880	72,840	73,920	75,720
7	72,000	72,840	73,800	74,880	76,680
8	72,300	73,140	74,100	75,180	76,980
9	73,800	74,640	75,600	76,680	78,480
10	75,300	76,140	77,100	78,180	79,980
11	77,100	77,940	78,900	79,980	81,780
12	79,620	80,460	81,420	82,500	84,300
13	82,980	83,820	84,780	85,860	87,660
14	87,660	88,500	89,460	90,540	92,340
15	91,800	92,640	93,600	94,680	96,480
16	96,600	97,440	98,400	99,480	101,280
17	102,330	103,170	104,130	105,210	107,010

TABLE VIB
BRIDGETON BOARD OF EDUCATION/BEA
High School ExCEL
2023-2024

Step	BA	BA+30	MA	MA+30	Doctorate
3	72,185	73,025	73,985	75,065	76,865
4	72,365	73,205	74,165	75,245	77,045
5	72,725	73,565	74,525	75,605	77,405
6	72,905	73,745	74,705	75,785	77,585
7	74,105	74,945	75,905	76,985	78,785
8	74,969	75,809	76,769	77,849	79,649
9	76,121	76,961	77,921	79,001	80,801
10	77,621	78,461	79,421	80,501	82,301
11	79,406	80,246	81,206	82,286	84,086
12	81,206	82,046	83,006	84,086	85,886
13	83,786	84,626	85,586	86,666	88,466
14	87,656	88,496	89,456	90,536	92,336
15	92,198	93,038	93,998	95,078	96,878
16	97,442	98,282	99,242	100,322	102,122
17	103,860	104,700	105,660	106,740	108,540

TABLE VII
BRIDGETON BOARD OF EDUCATION/BEA
Psychologists, Social Workers, L.D.T.C.
2021-2022

Step	BA	BA+30	MA	MA+30	MA+60	Doctorate
1	61,076	61,826	63,476	64,426	65,576	67,226
2	62,106	62,856	64,506	65,456	66,606	68,256
3	63,703	64,453	66,103	67,053	68,203	69,853
4	65,168	65,918	67,568	68,518	69,668	71,318
5	66,869	67,619	69,269	70,219	71,369	73,019
6	68,490	69,240	70,890	71,840	72,990	74,640
7	70,086	70,836	72,486	73,436	74,586	76,236
8	71,637	72,387	74,037	74,987	76,137	77,787
9	73,240	73,990	75,640	76,590	77,740	79,390
10	74,991	75,741	77,391	78,341	79,491	81,141
11	76,881	77,631	79,281	80,231	81,381	83,031
12	78,687	79,437	81,087	82,037	83,187	84,837
13	80,357	81,107	82,757	83,707	84,857	86,507
14	82,289	83,039	84,689	85,639	86,789	88,439
15	84,158	84,908	86,558	87,508	88,658	90,308
16	86,308	87,058	88,708	89,658	90,808	92,458

TABLE VIIA
BRIDGETON BOARD OF EDUCATION/BEA
Psychologists, Social Workers, L.D.T.C.
2022-2023

Step	BA	BA+30	MA	MA+30	MA+60	Doctorate
1	62,892	63,642	65,292	66,242	67,392	69,042
2	63,922	64,672	66,322	67,272	68,422	70,072
3	65,519	66,269	67,919	68,869	70,019	71,669
4	66,989	67,739	69,389	70,339	71,489	73,139
5	68,690	69,440	71,090	72,040	73,190	74,840
6	70,311	71,061	72,711	73,661	74,811	76,461
7	71,906	72,656	74,306	75,256	76,406	78,056
8	73,457	74,207	75,857	76,807	77,957	79,607
9	75,060	75,810	77,460	78,410	79,560	81,210
10	76,811	77,561	79,211	80,161	81,311	82,961
11	78,701	79,451	81,101	82,051	83,201	84,851
12	80,507	81,257	82,907	83,857	85,007	86,657
13	82,177	82,927	84,577	85,527	86,677	88,327
14	84,109	84,859	86,509	87,459	88,609	90,259
15	85,978	86,728	88,378	89,328	90,478	92,128
16	88,128	88,878	90,528	91,478	92,628	94,278

TABLE VIB
BRIDGETON BOARD OF EDUCATION/BEA
Psychologists, Social Workers, L.D.T.C.
2023-2024

Step	BA	BA+30	MA	MA+30	MA+60	Doctorate
1	64,896	65,646	67,296	68,246	69,396	71,046
2	65,926	66,676	68,326	69,276	70,426	72,076
3	67,523	68,273	69,923	70,873	72,023	73,673
4	68,993	69,743	71,393	72,343	73,493	75,143
5	70,694	71,444	73,094	74,044	75,194	76,844
6	72,315	73,065	74,715	75,665	76,815	78,465
7	73,911	74,661	76,311	77,261	78,411	80,061
8	75,462	76,212	77,862	78,812	79,962	81,612
9	77,066	77,816	79,466	80,416	81,566	83,216
10	78,817	79,567	81,217	82,167	83,317	84,967
11	80,707	81,457	83,107	84,057	85,207	86,857
12	82,513	83,263	84,913	85,863	87,013	88,663
13	84,183	84,933	86,583	87,533	88,683	90,333
14	86,115	86,865	88,515	89,465	90,615	92,265
15	87,984	88,734	90,384	91,334	92,484	94,134
16	90,134	90,884	92,534	93,484	94,634	96,284

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.