Settlement Highlights
July 1, 2019-June 30, 2022

➢ Year One: Guide movement and step enhancement (Salary Guides are attached to the Memorandum of Agreement)
  Increase MAX step amount by $1500 for Certified Staff
  Increase MAX step amount by $950 for Support Staff (Including CDA’s)

➢ Year Two: Guide movement and step enhancement (Salary Guides are attached to the Memorandum of Agreement)
  Increase MAX step amount by $1630 for Certified Staff
  Increase MAX step amount by $1050 for Support Staff (Including CDA’s)

➢ Year Three: Guide movement and step enhancement (Salary Guides are attached to the Memorandum of Agreement)
  Increase MAX step amount by $1700 for Certified Staff
  Increase MAX step amount by $1100 for Support Staff (Including CDA’s)

➢ Missed Prep coverage rate increased to $25 and goes to $30 after the fifth missed prep

➢ Chapter 78 Relief: Individual member’s contribution rates will continue to be frozen from July 1, 2019 until December 30, 2019. Effective January 1, 2020 through June 30, 2022 individual member’s contributions per Chapter 78, shall be discounted by 10% through June 30, 2022. In the event that there is a change in the law, which affects Chapter 78 rates, the Parties agree to renegotiate this provision.

➢ Beginning July 1, 2019, the health benefits plan will be administered through Horizon Blue Cross and Blue Shield of NJ. The coverage will contain modifications. The plans and deductibles are attached to the Memorandum of Agreement for our
members to review. The Board will provide instructional materials which will reflect the new plan designs and conduct informational meetings. Prescription, dental and vision will remain as they are.

➢ The K-8 workday schedules will be modified to reflect a decrease by 10 minutes in instructional time. Sample workday schedules are provided with the Memorandum of Agreement.

➢ Food Service employees will receive a $50 voucher to purchase the appropriate non-slip shoes

➢ Stepparent will be added to the 5-day bereavement list.

➢ All hourly rates, special rates and stipends will be increased in accordance with the settlement percentage of 3% per year

➢ All co-curricular and athletic stipends will increase in accordance with the settlement percentage of 3% per year

➢ Pre-K teachers will have one daily duty-free teacher directed prep period to be scheduled outside of the student’s naptime for four-year olds. A daily duty-free teacher directed prep period will be scheduled during a student’s naptime for three-year olds.

➢ Pre-K teachers shall not be assigned combined lunch/prep times

➢ School committee assignments shall be on a volunteer basis only

➢ Middle and high school schedules will reflect not more than four (4) teaching periods without a break and staff shall be limited to three course preparations. If additional courses are scheduled, an additional prep period per day will be provided

➢ The sick bank language will be incorporated into the contract

➢ All other issues the Association has presented to the Board for negotiations will be referred to a Committee composed of three designated members of the Association and three designated Board representatives. The Committee shall be chaired by the Superintendent who will serve as the seventh member. The Committee shall complete its work by January 1, 2020 and the results be reported and reflected in a Collective Bargaining Agreement ratified during the month of January 2020