



AGENDA

LONG BRANCH BOARD OF EDUCATION
Long Branch, New Jersey

Regular Meeting
Wednesday, May 24, 2023
6:00 P.M.

Long Branch Middle School
350 Indiana Avenue
Long Branch, New Jersey 07740



ORDER OF BUSINESS

MEETING

BOARD OF EDUCATION

- A. Roll Call
 - A-1. Statement of the Manner of Notification of the Meeting
 - A-2. Objections, if any, to the Validity of the Meeting
- B. Flag Salute
- C-1. Statement to the Public
- C-2. Opportunity for those present to address the Board relating to Agenda items
- C-3. Comments from the Finance Committee
- D. Approval of Minutes
- E. Secretary's Report
- F. Superintendent's Report
- G. General Items
- H. Personnel Action
- I. Student Action
- J. Opportunity for those present to address the Board on any other business
- K. Adjournment



AGENDA

MEETING
LONG BRANCH MIDDLE SCHOOL
350 INDIANA AVENUE
WEDNESDAY, MAY 24, 2023
6:00 P.M.

A. **ROLL CALL**

Mrs. Perez - President

Mr. Zambrano

Mr. Ferraina

Mrs. Peters - Vice President

Mrs. Youngblood Brown

Mrs. Dangler

Mr. Grant

Ms. Benosky

Mr. Garlipp

A-1. **STATEMENT OF THE MANNER OF NOTIFICATION OF THE MEETING**

Adequate notice of the meeting of the Long Branch Board of Education has been provided by a Schedule of Public Meetings published in the Asbury Park Press. A Schedule of Public Meetings has been posted in the Board of Education Office and the Office of the City Clerk, Long Branch, New Jersey.

Fire exits are located in the direction indicated. In case of fire, you will be signaled by a bell and/or public address system. If so alerted to fire, please move in a calm and orderly fashion to the nearest smoke-free exit.

A-2. **OBJECTIONS, IF ANY, TO THE VALIDITY OF THE MEETING**

The objecting member must give supporting reasons.

B. **FLAG SALUTE AND PLEDGE OF ALLEGIANCE**

Mrs. Perez, Board President, will salute the flag and lead the Pledge of Allegiance.

C-1. **STATEMENT TO THE PUBLIC**

Oftentimes it may appear to members of our audience that the Board of Education takes action with very little comment and in many cases by unanimous vote. Before a matter is placed on the agenda at a public meeting, the administration has thoroughly reviewed the matter with the Superintendent of Schools. If the Superintendent of Schools is satisfied that the matter is ready to be presented to the Board of Education, it is then referred to the appropriate Board committee. The members of the Board committee work with the administration and Superintendent to assure that the members fully understand the matter. When the committee is satisfied with the matter, it is presented to the Board of Education for discussion before any final action is taken. Only then is it placed on the agenda for action at a public meeting. All agenda attachments are available for public review. In rare instances, matters are presented to the Board of Education for discussion at the same meeting that final action may be taken.

C-1. **STATEMENT TO THE PUBLIC (continued)**

Time may be allocated for public comment at this meeting. Each speaker may be allotted up to three (3) minutes and one (1) opportunity to address the Board when recognized by the presiding officer. Individuals wishing to address the Board shall be recognized by the presiding officer and shall give their names, addresses and the group, if any, that they represent. Although the Board encourages public participation, it reserves the right, through its presiding officer, to terminate remarks to and/or by any individual not in keeping with the conduct of a proper and efficient meeting. With the exception of those individuals whose names are on the agenda this evening, the Board will not respond to questions during the public participation portion of this meeting involving the employment, appointment, termination of employment, negotiations, terms and conditions of employment, evaluation of the performance of, promotion or disciplining of any specific, prospective or current employee.

C-2. **OPPORTUNITY TO ADDRESS THE BOARD RELATING TO AGENDA ITEMS**

C-3. **Comments from the Finance Committee Chair (APPENDIX C-1)** - Mrs. Youngblood Brown

D. **APPROVAL OF MINUTES - The Superintendent of Schools recommends the following:**

I entertain a motion that the Board approve the following minutes:

- Agenda Meeting minutes of April 25, 2023
- Executive Session Meeting minutes of April 25, 2023
- Public Hearing Meeting minutes of April 26, 2023

E. **SECRETARY'S REPORT - The Superintendent of Schools recommends the following:**

1. **MONTHLY CERTIFICATION OF SCHOOL BUSINESS ADMINISTRATOR/BOARD SECRETARY**

Pursuant to N.J.A.C. 6A:23A-16.10(c)(3), I certify that as of the February 28, 2023 Board Secretary's Report, no line item account has encumbrances and expenditures which in total exceed the line item appropriation in violation of N.J.A.C. 6A:23A-16.10(a).

Peter E. Genovese III, RSBO, QPA
School Business Administrator/Board Secretary

2. **BUDGET TRANSFER REPORTS – FY2023 FEBRUARY**

I entertain a motion that the Board approve the following Budget Transfer Resolution (which will be labeled **APPENDIX E-1** and made part of the permanent minutes upon Board approval).

RESOLUTION

WHEREAS N.J.A.C. 6A:23A-16.10 "Budgetary Controls and Over expenditure of Funds" states a "district Board of Education or Charter School Board of Trustees shall implement controls over budgeted revenues and appropriations and shall not approve any obligation or payment in excess of the amount appropriated by the district Board of Education in the line item pursuant to N.J.S.A. 18A:22-8.1.

E. **SECRETARY'S REPORT - The Superintendent of Schools recommends the following (continued):**

2. **BUDGET TRANSFER REPORTS – FY2023 FEBRUARY (continued)**

NOW, THEREFORE BE IT RESOLVED that the attached line item transfers FY 2023 February as listed be approved for the month ending February 28, 2023.

Peter E. Genovese III, RSBO, QPA
School Business Administrator / Board Secretary

Ayes:

Nays:

Absent:

Date: May 24, 2023

3. **BOARD SECRETARY'S REPORT - FY2023 FEBRUARY**

I recommend the Board approve the Board Secretary's Report for the month ending February 28, 2023 (which will be labeled **APPENDIX E-2** and made part of the permanent minutes upon Board approval).

4. **REPORT OF THE TREASURER - FY2023 FEBRUARY**

I recommend the Board approve the Report of the Treasurer for the month ending February 28, 2023 (which will be labeled **APPENDIX E-3** and made part of the permanent minutes upon Board approval).

5. **MONTHLY CERTIFICATION OF BOARD OF EDUCATION**

I recommend the Board approve the following Resolution:

RESOLUTION

BE IT RESOLVED, that pursuant to N.J.A.C. 6A:23A-16.10(c)(4), we, the Members of the Board of Education, after a review of the Board Secretary's and Treasurer's Monthly Financial Reports and upon consultation with the appropriate district officials, certify that to the best of our knowledge that as of February 28, 2023 no major account or fund have been over-expended in violation of N.J.A.C. 6A:23A-16.10 (b) and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

Peter E. Genovese III, RSBO, QPA
School Business Administrator / Board Secretary

Ayes:

Nays:

Absent:

Date: May 24, 2023

E. **SECRETARY'S REPORT - The Superintendent of Schools recommends the following (continued):**

6. **BILLS AND CLAIMS - MARCH 1 - 31, 2023, APRIL 1 - 30, 2023 AND MAY 1 - 24, 2023 FOR THE CITY OF LONG BRANCH, VIOLETA PETERS AND TERESA BENOSKY**

I entertain a motion that the Board approve the bills and claims for March 1 - 31, 2023, April 1 - 30, 2023 and May 1 - 24, 2023 for the City of Long Branch, Violeta Peters and Teresa Benosky (which will be labeled **APPENDIX E-4** and made part of the permanent minutes upon Board approval).

7. **BILLS AND CLAIMS - MARCH 1 - 31, 2023, APRIL 1 - 30, 2023 AND MAY 1 - 24, 2023 FOR JOSEPH M. FERRAINA, THERESA DANGLER AND MARIANNE CARR**

I entertain a motion that the Board approve the bills and claims for March 1 - 31, 2023, April 1 - 30, 2023 and May 1 - 24, 2023 for Joseph M. Ferraina, Theresa Dangler and Marianne Carr (which will be labeled **APPENDIX E-4** and made part of the permanent minutes upon Board approval).

8. **BILLS AND CLAIMS - MARCH 1 - 31, 2023, APRIL 1 - 30, 2023 AND MAY 1 - 24, 2023 EXCLUDING THE CITY OF LONG BRANCH, VIOLETA PETERS, TERESA BENOSKY, JOSEPH M. FERRAINA, THERESA DANGLER AND MARIANNE CARR**

I entertain a motion that the Board approve the bills and claims for March 1 - 31, 2023, April 1 - 30, 2023 and May 1 - 24, 2023 excluding the City of Long Branch, Violeta Peters, Teresa Benosky, Joseph M. Ferraina, Theresa Dangler and Marianne Carr (which will be labeled **APPENDIX E-4** and made part of the permanent minutes upon Board approval).

9. **RECONCILIATION MONTHLY OPERATING REPORT – SODEXO – APRIL 30, 2023**

I entertain a motion that the Board approve the monthly operating report for the Sodexo Corporation, Food Service Management Company for the Long Branch School District for April 30, 2023 (which will be labeled **APPENDIX E-5** and made part of the permanent minutes upon Board approval).

10. **ELEMENTARY SCHOOLS, MIDDLE SCHOOL & HIGH SCHOOL STUDENT FUNDS AS OF APRIL 30, 2023**

I entertain a motion that the Board approve the monthly reports for the Elementary Schools, Middle School and High School Student Funds as of April 30, 2023 (which will be labeled **APPENDIX E-6** and made part of the permanent minutes upon Board approval).

11. **ATHLETIC FUND AS OF APRIL 30, 2023**

I entertain a motion that the Board approve the monthly report for the Athletic Fund as of April 30, 2023 (which will be labeled **APPENDIX E-6** and made part of the permanent minutes upon Board approval).

LONG BRANCH PUBLIC SCHOOLS

Long Branch, New Jersey

STUDENT REGISTRATION

(as of April 30, 2023)

	AAA	GLC	GRE	MA	JMFECLC	LWC	TOTAL ELEM	MS	HS	TOTAL
PreK				205	179	183	567			567
Kdg		10		117	101	83	311			311
1st	117	127	111				355			355
2nd	108	132	109				349			349
3rd	99	141	112				352			352
4th	106	143	107				356			356
5th	79	167	101				347			347
6th							0	366		366
7th							0	350		350
8th							0	340		340
9th							0		338	338
10th							0		399	399
11th							0		355	355
12th							0		366	366
MCI	17						17	5	16	38
CI									1	1
BD							0	8	17	25
LD			2				2	47	51	100
SLD	50						50	3	2	55
SC-LLD			27				27			27
AUT	23		26				49	10	21	80
Auditory Impairments			1				1			1
PD			4			35	39			39
OOD	8	0	5	0	2	3	18	10	23	51
TOTAL	607	720	605	322	282	304	2840	1139	1589	5568

April 30, 2022

School	AAA	GLC	GRE	MA	JMFECLC	LWC	Total Elem	MS	HS	Total
Totals	589	756	611	348	277	347	2928	1066	1562	5556

F. **SUPERINTENDENT'S REPORT**

1. **STUDENTS OF THE MONTH**

The following students have been selected as "Students of the Month";

SCHOOL

Amerigo A. Anastasia School
Audrey W. Clark School
George L. Catrambone School
Gregory School
High School
Historic High School
Joseph M. Ferraina ECLC
Lenna W. Conrow School
Middle School
Morris Avenue School

MAY

Bianca Araujo Rubim
Roberto Munguia
Vanessa Silva
Jacob Anthony Crist
Krishana Rachel Brooks
Galo Sleyther Sanchez Fajardo
Conor Manuel Stout
Alice Evellyn Lima Machado
Hailey M. Gomes
Ty'Son Juwan Jordan

2. **DISTRICT EMPLOYEES OF THE MONTH**

The following staff have been selected as "District Employees of the Month" - **MAY**

a. **EDUCATOR OF THE MONTH**

Kristin Kelly, Teacher, Joseph M. Ferraina, ECLC

b. **SUPPORT STAFF OF THE MONTH**

Lisbeth Flores, Instructional Assistant, Long Branch Middle School

3. **RECOGNITION OF ACHIEVEMENT**

VIOLETA PETERS, Board Vice President and **TASHA YOUNGBLOOD BROWN**, Board Member were recognized at the Monmouth County School Boards dinner on May 4, 2023 for their years of service. Violeta for 25 years and Tasha for 10 years.

4. **MEMORIAL DAY CONTEST WINNERS**

The following students have been selected as the winners of the Municipal Memorial Day Essay Contest. Each student will be presented with a \$100.00 cash prize.

Isabella Dos Santos	Gregory School	Grade 5
Jennifer Rocha Moreira	Middle School	Grade 6
Abraham Daniel	High School	Grade 11

5. **SCHOOL PRESENTATION**

Lenna W. Conrow Early Childhood Center is a place that is full of opportunity, rigor, respect, community and joy. Our students arrive each day eager to greet their teachers and friends. Throughout the day they are challenged with learning new concepts and exploring their own interests. We are confident that our students are receiving a foundation that will support them not only through their academic career but for their life. At Lenna Conrow we encourage everyone, everyday, to always choose Joy.

G. **GENERAL ITEMS - The Superintendent of Schools recommends the following:**

Comments from the Operation & Management Committee Chair (APPENDIX G-1)

Comments from the Instruction & Program Committee Chair (APPENDIX G-2)

Comments from the Communications/ Security Committee Chair (APPENDIX G-3)

1. **APPROVAL TO SUBMIT THE NJSIG SAFETY GRANT APPLICATION**

I recommend the Board approve/ratify the submission of the grant application for the 2023 Safety Grant Program through the New Jersey Schools Insurance Group's MOCSSIF Subfund for the purpose described in the application, in the amount of \$8,120.00 for the period July 1, 2023 through June 30, 2024.

2. **APPROVAL OF COOPERATIVE PURCHASES**

I recommend the Board approve/ratify the list of cooperative purchases that exceed the bid threshold as listed on **APPENDIX G-4**.

3. **APPROVAL OF AGREEMENT WITH MONMOUTH-OCEAN EDUCATIONAL SERVICES COMMISSION**

I recommend the Board approve the agreement with Monmouth-Ocean Educational Services Commission (MOESC) to be in effect from July 1, 2023 to June 30, 2024. The service provided is as follows:

- Non-Public Technology Services

4. **APPROVAL OF MONMOUTH-OCEAN EDUCATIONAL SERVICES COMMISSION INSTRUCTIONAL SERVICES AGREEMENT FOR ESSA FUNDS**

I recommend the Board approve the non-public instructional services agreement with Monmouth-Ocean Educational Services Commission (MOESC) to provide student auxiliary services, administrative and supervisory services in accordance with the Every Student Succeeds Act (ESSA) funds. This agreement will be in effect from July 1, 2023 through June 30, 2024.

I recommend the Board authorize **Alisa Aquino, Director of Grants & Innovative Programs**, or her designee, to serve as the district's contact person for the above actions.

I further recommend **Francisco E. Rodriguez, Superintendent of Schools**, be designated the Board's representative to implement the above actions.

5. **APPROVAL OF AGREEMENT WITH RWJ BARNABAS HEALTH – ONE SOURCE**

I recommend the Board approve an agreement with RWJ Barnabas Health – One Source for an Employee Assistance Program to be in effect from July 1, 2023 through June 30, 2026 at an annual total cost not to exceed \$17,670.

6. **APPROVAL OF THE NEW JERSEY DEPARTMENT OF EDUCATION 2021 - 2022 SELF ASSESSMENT FOR DETERMINING HIB**

I recommend the Board approve/ratify the New Jersey Department of Education 2021 - 2022 School Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights Act (HIB Grade Reports).

- G. **GENERAL ITEMS - The Superintendent of Schools recommends the following (continued):**
7. **APPROVAL OF TRANSPORTATION JOINTURE WITH ESTELLE MANOR SCHOOL DISTRICT**
I recommend the Board approve/ratify transportation for a Long Branch student (Local ID#11120086) to/from a group home in Estelle Manor, New Jersey to Atlantic County Special Services School district in Mays Landing, New Jersey. Transportation began in October of 2022 and will end on or about June 30, 2023 for a maximum of 161 days at \$114.63 per diem, at a total cost not to exceed \$18,455.43.
8. **APPROVAL OF TRANSPORTATION JOINTURE WITH THE DEPARTMENT OF CHILDREN & FAMILY SERVICES (DCF)**
I recommend the Board approve/ratify transportation for a Long Branch student (Local ID#20236651) to/from Long Branch, New Jersey to DCF Regional School, Monmouth Campus, Tinton Falls, New Jersey from November 28, 2022 to March 10, 2023 for a maximum of 67 days at \$75. per diem, at a cost not to exceed \$5,025.00.
9. **APPROVAL TO ADOPT CURRICULA UPDATES FOR THE 2023 - 2024 SCHOOL YEAR**
I recommend the Board approve the adoption of the curricula updates for the 2023 - 2024 school year as listed on **APPENDIX G-5**.
10. **APPROVAL TO SUBMIT 2023 NEW JERSEY DEPARTMENT OF EDUCATION EQUIVALENCY WAIVER**
I recommend the Board approve the submission of the 2023 New Jersey Department of Education Equivalency Waiver to the New Jersey Department of Education as part of the New Jersey Quality Single Accountability Continuum (NJQSAC) review. **APPENDIX G-6**.
11. **APPROVAL OF BEABLE AGREEMENT - SUMMER 2023 and SY 2022-2024**
I recommend the Board approve the agreement with Beable. This program will be utilized during the Summer STEAM program, the after-school STEAM program and for select bilingual classrooms at Long Branch Middle School. This platform creates adaptive pathways tailored for each learner that encompasses social emotional needs, career exploration and career-ready reading proficiency. This agreement will be in effect from July 1, 2023 through June 30, 2024 in an amount not to exceed \$139,350.00.
12. **APPROVAL TO MODIFY THE WILLIAM AND FRANCES KNOX SCHOLARSHIP**
I recommend the Board approve the modification of the William and Frances Knox Scholarship for this year only to award the scholarship in the amount of \$1,000 to two recipients who have been selected by the criteria previously established.
13. **APPROVAL TO MODIFY THE GREATER LONG BRANCH CHAMBER OF COMMERCE SCHOLARSHIP**
I recommend the Board approve the modification of the Greater Long Branch Chamber of Commerce to state that one of the recipients should be an active member of the Digital Arts Program.
14. **APPROVAL OF MUNICIPAL TAX PAYMENT SCHEDULE - 2023 - 2024**
I recommend the Board approve the attached Municipal Tax Payment Schedule for 2023 - 2024 as listed on **APPENDIX G-7**.

G. **GENERAL ITEMS - The Superintendent of Schools recommends the following (continued):**

15. **APPROVAL OF SHARED SERVICES AGREEMENT WITH OCEAN TOWNSHIP BOARD OF EDUCATION**

I recommend the Board approve the shared services agreement with Ocean Township Board of Education for bus mechanic services and maintenance for the period of July 1, 2023 through June 30, 2024.

16. **APPROVAL TO RENEW SOFTWARE LICENSE AGREEMENT WITH SYSTEMS 3000**

I recommend the Board approve the renewal of the software license agreement with Systems 3000 for a term of 3 years in an amount not to exceed the following:

7/1/2023	\$27,503.00
7/1/2024	\$28,053.00
7/1/2025	\$28,614.00

17. **APPROVAL TO GO OUT FOR A REQUEST FOR PROPOSAL FOR FY2025 DISTRICT FOOD SERVICE MANAGEMENT COMPANY**

I recommend the Board approve the School Business Administrator to go out for a Request for Proposal (RFP) for FY2025 district food service management company.

18. **APPROVAL TO GO OUT FOR A REQUEST FOR PROPOSAL FOR HEALTH CENTER MANAGEMENT**

I recommend the Board approve the School Business Administrator to go out for a Request for Proposal (RFP) for Health Center management.

19. **GIFTS TO SCHOOLS**

I recommend the Board accept the gifts to schools indicated - **APPENDIX G-8.**

H. **PERSONNEL ACTION - The Superintendent of Schools recommends the following:**

1. **REINSTATEMENT OF EMPLOYEE SUSPENDED WITH PAY - RESOLUTION**

I recommend the Board reinstate suspended with pay employee #4761, effective May 15, 2023 - **APPENDIX- H-1.**

2. **REINSTATEMENT OF EMPLOYEE SUSPENDED WITH PAY - RESOLUTION**

I recommend the Board reinstate suspended with pay employee #4355, effective May 15, 2023 - **APPENDIX- H-2.**

3. **RETIREMENT - CONTRACTUAL POSITION**

I recommend the Board accept the retirement of the following individuals:

CATHY BURNS, Confidential Secretary: Payroll/Revenue, effective September 1, 2023. Mrs. Burns has a total of 20 years and 3 months of service.

EDWARD McANDREWS, Bus Driver, effective July 1, 2023. Mr. McAndrews has a total of 10 years of service.

NANCY ROSATI, Instructional Assistant, effective July 1, 2023. Mrs. Rosati has a total of 12 years of service.

H. **PERSONNEL ACTION - The Superintendent of Schools recommends the following (continued):**

4. **RESIGNATION - CONTRACTUAL POSITION**

I recommend the Board accept the resignation of the following individuals:

CHRISTINE BOLLWAGE, Teacher, effective June 30, 2023.

ANNE GILL, Supervisor of Humanities, effective August 11, 2023.

JOELLEN DUNN, Teacher, effective June 30, 2023.

JOCELYN GRAHAM, Secretary, effective June 2, 2023.

LINDSEY MADING, Teacher, effective June 30, 2023

LORENZO MENNELLA, Custodian, effective June 30, 2023.

SARA TOMAS, Teacher, effective June 30, 2023.

5. **APPOINTMENT OF CERTIFIED STAFF**

I recommend the Board approve/ratify the appointment of the following named individuals who constitutes a careful selection and screening of applicants and is hereby recommended for an employment contract contingent upon the successful completion of their degree program, New Jersey Department of Education certification requirements, and all other state and federal guidelines included but not limited to: a criminal history clearance and successful clearance of S-141/A-3381 (P.L.2018, c.5) This initial appointment may change as district needs develop:

KAYLEE APPLE

Elementary Teacher
Gregory School
BA Step 1
\$57,491.00*

Certification: Teacher of Elementary K-6

Education: Stockton University

Replaces: Patricia Bruckner (Retirement)

(Acct.# 15-120-100-101-000-07-00) (UPC# 0668-07-GRDE1-TEACHR)

*Pending LBSEA Ratification

Effective: September 1, 2023

CHRISTAN COLON

Elementary Teacher
Gregory School
BA Step 1
\$57,491.00*

Certification: Teacher of PreSchool through Grade 3 & Teacher of Students with Disabilities

Education: Kean University

Replaces: Rachel Robinson (Retirement)

(Acct. #15-120-100-101-000-07-00) (UPC# 1065-07-TUTOR-TEACHR)

*Pending LBSEA Ratification

Effective: September 1, 2023

H. **PERSONNEL ACTION - The Superintendent of Schools recommends the following (continued):**

5. **APPOINTMENT OF CERTIFIED STAFF (continued)**

CHELSEA FOLEY

Elementary Teacher
Gregory School
BA Step 1
\$57,491.00*

Certification: Teacher of Elementary K-6
Education: Monmouth University
Replaces: Megan Farrell (Resignation)
(Acct. #15-120-100-101-000-07-00) (UPC# 0785-07-GRDE5-TEACHR)
*Pending LBSEA Ratification
Effective: September 1, 2023

RACHEL JOBES

Pre-School Teacher
Lenna W. Conrow School
BA Step 3
\$58,691.00*

Certification: Teacher of PreSchool through Grade 3
Education: Stockton University
Replaces: Jean Ann Wagner (Retirement)
(Acct. #20-218-100-101-000-08-00) (UPC# 0739-08-PRESC-TEACHR)
*Pending LBSEA Ratification
Effective: September 1, 2023

ERIN KOURIDAKIS

Elementary Teacher
Gregory School
BA Step 2
\$57,991.00*

Certification: Teacher of Elementary K-6 and Teacher of Reading
Education: Rowan University
Replaces: Nicole McCresh (Resignation)
(Acct.# 15-120-100-101-000-07-00) (UPC# 1526-07-BILNG-TEACHR)
*Pending LBSEA Ratification
Effective: September 1, 2023

AUSTIN KRYWINSKI

Math Teacher
High School
BA Step 1
\$57,491.00*

Certification: Teacher of Mathematics
Education: Rider University
Replaces: Emily Caponigro (Resignation)
(Acct. 15-140-100-101-000-01-00) (UPC# 1606-01-MATHC-TEACHR)
*Pending LBSEA Ratification
Effective: September 1, 2023

H. **PERSONNEL ACTION - The Superintendent of Schools recommends the following (continued):**

5. **APPOINTMENT OF CERTIFIED STAFF (continued)**

ALEXANDRA POPOVCHAK

Math Teacher
High School
MA Step 1
\$61,491.00*

Certification: Teacher of Mathematics

Education: Clemson University

Replaces: John Kuhlthau (resignation)

(Acct. 15-140-100-101-000-01-00) (UPC# 0169-01-MATHC-TEACHR)

*Pending LBSEA Ratification

Effective: September 1, 2023

SYDNEY STOUT

PreSchool Teacher
Lenna Conrow
BA Step 1
\$57,491.00*

Certification: Teacher of PreSchool through Grade 3

Education: James Madison University

Replaces: Danielle Demarco (Resignation)

(Acct.# 20-218-100-101-000-08-00) (UPC# 0739-08-PRESC-TEACHR)

*Pending LBSEA Ratification

Effective: September 1, 2023

6. **APPOINTMENT OF CONFIDENTIAL SECRETARY**

I recommend the Board approve the following named individual as a Confidential Secretary

CHRISTINE DEVANEY, Personnel Office at \$53,000, effective July 1, 2023.

Replaces: Yvelsie Vasquez (resignation).

(Acct. #11-000-251-100-000-10-01) (UPC# 0831-10-OFCSA-CONSEC)

7. **APPOINTMENT OF BUS DRIVERS**

I recommend the Board approve the following named individuals as a Bus Driver:

ELVIA FRANCO, Full-Time Bus Driver, Step 2 at \$39,443.00, effective September 1, 2023.

(Acct. #11-000-270-160-000-12-00) (UPC #1557-12-TRNSP-FTDRVR)

DORIA THROWER, Full-Time Bus Driver, Step 10 at \$43,330.00, effective September 1, 2023.

(Acct. # 11-000-270-162-000-12-00) (UPC # 1046-12-TRNSP-FTDRVR)

8. **APPOINTMENT OF INSTRUCTIONAL ASSISTANTS**

I recommend the Board approve the following named individuals as Instructional Assistants:

PATRICIA BROWN, Lenna Conrow, Step 1 at \$20,384.00, effective September 1, 2023

Pending Pre Requirements.* Replaces: JaKeia Goff (resignation)

(Acct. # 15-190-100-106-000-08-00) (UPC # 0758-08-KINDG-PARAPF)

H. **PERSONNEL ACTION - The Superintendent of Schools recommends the following (continued):**

8. **APPOINTMENT OF INSTRUCTIONAL ASSISTANTS (continued)**

VALERIA GARCIA, Audrey W. Clark, Step 1 at \$20,384.00, effective September 1, 2023
Pending Pre Requirements.* Replaces: Ja'Londa Boyd (resignation)
(Acct. #15-190-100-106-000-06-00) (UPC #1326-06-HSACH-PARAPF)

9. **PROFESSIONAL DEVELOPMENT**

I recommend the Board approve the attendance of the staff members as listed below:

Threat Assessment and Management Training \$25.24/hr.

Virtual Training on July 12, 2023 - 8:30am - 3:00pm

Ryan Burgess, Bruce Clay, Charles Condone, Madyson Dombrowiecki, James Ianicelli,
Michael Jones, Fermin Luna Hernandez, Tanya Martin, Manuel Rosario, Christopher
Sanchez, Darnell Tyler, Kimberly Walker, Joseph Winter

Virtual Training on June 29, 2023 - 8:30am - 3:00pm

Ronald Gallagher, Thomas McGlennon

10. **ANNUAL STIPEND POSITIONS - 2022-2023 SCHOOL YEAR**

I recommend the Board approve/ratify the following annual district stipend positions listed -

District

Home Instruction

\$29.70/hr.

Madyson Dombrowiecki

High School

Academic Lab Instructors - Homework Club

Seal of Biliteracy Testing (Saturday)

\$25.00/hr.

Gareth Grayson

11. **FUNDED STIPEND POSITIONS - 2022-2023 SCHOOL YEAR**

I recommend the Board approve/ratify the funded stipend positions as listed:

ESSA School Improvement Leader, K-5

\$1,287.50*

Lauren Sweet (AAA)

(2/1/23-6/30/23)*

Family Literacy Series Early Childhood Teacher Leader

\$29.87/hr.

Brenda Itzol

12. **DISTRICT PART-TIME STIPEND POSITIONS - SUMMER 2023**

I recommend the Board approve/ratify the following annual district stipend positions
as listed below:

Summer Program Nurses

\$29.60/hr.

Adora Dalupan, Patricia Decker-Boniello, Bo Hout, Alexandra Marchese,
Yonit Mendoza, Roxanne Santiago, Noreen Schifano

Garden Assistants (19 flexible hours)

\$26.00/hr.

Linda Bennett, Marjorie Chulsky, Michelle Gargiulo, Jennifer Long, Kristie
Madson, Edna Newman, Sherrie Robinson, Kelly Stone, Vito Terranova

- H. **PERSONNEL ACTION - The Superintendent of Schools recommends the following (continued):**
12. **DISTRICT PART-TIME STIPEND POSITIONS - SUMMER 2023 (continued)**
- Summer Bus Aides** \$14.13/hr.
Dorothy Bowles, Dawasia Jones, Kimmy Kiernan, Sonia Mendez,
Mariana Moreno, Ta'Tyana Snelling
- Summer Bus Drivers** \$145/day
Paul Arlotta, Dennis Berweiler, Elvia Franco, Sergio Guzman,
Patrick Johnson, Shannon King, Melanie Rizzo, Preston Thrower
- Adult ESL Summer Program Teacher (Grant Funded)** \$25.00/hr.
Alex Casares
13. **HIGH SCHOOL PART-TIME AND STIPEND POSITIONS - SUMMER 2023**
I recommend the Board approve/ratify the following part-time and stipend positions:
- High School Summer Enrichment AP Literature Teacher** \$26.00/hr.
Tara Okun
- High School Summer Enrichment AP Government & Politics Teacher** \$26.00/hr.
Amanda McEwan
- High School Summer Program Substitute Teacher** \$26.00/hr.
Allyssa Lompado
14. **MIDDLE SCHOOL PART-TIME AND STIPEND POSITIONS - SUMMER 2023**
I recommend the Board approve/ratify the following part-time and stipend positions:
- Middle School Summer Program Social Studies Teacher** \$26.00/hr.
Vade Hanlon
- Middle School Enrichment Teachers** \$26.00/hr.
Gabriela Rodrigues, Maranda Sagos
15. **ELEMENTARY K-5 STEAM PART-TIME AND STIPEND POSITIONS - SUMMER 2023**
I recommend the Board approve/ratify the following part-time and stipend positions:
- STEAM Summer Program Teachers** \$26.00/hr.
Ja'londa Boyd, Rebecca DeJesus, Patti Grayson, Janna Montague,
Diamond Vega
- STEAM Summer Program Substitute Teachers** \$26.00/hr.
Kobe Brown, Caitlin Cannito, Danisha Clayton, Rebecca DeJesus,
Kamilla Dosantos, Emma Falk, Monica Holley, Shana Linton-Sanderson,
Janna Montague, Lisann Perulli, Vito Terranova

H. **PERSONNEL ACTION - The Superintendent of Schools recommends the following (continued):**

16. **EXTENDED SCHOOL YEAR STIPENDS - Summer 2023**

I recommend the Board approve/ratify the following part-time and stipend positions:

Case Conference Teachers \$75.00/case

Dawn Ciarmella, Christina Marra, Amanda McDonald,
Michelle Fowler, Kim Walker

Case Conference CST - Social Worker \$75.00/case

Sarah Martin, Kerry Santos, Lisa Valenti

Case Conference CST - Speech Therapist \$75.00/case

Mia Apostle, Marueen Dalton

CST Evaluations - Social Worker \$350.00/case

Sarah Martin, Laura Ruggiero, Kerry Santos, Lisa Valenti

CST Evaluations - Speech Therapist \$350.00/case

Mia Apostle, Maureen Dalton

ESY Elementary Instructional Assistants \$14.13/hr.

Elvia Franco, Karla Bermudez Hernandez, Shardaye Williams,
Burak Ates, Mirella Gonzalez, Kim Koller

ESY High School Special Education Teachers \$26.00/hr.

Jennifer Santana

ESY PreK & Kindergarten Instructional Assistants \$14.13/hr.

Tatiana Corbett, Rute Nunes Bento

ESY Substitute Teachers \$26.00/hr.

George Alonzo, Karla Bermudez Herrera, Kristy Corcoran, Jennifer Flint,
Michelle Fowler, Cheryl Haynes, Olivia Majeski, Michelle Petillo

17. **STUDENT TEACHER/INTERN PLACEMENT**

I recommend the individuals listed be authorized to conduct their student teaching in the Long Branch Public Schools as indicated during the 2022-2023 school year. Long Branch Public School employees must complete their student teaching and/or internship outside of their contractual hours.

Monmouth University

Adriana Miellos

Location

Audrey W. Clark School

September 2023-May 2024

Meghan Mueller

Monmouth University

Kamilla Dosantos

Location

Long Branch High School

September - December 2023

Hema Solanki

H. **PERSONNEL ACTION - The Superintendent of Schools recommends the following (continued):**

18. **APPOINTMENT OF SUBSTITUTES FOR THE 2022-2023 SCHOOL YEAR**

I recommend the Board approve/ratify the following substitutes for the 2022-2023 school year:

SUBSTITUTE CORRIDOR AIDE - PENDING FINGERPRINTS*

Jonathan Simoes*

SUBSTITUTE TEACHERS - PENDING FINGERPRINTS*

Aaliyah Brown, Alexander Shawn*, Natalia Della Ragione* Christopher Johnson, Luke Yates

19. **APPROVAL TO CHARGE SALARIES TO FEDERAL GRANTS FOR FY2022**

I recommend the Board approve/ratify the following individuals and their respective allocation of federal salaries to be charged to the federal CARES grant for FY2022 as listed:

<u>Name</u>	<u>Amount</u>
Alyssa Arcangelo	\$32,926.60
Luke Balina	\$59,311.00
Abigail Berbrick	\$55,411.00
Christine Bharda	\$38,787.70
Alexa Booth	\$55,411.00
Caitlyn Cannito	\$55,411.00
Jamie Hayes	\$55,000.00
Sarah Martin	\$55,000.00

20. **APPROVAL OF SCHOOL BUSINESS ADMINISTRATOR CONTRACT**

I recommend the Board approve the following resolution:

RESOLUTION

WHEREAS, the State of New Jersey requires that annually the School Business Administrator's contract be reviewed by the County Office prior to approval by the local Board of Education and,

WHEREAS, said approval has been received by the Executive County Superintendent of Schools,

NOW THEREFORE BE IT RESOLVED, that the Board of Education approve the contract of Peter E. Genovese, III, RSBO, QPA at a salary of \$280,727.00 for FY24.

Peter E. Genovese III, RSBO, QPA
School Business Administrator/Board Secretary

Ayes:

Nays:

Absent:

Date: May 24, 2023

H. **PERSONNEL ACTION - The Superintendent of Schools recommends the following (continued):**

21. **APPROVAL OF ASSISTANT SUPERINTENDENT OF SCHOOLS CONTRACT**

I recommend the Board approve the following Resolution:

RESOLUTION

WHEREAS, the State of New Jersey requires that annually the Assistant Superintendent of Schools' contract be reviewed by the County Office prior to approval by the local Board of Education and,

WHEREAS, said approval has been received by the Executive County Superintendent of Schools,

NOW THEREFORE BE IT RESOLVED, that the Board of Education approve the contract of JanetLynn Dudick, Ph.D. at a salary of \$208,466.00 for FY24.

Peter E. Genovese III, RSBO, QPA
School Business Administrator/Board Secretary

Ayes:

Nays:

Absent:

Date: May 24, 2023

22. **APPROVAL OF ASSISTANT SUPERINTENDENT FOR LEADERSHIP AND INNOVATION CONTRACT**

I recommend the Board approve the following Resolution:

RESOLUTION

WHEREAS, the State of New Jersey requires that annually the Assistant Superintendent for Leadership and Innovation contract be reviewed by the County Office prior to approval by the local Board of Education and,

WHEREAS, said approval has been received by the Executive County Superintendent of Schools,

NOW THEREFORE BE IT RESOLVED, that the Board of Education approve the contract of Frank Riley at a salary of \$175,000.00 for FY24.

Peter E. Genovese III, RSBO, QPA
School Business Administrator/Board Secretary

Ayes:

Nays:

Absent:

Date: May 24, 2023

H. **PERSONNEL ACTION - The Superintendent of Schools recommends the following (continued):**

23. **APPROVAL OF ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION CONTRACT**

I recommend the Board approve the following Resolution:

RESOLUTION

WHEREAS, the State of New Jersey requires that annually the Assistant Superintendent for Curriculum and Instruction contract be reviewed by the County Office prior to approval by the local Board of Education and,

WHEREAS, said approval has been received by the Executive County Superintendent of Schools,

NOW THEREFORE BE IT RESOLVED, that the Board of Education approve the contract of Nicole Esposito at a salary of \$175,000.00 for FY24.

Peter E. Genovese III, RSBO, QPA
School Business Administrator/Board Secretary

Ayes:

Nays:

Absent:

Date: May 24, 2023

24. **ATTENDANCE AT CONFERENCES/MEETINGS**

I recommend the Board approve the attendance of the staff members at the conferences listed - **APPENDIX H-3**.

25. **FAMILY/MEDICAL LEAVE OF ABSENCE**

I recommend the Board approve/ratify the family/medical leaves of absence as listed on **APPENDIX H-4**.

26. **APPROVAL OF MEMORANDUM OF AGREEMENT AND SALARIES**

I recommend the Board approve the Memorandum of Agreement with the Long Branch Principals and Directors Association (LBPDA) as listed on **APPENDIX H-5**.

27. **APPROVAL OF MEMORANDUM OF AGREEMENT AND SALARIES**

I recommend the Board approve the Memorandum of Agreement with the Long Branch Supervisors and Coordinators Association (LBSCA) as listed on **APPENDIX H-6**.

28. **APPROVAL OF MEMORANDUM OF AGREEMENT**

I recommend the Board approve the Memorandum of Agreement and salary guides with the Long Branch School Employees Association (LBSEA) as listed on **APPENDIX H-7**.

29. **APPROVAL OF SALARIES FOR UNAFFILIATED EMPLOYEES**

I recommend the Board approve all salaries for Unaffiliated employees as listed on **APPENDIX H-8**.

I. **STUDENT ACTION - The Superintendent of Schools recommends the following:**

1. **APPROVAL OF MONTHLY HIB REPORT P.L. 2010. C. 122 (A-3466)**

I recommend the Board approve the monthly report as required by statute - **APPENDIX I-1.**

2. **FIELD TRIP APPROVALS**

I recommend the Board approve the Field Trips indicated (which will be labeled **APPENDIX I-2** and made part of the permanent minutes upon Board approval).

3. **PLACEMENT/TERMINATION OF STUDENTS ON HOME INSTRUCTION - 2022 - 2023 SCHOOL YEAR**

I recommend the Board approve/ratify the placement/termination of home instruction for the 2022 - 2023 school year for the students listed on **APPENDIX I-3.**

4. **CORRECTIONS/REVISION TO MINUTES**

I recommend the Board approve the following corrections/revisions to minutes:

January 18, 2023

Conferences

Roy Palijaro, High School teacher, to attend the NJTESOL/NJBE Spring Conference 2023, sponsored by TESOL/NJBE, on May 25, 2023, to be held at the Hyatt Regency Hotel, New Brunswick, NJ (Acct. # 15-000-223-500-100-07-44).\$325.00. This should have read Allyson Stagich.

Approval to Accept Additional Funding Chapters 192/193

That the Board approve the acceptance of additional funding for Chapters 192/103 as indicated: Chapter 193 - Compensatory Program; Approved to Date - \$2,478; Additional Entitlement - \$2,478; New Entitlement - \$4,956. This should have read Chapter 193 - Supplemental Instruction.

April 27, 2022

Approval of Cooperative Purchases

That the Board approve the list of cooperative purchases that exceed the bid threshold as listed on Appendix G-3. This should have read that Appendix G-3 will be considered as other capital projects.

Summer and Part-Time Stipend Positions - Summer 2023

AWC Team Leaders Summer (10 days) - Read: Meghan Mueller (5 days), Maureen Hague (5 days). This should have read: Meghan Mueller (10 days).

AWC Team Leaders Summer (5 days) - Read: Lindsay Stefan (5 days). It should have read: Lindsay Stefan (5 days), Maureen Hague (5 days).

J. **OPPORTUNITY TO ADDRESS THE BOARD ON NON-AGENDA ITEMS**

K. **ADJOURNMENT**

**FINANCE COMMITTEE AGENDA
TUESDAY, APRIL 25, 2023
350 INDIANA AVENUE
LONG BRANCH, NEW JERSEY
5:00 P.M.**

MINUTES

COMMITTEE MEMBERS

Tasha Youngblood Brown, Chairperson
Violeta Peters
Armand Zambrano
Theresa Dangler

ADMINISTRATORS

Francisco E. Rodriguez
Peter E. Genovese III
Nancy L. Valenti

The following information was highlighted at the Finance Committee Meeting:

1. Financial Management

- F10 – General Fund (General Operations)
- F20 – Special Revenue Funds (Grants)
- F30 – Capital Projects Fund (Proceeds from a Bond Referendum)
- F40 – Debt Service Fund (Payback of Bonds)
- F50 – Permanent Fund (Endowment) - None
- F60 – Enterprise Fund (Food Service Activity)
- F70 – Internal Service Fund (Self Insured Medical Activity)
- F80 – Trust Funds (Scholarships)
- F90 – Agency payments and Student Funds

- a. The Committee reviewed the following and are presented for full Board Approval:

i. Bills & Claims

ii. Scholarship account balance – March \$ 435,538.47

iii. Student Fund Balances – March -

1.	Pre-Schools	\$ 149.19
2.	Elementary Schools	\$ 7,205.01
3.	Middle School	\$ 31,342.72
4.	High School	\$ 91,048.65
5.	Athletic Fund	\$ 21,960.77

2. Current Budget Update

- i. Budget will be closing down on April 30
- ii. Reviewing all available funds for current potential acquisition.

3. Long Term Planning

- a. Mr. Rodriguez and I met with the Mayor, BA and Rose Widdis to review State aid – and local fair share analysis
- b. FY24 Budget – Reductions were made based on Personnel adjustments and Summer camp

4. Grants update

- a. Excel Chart

5. Current Health Plan

Service	January	February	March
Doctor / Nurse Practitioner	179	194	228
Prescription Dispensed	102	108	116
Physical Therapy	37	46	76
Lab visits	75	94	81
Customer Services	156	191	123
Chiropractic Services	69	65	58
Acupuncture	35	35	43
Behaviorist Visits	4	11	0
X-Ray	18	19	16
Telemedicine/Telephone	136	123	112
Covid Test /Vaccine	80	63	74

- a. Reimbursement from Integrity Health under the State Health Benefits Plan update.



MINUTES

APPENDIX G-1

OPERATION AND MANAGEMENT COMMITTEE

Wednesday, May 10, 2023 - 6:30 PM

540 Broadway - 3rd Floor Conference Room or via Zoom

<https://us06web.zoom.us/j/84829560889>

Meeting ID: 848 2956 0889

COMMITTEE MEMBERS:

Armand Zambrano, Chairperson

Teresa Benosky

Joseph M. Ferraina

Rick Garlipp

ADMINISTRATORS:

Francisco E. Rodriguez

Peter E. Genovese III, RSBO, QPA

Ann C. Degnan

Christopher A. Dringus

FACILITIES

Playgrounds -

- Morris Avenue School - The project is nearly completed. The flooring is complete and all safety changes are finished. We are waiting for one last piece for a pole that will hold the shade.
- 540 Broadway - The new playground installation is on hold until the work on the southeast side of the building is completed.
- Lenna W. Conrow School - Long Branch was awarded an \$80,000 grant to replace the flooring and expand the playground. There will need to be local matching funds as this project could cost up to \$175,000.

Vehicles -

- We received a new Kubota on April 27, 2023. Our last Kubota was purchased in 2008.
- We are scheduled to receive a bucket truck on May 8, 2023. This will allow us to perform work we would otherwise farm out to vendors, i.e. replace the lights and solar sensors on the poles at the Gregory School and the High School buildings.

HVAC Projects -

- Amerigo A. Anastasia School - We are scheduling replacement of the roof top units and 5 out of the 7 air handlers this summer. These units service the largest areas in the school. The last 2 units have not been ordered yet. The school will be closed for summer camp as it will take 4 to 6 weeks to get the air conditioning back on in the school in the larger areas. This project will be paid for through SDA 21 - 22 funds.
- Gregory School - These units will also be replaced utilizing the School and Small Business Energy Efficiency Stimulus Program (SSB) grant. The engineering work has not started.

FACILITIES (continued)

HVAC Projects (continued) -

- Lenna W. Conrow School - The APR units will be replaced. The engineering is complete. We are waiting on cost submittals to review. This project will be paid for through ESSR III funds.
- High School Band Room - This unit will be replaced. The engineering is complete. We are waiting on cost submittals to review. This project will be paid for through the SSB grant.
- Middle School main gym and other roof top units -These units will be replaced. The engineering is complete and we are waiting for cost submittals to review. This project will be paid for through the SSB grant.
- High School units in the lobby, first floor and some units on the fourth floor will be replaced. The engineering has not started yet. This project will be paid for through the SSB grant.
- JMFELC units - The air handler for the all-purpose room is SDA funded and is being scheduled for this summer. Air handlers for the main office and hallways will be replaced using the SSB funds

TECHNOLOGY

- District wide radios - The infrastructure is completed and the 3 sites (Lenna W. Conrow School, George L. Catrambone School and the High School) are all communicating. Two test radios have been programmed and installed.
- Internet - The 10gbps link has been activated, doubling our bandwidth for a lower yearly cost.
- 540 Broadway - The MDF rewiring project has been completed and the new network switches are active.
- Lenna W. Conrow School - All PC's will be replaced this summer.
- Middle School - All desktop printers will be replaced this summer.

GOALS

1. The committee members will actively participate in professional dialog pertaining to facility management and preventative maintenance.
2. The committee members will seek professional learning experiences pertaining to facility operations with specific focus towards: educational code, NJ statute, federal guidelines, technology advancements, policy revisions, and initiatives put forth by the Department of Education.



MINUTES

INSTRUCTION AND PROGRAMS COMMITTEE

Wednesday, May 10, 2023 - 5:00 PM
 540 Broadway - 3rd Floor Conference Room
<https://us06web.zoom.us/j/85788916073>
 Meeting ID: 857 8891 6073

COMMITTEE MEMBERS:

Violeta Peters: Chair
 Lucille Perez
 Maria Teresa Benosky
 Rick Garlipp

ADMINISTRATORS:

Francisco E. Rodriguez
 JanetLynn Dudick, Ph.D.
 Frank Riley
 Nicole Esposito
 Tara Puleio

1. Adoption of Curriculum
2. New Jersey Student Learning Standards
 - a. Upcoming Changes to ELA and Math standards
3. Instructional Programs & Resources
 - a. Pre-School C4L Pilot
 - b. Climate Change Grant
 - c. Sustainability Elective
4. State Testing Updates
5. SBYS Updates
6. QSAC - Attendance Waiver
7. Next I & P Committee Meeting Date

INSTRUCTION & PROGRAMS COMMITTEE GOALS

The committee members will actively participate in professional dialog pertaining to the NJ Student Learning Standards, student assessment data, and equitable access to a variety of diverse learning opportunities which will prepare students for life after high school regardless of the chosen pathway in college, trades, or military.

The committee members will seek professional learning experiences pertaining to curriculum and instruction with specific focus towards: the NJ Student Learning Standards, student assessment data, and equitable access to a variety of diverse learning opportunities which will prepare students for life after high school regardless of the chosen pathway in college, trades, or military.



MINUTES

COMMUNICATIONS/SECURITY COMMITTEE

Wednesday, May 3, 2023 - 5:00 PM
 540 Broadway - 3rd Floor Conference Room
<https://us06web.zoom.us/j/86569478508>
 Meeting ID: 865 6947 8508

COMMITTEE MEMBERS:

Avery Grant: Chair
 Tasha Youngblood Brown
 Armand Zambrano
 Joseph Ferraina

ADMINISTRATORS:

Francisco E. Rodriguez
 Frank Riley
 Walter O'Neill

- 1) Threat Assessment Team Training
 - a) All staff have been registered to attend this in July
 - b) Board Approved at 4/26 Meeting
- 2) Radios Update
 - a) 4 Buildings are operational ahead of September implementation
- 3) Cybersecurity Reporting
 - a) Handout
- 4) Planning Meeting with LB Public Safety Director Broughton
 - a) Graduation and End of Year Event Planning
 - b) School Resource Officers

Committee Goals:

The committee members will actively participate in professional dialogue pertaining to school safety and district public relations.

The committee members will seek professional learning experiences pertaining to school safety and communications, with specific focus towards homeland security standards, NJ statute, federal guidelines, best practices and policy revisions.

APPENDIX G-4

PURCHASE ORDERS REQUIRING BOARD APPROVAL

CDW – G	250 HP Chromebook 11MK Education Edition; 250 Google Chrome Education Upgrade	\$62,875.00	ESCNJ/AEPA-22G



Curriculum to be Approved and Finalized for September 2023 Implementation

Grades 9-12 Curricula:

- Spanish IV
- Italian IV
- French IV
- Portuguese I
- Portuguese II
- History of Long Branch
- Teen Pep

Curriculum to be Written During the 2023-2024 School Year

K-5 Curriculum:

- *K-5 Reading
- *K-5 Writing
- *K-5 Math

Grades 6-8 Curriculum:

- *6-8 Math
- *Grade 6 Accelerated Math
- *Grade 6 Advanced Math
- *Grade 6 Accelerated Math
- *Grade 7 Advanced Math
- *6-8 Language Arts Literacy
- Sustainability Elective

Grades 9-12 Curriculum:

- *Algebra I
- *Algebra I Lab
- *Algebra I Honors
- *Geometry/Geometry Honors
- *Algebra II/Algebra II Honors
- *Precalculus/Precalculus Honors
- *Statistics/Statistics Honors

Grades 9-12 Curriculum Continued:

- *Financial Algebra
- *Accounting
- *English 9/English 9 Honors
- *English 10/English 10 Honors
- *English 11/English 11 Honors
- *English 12/English 12 Honors
- AP Calculus
- AP Language & Composition
- Personal Finance
- Tech Apps
- Marketing
- AP Government & Politics
- AP Human Geography
- AP Macroeconomics
- AP Psychology
- AP United States History
- Carpentry III
- *6-12 ESL Revisions

**The NJDOE anticipates that revised ELA and Mathematics standards will be adopted by the State Board of Education in August 2023 for September 2024 implementation. The district will update ELA and Mathematics curricula to reflect alignment to the revised 2023 ELA and Mathematics standards.*

New Jersey Department of Education Equivalency Application

County Monmouth County County Code # 25
 School District Long Branch Public Schools District Code # 2770

“Equivalency” means approval to achieve the intent of a specific rule through an alternate means that is different from, yet judged to be comparable to or as effective as, those prescribed within the rule.

1. List the specific Administrative Code citation(s) that necessitates the proposed equivalency. As **the Department cannot approve an equivalency for an entire chapter, subchapter or section** (e.g., N.J.A.C. 6A:5, N.J.A.C. 6A:5-1 or N.J.A.C. 6A:5-1.1, respectively), all applications must include a citation at least at the subsection level (e.g., N.J.A.C. 6A:5-1.1(a)). Do *not* include a statutory citation (N.J.S.A. or N.J.S.) as the Department does not have the authority to waive state law.

N.J.A.C. 6A:32-8
N.J.A.C. 6A:16.7.6

2. Describe what the school district intends to accomplish through the equivalency that is currently prevented or disallowed by the existing rule(s).

The Long Branch Public School District is requesting to substitute Instruction and Program DPR Indicator 7, which utilizes attendance data from 2021-22. The district believes it is in the best interest of its students and staff to measure its Chronic Absenteeism during the year preceding the pandemic, which was 2018-19. Furthermore, as the district and its families were following guidance provided in “The Road Forward,” the district does not feel attendance could be quantified and assessed in a year where all guidance provided encouraged families to keep children home when sick. And while guidance provided in “The Road Forward” allowed for virtual/remote instruction to occur for a student who was Covid positive, it also outlined very clearly that all children should remain home if sick, thus not always allowing for virtual instruction in accordance with this guidance. This resulted in higher than normal chronic absenteeism rates during a school year where the pandemic was still occurring.

3. Describe why an equivalency is necessary to accomplish the desired or measurable result(s).

By approving this application, the Commissioner will allow the Long Branch Public School District to be evaluated through an equivalent set of quality performance indicators. Utilization of district Chronic Absenteeism rates from the 2021-22 school year, where there were still mandates in place pertaining to quarantining, misrepresents the absentee rate of the district when compared to the years preceding the pandemic. The district is requesting permission to replace QSAC I&P Indicator 7 with previous data more reflective of times preceding the pandemic, which required students to not attend school and, through the issuance of Governor Murphy E.O. 175, in fact required that all students remain home.

4. Describe how the proposed equivalency meets the following three criteria, pursuant to N.J.A.C. 6A:5-1.3(a):

- The spirit and intent of N.J.S.A. 18A, applicable Federal laws and regulations, and N.J.A.C. 6A are served by granting the waiver;
- The provision of a thorough and efficient education to the school district's students is not compromised as a result of the equivalency; and
- There will be no risk to student health, safety or civil rights by granting the waiver.

The equivalency will use the district attendance data as related to Chronic Absenteeism from school year immediately prior to the onset of the pandemic, as well as data collected during the time leading up to March 13, 2020, which was the final day of school for the 2019-20 school year. Our district attendance rate for the time period outlined above is reflective of a pre-pandemic society, in a time where health mandates and guidance was much less restrictive than that which was issued from both the Governor and State Department of Health for the year which the Long Branch Public School District is being assessed (2021-22). We are proposing this equivalency as a means to utilize results leading up to the shut down of school for Covid 19. Additionally, as we have navigated through a global pandemic, a great deal of professional development time has been spent by our staff analyzing data and developing plans to address the mental health and wellness of our students as a result of the pandemic, something which has directly attributed to current chronic absenteeism rates. There is no risk to the health, safety, or civil rights of the students we serve by granting the equivalency.

5. Describe the process, including solicitation of input and public comment, employed to inform the community, parents, district board of education members, administrators and staff during the proposal's development.

1. **March 7, 2023** – Administrative team met to outline the ideas and timeline for the proposal.
2. **March 8, 2023** – Staff is provided the outline and asked to discuss and/or submit thoughts, ideas, and comment regarding proposal.
3. **May 10, 2023** – Proposal is presented to the **Instruction & Programs Committee** of the Long Branch Board of Education. After a thorough explanation, the committee is asked to discuss and/or submit thoughts, ideas, and comment regarding the proposal.
4. **May 19, 2023** – Proposal is sent to the remaining members of the board of education for review.

5. **May 24, 2023 – Public Board Meeting** – At this meeting, the Superintendent and Assistant Superintendent of Schools will review the school year 2021-2022 chronic absenteeism rate in comparison to the 2018-19 and 2019-20 rates. We will provide a thorough explanation of the proposal and why it better reflects reasons why an equivalency waiver is appropriate and necessary in the Long Branch Public School District. During that time, the board of education as well as the community/parents will have an opportunity to provide input, ask questions, and discuss thoughts/ideas.

6. Provide the date the district board of education adopted a resolution supporting the proposed equivalency.

The Board of Education will adopt a resolution supporting the proposed equivalency on May 24, 2023.

I, Francisco E. Rodriguez, Superintendent of Schools, certify the information presented in this application is true and accurate to the best of my knowledge.

Chief School Administrator

Signature

Date

Please submit the completed application to your Executive County Superintendent.

FY 2024 TAX PAYMENT SCHEDULE

APPENDIX G-7

TAXES TO BE RECEIVED: \$54,752,914

CURRENT EXPENSES: \$54,162,039
DEBT SERVICE: \$590,875

2023-24 District Tax

DUE DATE	TYPE OF TAXES	STATUTORY REQUIREMENTS	MONTHLY TOTAL	BALANCE DUE
2023				
JUL 14	CURRENT DEBT SERVICE	\$7,041,065 \$67,938	\$7,109,003	\$47,643,911
AUG 15	CURRENT	\$7,041,065	\$7,041,065	\$40,602,846
SEP 15	CURRENT	\$3,249,722	\$3,249,722	\$37,353,124
OCT 16	CURRENT	\$3,249,722	\$3,249,722	\$34,103,402
NOV 15	CURRENT	\$3,249,722	\$3,249,722	\$30,853,680
DEC 15	CURRENT DEBT SERVICE	\$3,249,724 \$522,937	\$3,772,661	\$27,081,019
TOTAL FOR 2023		\$27,671,895	\$27,671,895	
2024				
JAN 16	CURRENT	\$4,513,503	\$4,513,503	\$22,567,516
FEB 15	CURRENT	\$4,513,503	\$4,513,503	\$18,054,013
MAR 15	CURRENT	\$4,513,503	\$4,513,503	\$13,540,510
APR 15	CURRENT	\$4,513,503	\$4,513,503	\$9,027,007
MAY 15	CURRENT	\$4,513,503	\$4,513,503	\$4,513,504
JUN 14	CURRENT	\$4,513,504	\$4,513,504	\$0
TOTAL FOR 2024		\$27,081,019	\$27,081,019	
GRAND TOTAL		\$54,752,914	\$54,752,914	\$0

GIFTS TO SCHOOL

Jacob's Ladder
Adam Belfer

Long Branch High School
Football Equipment
Value: (\$3,373.00)

Nicole Barkus

Long Branch High School
Prom, Gift Card
Value: (\$25.00)

Diane Eitel-Wortman

Long Branch High School
Prom Clothing and Accessories
Value: (\$350.00)

Sarah Hansen

Audrey W. Clark School
Green Polo Shirts
Value: (\$503.44)

Evolution The Salon

Long Branch High School
Prom, Gift Cards
Value: (\$220.00)

Jose Santos

Amerigo A. Anastasia
Califone Deluxe Soft Rocker
Value: (\$3,144.19)

RESOLUTION

BOARD OF EDUCATION OF THE CITY OF LONG BRANCH

IN THE COUNTY OF MONMOUTH

BE IT RESOLVED, that the Board of Education of the City of Long Branch, in the County of Monmouth ("Board of Education"), based on the recommendation of the Superintendent of Schools, suspended with pay employee #4761, effective March 22, 2023 pending the results of an investigation.

NOW THEREFORE BE IT RESOLVED, that the Board of Education, reinstate employee #4761, effective May 15, 2023.

Peter E. Genovese III, RSBO, QPA
School Business Administrator/Board Secretary

Ayes:
Nays:
Absent:
Date: May 24, 2023

RESOLUTION

BOARD OF EDUCATION OF THE CITY OF LONG BRANCH

IN THE COUNTY OF MONMOUTH

BE IT RESOLVED, that the Board of Education of the City of Long Branch, in the County of Monmouth ("Board of Education"), based on the recommendation of the Superintendent of Schools, suspended with pay employee #4355, effective March 31, 2023 pending the results of an investigation.

NOW THEREFORE BE IT RESOLVED, that the Board of Education, reinstate employee #4355, effective May 15, 2023.

Peter E. Genovese III, RSBO, QPA
School Business Administrator/Board Secretary

Ayes:
Nays:
Absent:
Date: May 24, 2023

CONFERENCES

- Robert Clark** **\$1,049.00**
 Music Teacher, to attend Marching Arts Education Summit, sponsored by Vivace Productions, on **July 24, 25, 26, & 27, 2023**, to be held in West Chester University, West Chester PA, (Acct. # 15-000-223-500-169-01-44).
- Carrie Cho** **\$259.00**
 ESL Teacher, to participate in Catching Up Your English Language Learners Who Have Fallen Behind, sponsored by Bureau of Education and Research on **July 11, 2023**, to be held On-Line/Virtual. (Acct. # 20-242-200-500-242-25-00 Title III).
- Gina Crouch** **\$0**
 English Teacher to participate as an AP Grader for AP English Language and Composition, Sponsored by College Board, on **June 12, 13, 14, & 15, 2023** to be held Virtual. (No Cost)
- Michele Falco** **\$259.00**
 Literacy Coach, to participate in Catching Up Your English Language Learners Who Have Fallen Behind, sponsored by Bureau of Education and Research on **July 11, 2023**, to be held On-Line/Virtual. (Acct. # 20-242-200-500-242-25-00 Title III).
- Fabianne Flores Tirado** **\$259.00**
 Teacher, ESL, to participate in Catching Up Your English Language Learners Who Have Fallen Behind, sponsored by Bureau of Education and Research on **July 11, 2023**, to be held On-Line/Virtual. (Acct. # 20-242-200-500-242-25-00 Title III).
- Elizabeth Gannon** **\$259.00**
 Teacher, ESL, to participate in Catching Up Your English Language Learners Who Have Fallen Behind, sponsored by Bureau of Education and Research on **July 11, 2023**, to be held On-Line/Virtual. (Acct. # 20-242-200-500-242-25-00 Title III).
- Maribel Hernandez** **\$259.00**
 ESL Teacher Assistant, to participate in Catching Up Your English Language Learners Who Have Fallen Behind, sponsored by Bureau of Education and Research on **July 11, 2023**, to be held On-Line/Virtual. (Acct. # 20-242-200-500-242-25-00 Title III).
- Lupe Kiy** **\$259.00**
 Teacher, ESL, to participate in Catching Up Your English Language Learners Who Have Fallen Behind, sponsored by Bureau of Education and Research on **July 11, 2023**, to be held On-Line/Virtual. (Acct. # 20-242-200-500-242-25-00 Title III).
- Karyn Kukushev** **\$259.00**
 ESL Teacher, to participate in Catching Up Your English Language Learners Who Have Fallen Behind, sponsored by Bureau of Education and Research on **July 11, 2023**, to be held On-Line/Virtual. (Acct. # 20-242-200-500-242-25-00 Title III).

Jennifer Long	\$595.00
Teacher, ESL, to participate in Help English Language Learners Exit Your ELL Program: Powerful Strategies to Increase Student Success, sponsored by Bureau of Education and Research on June 26, 2023 , to be held On-Line/Virtual. (Acct. # 20-242-200-500-242-25-00 Title III).	
Alison Munoz-Cassidy	\$259.00
Literacy Coach, to participate in Catching Up Your English Language Learners Who Have Fallen Behind, sponsored by Bureau of Education and Research on July 11, 2023 , to be held On-Line/Virtual. (Acct. # 20-242-200-500-242-25-00 Title III).	
Tara Okun	\$0
English Teacher to participate as an AP Reader for AP English Literature and Composition, Sponsored by College Board, on June 5, 6, 7, 8, & 9, 2023 to be held Virtual. (No Cost)	
Francisco Rodriguez	\$2,376.07
Superintendent of Schools, to attend Cube 2023 Annual Conference, Sponsored by NSBA, on September 13, 14, & 15, 2023 , to be held at Marriott Marquis, Chicago, IL. (Acct. # 11-000-230-585-390-12-44)	
Markus Rodriguez	\$2,376.07
Director of Diversity and Equity, to attend Cube 2023 Annual Conference, Sponsored by NSBA, on September 13, 14, & 15, 2023 , to be held at Marriott Marquis, Chicago, IL. (Acct. # 11-000-230-585-390-12-44)	
Kelly Stone	\$325.00
Teacher, George L. Catrambone School, to attend Teaching Climate Change to K-5 Students, Sponsored by The College of New Jersey, on June 1, 2023 , to be held at The College of New Jersey, Trenton, NJ (Acct. # 11-000-230-585-390-12-44).	

INTENTION TO RETURN FROM FAMILY/MEDICAL LEAVE OF ABSENCE

EMP ID 5398, Joseph M. Ferraina Early Childhood Learning Ctr. teacher effective May 15, 2023.
 EMP ID 6091, A.A. Anastasia School teacher effective May 2, 2023.
 EMP ID 5241, Gregory School custodian effective May 8, 2023.
 EMP ID 8512, High School teacher effective May 2, 2023.
 EMP ID 5884, High School custodian effective April 28, 2023.
 EMP ID 5908, Audrey W. Clark Academy secretary effective May 22, 2023.

FAMILY/MEDICAL LEAVE OF ABSENCE USING SICK DAYS

EMP ID 4383, A.A. Anastasia School teacher from April 26, 2023 to June 15, 2023.
 EMP ID 5398, Joseph M. Ferraina Early Childhood Learning Ctr. teacher from May 1, 2023 to May 12, 2023.
 EMP ID 7925, Morris Avenue School secretary from September 1, 2023 to September 21, 2023.
 EMP ID 8609, George L. Catrambone School teacher from September 1, 2023 to October 3, 2023.
 EMP ID 8330, High School secretary for April 20, 2023, May 5, 2023 to June 15, 2023.
 EMP ID 5908, Audrey W. Clark secretary from February 24, 2023 to May 19, 2023.
 EMP ID 6063, Audrey W. Clark School teacher from May 3, 2023 to May 19, 2023.
 EMP ID 7785, Morris Avenue School custodian for May 31, 2023 and June 1, 2023.

FAMILY/MEDICAL LEAVE OF ABSENCE USING MINUS SUB PAY DAYS

EMP ID 8580, Middle School teacher from May 9, 2023 to May 12, 2023.
 EMP ID 7785, Morris Avenue School custodian from June 2, 2023 to July 14, 2023.

FAMILY/MEDICAL LEAVE OF ABSENCE USING VACATION DAYS

EMP ID 8330, High School secretary from April 21, 2023 to April 25, 2023.

FAMILY/MEDICAL LEAVE OF ABSENCE USING EXCHANGE DAYS

EMP ID 8330, High School secretary from April 26, 2023 to May 1, 2023.

FAMILY/MEDICAL LEAVE OF ABSENCE USING URGENT BUSINESS DAYS

EMP ID 7925, Morris Avenue School secretary from September 22, 2023 to September 26, 2023.
 EMP ID 8330, High School secretary from May 2, 2023 to May 4, 2023.

FAMILY/MEDICAL LEAVE OF ABSENCE USING UNPAID DAYS

EMP ID 7925, Morris Avenue School secretary from September 27, 2023 to December 31, 2023.
 EMP ID 8609, George L. Catrambone School teacher from October 4, 2023 to December 20, 2023.
 EMP ID 8580, Middle School teacher from May 15, 2023 to June 15, 2023.
 EMP ID 8275, A.A. Anastasia School instructional assistant from April 7, 2023 to June 15, 2023.

REQUEST TO EXTEND FAMILY/MEDICAL LEAVE OF ABSENCE USING UNPAID DAYS

EMP ID 8275, A.A. Anastasia School instructional assistant from April 7, 2023 to June 15, 2023.

MEMORANDUM OF AGREEMENT
BETWEEN
THE LONG BRANCH BOARD OF EDUCATION
AND
THE LONG BRANCH PRINCIPAL AND DIRECTORS ASSOCIATION
2023-2026

All other terms of the current Agreement, not specifically changed under the MEMORANDUM OF AGREEMENT, shall remain in full force and effect.

1. The Long Branch Board of Education and the Long Branch Principal and Directors Association bargaining teams agree to recommend the following to their respective sides for ratification.
2. The following is subject to ratification by both parties.
3. All provisions of the 2023-2026 Collective Bargaining Agreement that are not modified herein will be included in the Successor Agreement.
4. All bargaining proposals that are not included herein are withdrawn.

Article I Recognition – Section 1:

Remove Vice/Assistant Principal, Add: Lead Principal

Article II Terms of Employment – Section 1:

Change Format, 1 should read A

Article II Terms of Employment – Section 2:

Change Format, 2 should read B.

Change: Summer hours from 40 to 35 per week

Article II Terms of Employment – Section 2.2:

Change: end times from 3:00pm-4:30pm to 2pm – 3:30pm

Article II Terms of Employment – Section 3.1:

Add: Summer will end one week prior to the start of the school year

Article IV Sick Leave and Personal Absences – Section A.3.b

Change: on the board to of the board

Article IV Other Types of Personal Absences

Change Format: Should read Section B (section not listed)

Article V Vacations – Section B

Add: or superintendent of schools' designee

Article VI Fringe Benefits – Section A.6

Remove: Effective July 1, 2019 all prescription co-pays will increase by \$5 (five dollars); and the Emergency Room co-pay will increase to \$50 (fifty dollars).

Add: Effective July 1, 2023 all medical, prescription and emergency room co-pays will be dependent on the plan held by the member

Article VI Fringe Benefits – Section A.7

Remove: Full statement for section A.7, Add statement below that ensures the freezing of the health benefits.

Add: ... *Effective July 1, 2017 and continuing for the duration of the contract, the contribution for all bargaining members in this unit shall be frozen at the June 30, 2017 Tier 4 level for district medical/prescription/dental and vision coverage for health benefit payroll contributions based on the employees current plan of Direct 10/15/SEHP/GSP. – unless a life event occurs such as a new appointment or life event resulting in a plan type change such as single, employee-spouse, family, etc. A status change (single, employee-spouse, family) shall be calculated using the June 30, 2017 Tier 4 level.*

Article VI Fringe Benefits – Section B (Car Allowance)

Change: 35 cents to 47 cents per mile or lower as authorized by the NJOMB

Article VI Fringe Benefits – Section C (Cell Phone)

Remove: Section C – No Cell Phone

Article IX – Holiday

Change: Fifteen to Sixteen paid holidays per year
*to include Juneteenth

Article XI – Duration of Agreement

Change: This Agreement shall be effective for a period from July 1,, 2023 through June 30, 2026.

Article XII – Professional Development

Remove: Additional credits may be taken with approval of the Superintendent of Schools but shall not exceed twelve (12) credits in a fiscal year. Only course work submitted from a fully accredited university will be accepted.

Schedule A – Administrative Holidays

Add: Juneteenth

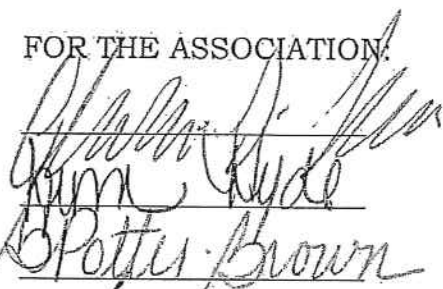

LBPDA - Salary Agreement

Effective July 1, 2023

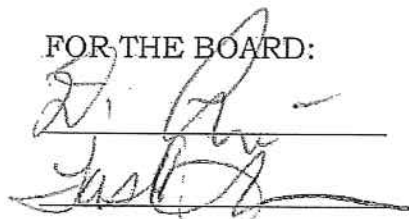
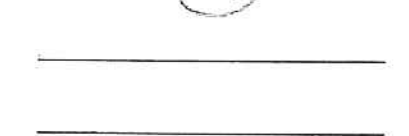
1. Effective July 1, 2023
 - a. Administrators non-tenured as of July 1, 2023 will receive a salary of \$110,000, no percentage raise.
 - b. Administrators that have received tenure as of July 1, 2023 will receive \$10,000, no percentage raise.
2. Effective July 1, 2024
All staff in this bargaining unit will receive an increase in salary of 2.0% inclusive of increment.
3. Effective July 1, 2025
All staff in this bargaining unit will receive an increase in salary of 2.0% inclusive of increment.
4. High School Lead Principal shall receive a \$2500 stipend
5. Minimum salary shall be set at the following:
\$110,000

IN WITNESS WHEREOF, the parties have affixed they respective signatures this 2nd day of December, 2022.

FOR THE ASSOCIATION:


Pottis Brown


FOR THE BOARD:

LAST NAME	FIRST NAME	POSITION	2023-2024 SALARY
ALSTON-MORGAN	LINDA	Director for Early Childhood Education	\$123,648
CARROLL	NICOLE	Principal	\$110,000
CASTRO	ADRIAN	Principal	\$110,000
CUNNEFF	JESSICA	Principal	\$114,720
FERRARA	KRISTEN	Principal	\$135,319
GIAMMANCO	VANESSA	Principal	\$117,965
GREENWOOD	NIKOLAS	Principal	\$110,000
HYDE	KIM	Principal	\$129,400
JOHNSON	MATTHEW	Principal	\$145,461
MARTIN	JEREMY	Principal	\$110,000
MERCKX	MICHELLE	Principal	\$121,828
MUSCILLO	VINCENT	Principal	\$135,687
POTTER-BROWN	BONITA	Principal	\$145,461
RICHARDSON	TWANA	Principal	\$110,000
TORRES	ANGELA	Principal	\$127,061
VILLANO	KRISTINE	Principal	\$124,765
VOLPE	CHRISTOPHER	Principal	\$135,687
WICKES	AISHA	Principal	\$110,000
WIDDIS	LAURA	Principal	\$119,910

MEMORANDUM OF AGREEMENT
BETWEEN
THE LONG BRANCH BOARD OF EDUCATION
AND
THE LONG BRANCH SUPERVISORS AND COORDINATORS ASSOCIATION
2023-2026

All other terms of the current Agreement, not specifically changed under the MEMORANDUM OF AGREEMENT, shall remain in full force and effect.

1. The Long Branch Board of Education and the Long Branch Supervisors and Coordinators Association bargaining teams agree to recommend the following to their respective sides for ratification.
2. The following is subject to ratification by both parties.
3. All provisions of the 2023-2026 Collective Bargaining Agreement that are not modified herein will be included in the Successor Agreement.
4. All bargaining proposals that are not included herein are withdrawn.

Article II - Terms of Employment:

Add: Add: B. Administrators (Supervisors and Coordinators) will work forty (40) hours per week.

Add: 1. start times: 7:00am - 8:30am

Add: 2. end times: 3:00pm - 4:30pm based on start time

Add: C. Administrators will work thirty-five (35) hours/week during the Summer.

Add: 1. start times: 7:00am - 8:30am

Add: 2. end times: 3:00pm - 4:30pm based on start time

Add: 3. Summer hours:

Add: a. 1st work day after the last day of the regular school year

Add: b. Summer hours will end one week prior to the start of school year

Article III Grievance Procedure – Section C:

Add: /office of personnel (after Central Office Administrator)

Article V – Vacations – Section B:

Add: or superintendent of schools' designee

Article VI Fringe Benefits – Section A.6

Remove: Effective July 1, 2019 all prescription co-pays will increase by \$5 (five dollars); and the Emergency Room co-pay will increase to \$50 (fifty dollars).

Add: Effective July 1, 2023 all medical, prescription and emergency room co-pays will be dependent on the plan held by the member

Article VI Fringe Benefits – Section A.7

Remove: Full statement for section A.7, Add statement below that ensures the freezing of the health benefits.

Add: ... *Effective July 1, 2017 and continuing for the duration of the contract, the contribution for all bargaining members in this unit shall be frozen at the June 30, 2017 Tier 4 level for district medical/prescription/dental and vision coverage for health benefit payroll contributions based on the employees current plan of Direct 10/15/SEHP/GSP. – unless a life event occurs such as a new appointment or life event resulting in a plan type change such as single, employee-spouse, family, etc. A status change (single, employee-spouse, family) shall be calculated using the June 30, 2017 Tier 4 level.*

Article VI Fringe Benefits – Section B (Car Allowance)

Change: 35 cents to 47 cents per mile or lower as authorized by the NJOMB

Article VI Fringe Benefits – Section C (Cell Phone)

Remove: Section C – No Cell Phone

Article IX – Holiday

Change: Fifteen to Sixteen paid holidays per year

*to include Juneteenth

Article XI – Duration of Agreement

Change: This Agreement shall be effective for a period from July 1, 2023 through June 30, 2026.

Article XII – Professional Development

Remove: Additional credits may be taken with approval of the Superintendent of Schools but shall not exceed twelve (12) credits in a fiscal year. Only course work submitted from a fully accredited university will be accepted.

Schedule A – Administrative Holidays

Add: Juneteenth

LBSCA - Salary Agreement

Effective July 1, 2023

1. Effective July 1, 2023

- a. Supervisors hired after July 1, 2020 will receive \$4,200, no percentage raise.
- b. Supervisors hired before July 1, 2020 and making less than \$105,000 will receive \$6,000, no percentage raise.
- c. Supervisors hired before July 1, 2020 and making more than \$105,000 will receive \$5,500, no percentage raise.

2. Effective July 1, 2024

All staff in this bargaining unit will receive an increase in salary of 3.0% inclusive of increment or minimum salary* whichever is greater.

3. Effective July 1, 2025

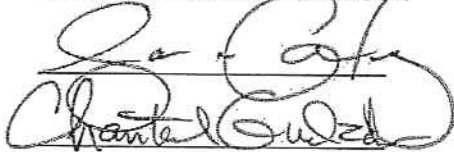
All staff in this bargaining unit will receive an increase in salary of 2.70% inclusive of increment or minimum salary* whichever is greater.

4. Minimum salary shall be set at the following

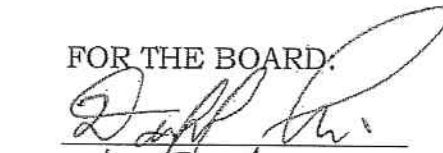
\$97,000 in FY24
\$100,000 in FY25*
\$103,000 in FY26*

IN WITNESS WHEREOF, the parties have affixed they respective signatures this 1st day of December, 2022.

FOR THE ASSOCIATION:


Chantel Guided
Amorgan
J. H. H.

FOR THE BOARD:


Jeff H.
J. H. H.
J. H. H.
J. H. H.

LAST NAME	FIRST NAME	POSITION	2023-2024 SALARY
ANDERSON	JENNA	Supervisor of Science 6-12	\$97,080
BLAIR	NIKKIA	Supervisor for School Counseling Services	\$109,464
CAMACHO	JENNA	Supervisor for Student Services	\$97,080
CASTILLO	HEIDY	Supervisor of Bilingual Pre K-5	\$97,080
CORLEY	JASON	Supervisor for Athletics	\$126,239
FORNICOLA	MARISSA	Coordinator of Special Services	\$123,421
GATTA	MICHAEL	Supervisor of Special Education	\$109,200
GUDZAK	CHANTAL	Supervisor of English Language Arts K-5	\$108,863
HARDING	MELANIE	Supervisor of Mathematics K-5	\$108,863
HERNANDEZ	ANGELICA	Supervisor of Bilingual Pre 6-12	\$97,080
KLINA	LONELL	Supervisor of Visual, Performing and Industrial Arts	\$105,000
MORGAN	APRIL	Supervisor of Mathematics 6-12	\$130,820
PANGBORN	LISA	Supervisor of Mathematics K-5	\$102,240
PETRAITIS	NICOLE	Supervisor of English Language Arts 6-12	\$97,080
SARGENT	JESSICA	Supervisor of Physical Education Pre K-12	\$97,080

MEMORANDUM OF AGREEMENT
BETWEEN
THE LONG BRANCH BOARD OF EDUCATION
AND
THE LONG BRANCH
SCHOOL EMPLOYEES ASSOCIATION
2023-2026

The undersigned parties (The Long Branch Board of Education and The Long Branch School Employees Association) have reached tentative agreement on the following modifications to the 2020-2023 collective bargaining agreement between parties. The within agreements are subject to ratification by both parties at the conclusion of negotiations.

All other terms of the current Agreement, not specifically changed under the MEMORANDUM OF AGREEMENT, shall remain in full force and effect.

- 1.) All provision of the 2020-2023 agreement shall be continued without change into the successor agreement except as set forth herein and/or attached hereto.
- 2.) The successor agreement shall be from July 1, 2023 through June 30, 2026.
- 3.) All bargaining proposals that are not included herein are withdrawn.
- 4.) The entire contract will be proofread prior to final submission in regards to format and grammar.

Salary Guides

Effective July 1, 2023, the salary guides shall improve by 3.8%, inclusive of increment
Effective July 1, 2023, the salary guides shall improve by 3.6%, inclusive of increment
Effective July 1, 2023, the salary guides shall improve by 3.4%, inclusive of increment
Custodians: Effective July 1, 2023, a onetime salary adjustment of \$2,000, that is built into the FY24 salary guide

Secretaries, Custodians/Maintenance & Corridors Aides – Effective July 1, 2023 Longevity
10 - 14 years = \$780 per year

15 -19 years = \$1590 per year

20+ years = \$2400 per year

All guides shall be mutually developed

Salary Guides -- Mutually developed guide for the 2023-2026 contract: Appendix 1 of MOA
Event workers – Mutually developed guide for the 2023-2026 contract: Appendix 2 of MOA
Athletics/Coaching - Mutually developed guide for the 2023-2026 contract: Appendix 3 of MOA
Yearly Stipends - Mutually developed guide for the 2023-2026 contract: Appendix 4 of MOA

Article I Recognition – Section A.2:

Remove: Assistant Superintendent for Pupil Personal Services

Add: Assistant Superintendent for Leadership and Innovation, Assistant Superintendent for Curriculum and Instruction

Article I Recognition – Section A.3

Remove: Matron

Article I Recognition – Section A.3

Remove: Matron

Article II Negotiations – Section A., B., C., D., E., F., G.

Remove Section A: The parties agree to enter into collective negotiations in accordance with N.J.S.A. 34:13A-1, et seq. in good faith effort to reach agreement on any proposed change or modification of this Agreement concerning the terms or conditions of employment for the period next ensuing the effective period of this Agreement. On or before October 15th of the calendar year preceding the calendar year, which this Agreement expires, the Association and the Board shall exchange in writing all changes and modifications of this Agreement proposed by both parties. Any proposal not submitted by either party by October 15th of said calendar year shall not be a subject for consideration or discussion during the negotiations to be thereafter conducted by the parties for the next ensuing period of employment. If additional time is required to submit proposals, either party may request and receive from the other party a 30-day extension

Remove Section B: Upon the exchange of proposals, the Board through its Superintendent of Schools shall arrange an initial meeting between representatives of the Board and representatives of the Association, through the President of the Association, which meeting date shall be fixed by mutual agreement, provided, however, that said initial meeting shall be held not later than November 15th of said calendar year.

Remove Section C: In Article I herein, the Board has recognized the Association as the exclusive representative for purposes of collective negotiations concerning the terms and conditions of employment for the personnel under contract with the Board as therein specifically enumerated, and any change or modification to this Agreement, or any new agreement so negotiated, shall apply to all employees of the Board as enumerated in Article I. Paragraph A. of this Agreement. This recognition shall not impair the right of any employees or group of employees of the Board under Article I. Section 19 of the Constitution of the State of New Jersey, or any applicable law or State administrative regulations now or hereafter enacted or promulgated.

Remove Section D: Neither party in any negotiations with respect to any change or modification of this Agreement or the terms and conditions of employee's employment shall have any control over the selection of the negotiating representatives of the other party.

Remove Section E: The Association, as majority representative (Chapter 303, Public Law 1968), designates the five (5) member Teacher-Board Relations Committee as its negotiating team. It is the prerogative of the Committee Chairman, with the consent of the Teacher-Board Relations Committee members, to add five (5) members to the Committee as needed. The same numerical limitation often (10) shall apply to the Board.

One of the designees for each party shall be designated to serve as spokesman-negotiator, and said spokesman-negotiator shall be solely responsible for his team of representatives in all procedural details of negotiations, including, but not by way of limitation: fixing dates for negotiating sessions, requesting caucuses, initial presentation of proposals and counter-proposals, requesting information and clarification as to particular issues and proposals and tentative acceptance of proposals.

Remove Section F: All subjects, items and matters proposed or discussed during these negotiations which are not ultimately contained or provided for in the final agreement, shall in no way be binding upon either party hereto, and all subjects, items and matters so discussed shall be without prejudice to either party in any particular.

Remove Section G: This Agreement incorporates the entire understanding of the parties on all issues, which were or could have been the subject of negotiation. During the terms of this Agreement neither party will be required to negotiate with respect to any such matter whether

or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

Replace Article II Negotiations with the following:

A. The parties agree to enter into collective negotiations over a successor Agreement in accordance with Chapter 123 Public Laws of 1974. Any agreement so negotiated shall apply to all categories of employees which are included in the unit set forth in Article 1, Recognition, of this Agreement and will be reduced to writing, and be submitted to the Board and the Association for adoption.

B. During negotiations, the Board and the Association shall present relevant data, exchange points of view and make proposals and counter proposals. The Board will provide the Association, upon request, with all data in the public domain.

C. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party. The parties mutually pledge that their representatives shall be clothed with all necessary power and authority to make proposals, consider proposals, and make counter proposals in the course of negotiations. However, it is understood no tentative agreements reached during negotiations shall be considered binding until both the Board and the Association shall officially adopt them.

D. 1. If during the period of this Agreement either the Board or the Association feels that it is necessary to meet for the purpose of reviewing problems that may arise, it shall so inform the other party in writing setting forth the problem to be discussed. The party receiving the request shall instruct its representatives to arrange for a meeting to discuss the problem as requested within 10 school days. These meetings are not intended to bypass the grievance procedure.

D. 2. Should a mutually acceptable amendment to this Agreement be negotiated by the parties, it shall be reduced to writing, and submitted to the Board and the Association for adoption.

E. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

Article VI Association Rights- Section H

The President and Corresponding Secretary of the Association shall receive release time daily equal in length to a prep period. If the President or corresponding Secretary is not a certified employee, he/she shall be relieved of 45 minutes and 30 minutes daily respectively. The president shall receive an official copy of the agenda that includes an accounting of the Board's decision on action items no later than the end of business on the Friday following the Board meeting.

Change: The President of the Association shall receive release time daily equal in length to **two** (2) prep periods daily. If the President is not a certified employee, they shall receive **90 minutes** daily.

The Vice President and Corresponding Secretary of the Association shall receive release time daily equal in length to a prep period daily. If the Vice President or corresponding Secretary are not a certified employee, they shall receive 30 minutes daily.

The President shall receive an official copy of the agenda that includes an accounting of the Board's decision on action items no later than the end of business of the Friday following the Board meeting.

Article VI Association Rights- Section H

There shall be five (5) days of release time per year for the Association President.

Change: There shall be **ten (10)** days of release time per year for the Association President or any member of the **Executive Team that may stand in while the President is unavailable.**

Article VIII Teacher- Section A.1

The following guide for the administration of salaries for teacher as defined herein in the Long Branch Public Schools shall become effective September 1, 2017, September 1, 2018 and, September 1, 2019, respectively. The attached guides shall supersede any salary schedule previously adopted for teachers. Said Salary Guide is annexed hereto as "Schedule C".

Change: The following guide for the administration of salaries for teacher as defined herein in the Long Branch Public Schools shall become effective September 1 **of the given year upon ratification of this agreement by both parties.** The attached guides shall supersede any salary schedule previously adopted for teachers. Said Salary Guide is annexed hereto as "Schedule ___".

Article VIII Teacher- Section A.1.f

The Master's Degree plus 30 graduate credits or a Ph.D. is a requisite for placement on that level.

Change: The Master's Degree plus 30 graduate credits or a **Doctoral Degree** is a requisite for placement on that level.

Article VIII Teacher- Section A.1.j

Add: The Board shall pay for the renewal of the licenses/certifications related to the work of certificated staff that are listed below, upon presentation of proof of renewal to the Business Office .

The following licenses/certifications shall be eligible for reimbursement:

- State of NJ Division of Consumer Affairs - Speech Language Pathologist License
- American Speech-Language Hearing Association (ASHA) - Certification of Clinical Competence (CCC/SLP)
- State of NJ Division of Consumer Affairs - Licensed Clinical Social Worker (LCSW)
- State of NJ Division of Consumer Affairs - Licensed Social Worker (LSW)
- Nationally Certified School Psychologist (NCSP)
- State of NJ Division of Consumer Affairs - Professional Registered Nurse
- State of NJ Division of Consumer Affairs - Occupational Therapy License
- State of NJ Division of Consumer Affairs - Physical Therapist
- Board Certified Behavior Analyst Certification

Article VIII Teacher- Section C.1 (Terminal Leave Pay

Change: \$55.00 per day to \$70.00 per day

Change: \$8500 cap to \$11000 cap

Article VIII Teachers - Section D.1

Effective December 30, 1998, the teacher work day shall commence ten (10).minutes before the scheduled beginning of the student school day. Effective December 30, 1998, the teacher

workday shall conclude twenty (20) minutes after the scheduled close of the student school day and effective September 1, 1999, the teacher workday shall conclude fifteen (15) minutes after the scheduled close of the student school day. The teacher school day shall conclude immediately following the dismissal of students and their exit from school on Fridays and on days preceding holidays or vacation days unless those days are used for Professional Development, then the teacher school day shall conclude at the regularly scheduled end of student dismissal time.

Change: The teacher work day shall start ten (10) minutes before the scheduled beginning of the student school day and shall conclude fifteen (15) minutes after the scheduled close of the student school day. On Fridays and on days preceding holidays or vacation days, unless those days are used for Professional Development then the teacher school day shall conclude at the regularly scheduled end of student dismissal time.

Article VIII Teachers – Section D.2

Remove: Section D.2

Article VIII Teachers – Section D.5

During the first two days of school, classroom teachers may receive up to 3 hours for room preparation.

Change: During the first two days of school, classroom teachers may not receive less than 3 hours for room preparation.

Article VIII Teachers – Section D.8.d

All teachers shall regularly serve on committees and/or study groups to which they may be appointed during the school year and shall carry out all assignments, which they may receive in conjunction with their service on such committees.

Change: "All teachers shall regularly serve on committees and/or study groups **that are required by state or federal law** to which they may be appointed during the school year and shall carry out all assignments, which they may receive in conjunction with their service on such committees. **All other committees initiated by the district shall be mutually agreed upon.**"

Article VIII Teachers – Section F.7

Pre-school teachers shall base three (3) evening meetings: one (1) One Open House/Back-to-School Night with no early dismissal: one (1) Educational Program Night

Change: Pre-School teachers have three (3) evening meetings: one (1) Open House/Back-to-School Night with no early dismissal; and two (2) conference nights one (1) in the Fall, one (1) in the Spring with early dismissal. Evening meetings shall not exceed two hours in length.

Article VIII Teachers – Section F.9

New: Early Childhood Learning Center teachers who take on additional students, not on their current roster, due to a lack of substitute, will be compensated \$120 or the daily rate of a substitute, whichever is higher. If two or more teachers receive a split class, the daily stipend will be split equally among them.

Article VIII Teachers – Section G.1

Remove: Each elementary school shall utilize the district's approved platforms used to take daily attendance.

Article VIII Teachers – Section G.3

Remove: Each elementary school shall utilize the district's approved platforms used to take daily attendance.

Article VIII Teachers – Section G.7

Classroom teachers at the elementary level shall be provided one preparation period per day. The length of elementary preparation periods shall be the same length as in 1991-92. At a maximum, one teachers' preparation period may be utilized per week for instructional planning and development with 48 hours prior notice.

Change: Classroom teachers at the elementary level shall be provided one preparation period per day. The length of elementary preparation periods shall be **no less than 35 mins**. At a maximum, one teachers' preparation period may be utilized per week for instructional planning and development with 48 hours prior notice.

Article VIII Teachers – Section G.10

New: Elementary teachers who take on additional students, not on their current roster, due to a lack of substitute, will be compensated \$120 or the daily rate of a substitute, whichever is higher. If two or more teachers receive a split class, the daily stipend will be split equally among them.

Article VIII Teachers – Section I.4

In the case of any 6 period teacher who may teach an additional subject preparation shall receive a \$4,500.00 pensionable stipend. This stipend may be limited to the current teaching year in which the third subject preparation is assigned.

Change: \$4500 to **\$5500**

Article VIII Teachers – Section K.1

Staff lunch period shall be no longer than 30 minutes.

Change: Staff lunch shall **not be less** than 30 minutes.

Article VIII Teachers – Section I.1

A pool of volunteers shall be established to be called upon for preparation period substitute assignments. In the event an insufficient number of volunteer: are available, then involuntary assignments may be made in accordance with past practice, (see Schedule P).

Change: A pool of volunteers shall be established to be called upon for preparation period substitute assignments. Any employee who chooses to forgo their lunch and/or prep to cover a class, attend a meeting, etc shall be permitted to submit for "Class Coverage Pay" of **\$40** for the class period. No employee shall be denied the right to have a duty free lunch and prep on a daily basis.

Article IX Secretaries – Section A.2

New: On student half days that are not professional development days, secretaries shall be required to remain 30 minutes after student dismissal. On Student half days that are not professional development days, district secretaries shall be required to work 5 hours exclusive of a lunch period.

If secretaries are held past this time due to emergencies, they will be provided compensatory time to be used with supervisor notification.

Article IX Secretaries – Section C.2

Remove: C2 as C3 is a duplicate

Article IX Secretaries – Section F.2

A retiring secretary shall receive retirement severance pay computed at the rate of \$30.00 per day for 100% of the accumulated sick leave payable upon retirement. The total amount that any secretary member receives under these terms and conditions is capped at eight thousand five hundred dollars (\$8,500.00).

Change: A retiring secretary shall receive retirement severance pay computed at the rate of **\$45.00** per day for 100% of the accumulated sick leave payable upon retirement. The total amount that any secretary member receives under these terms and conditions is capped at **eleven thousand dollars (\$11,000.00)**.

Article IX Secretaries – Section A.1.a

New Addition: Secretarial Employees that have accrued at least ten years in the position will be eligible for longevity, which shall be paid in equal installments over the contract year.

10 - 14 years = \$780 per year

15 - 19 years = \$1590 per year

20+ years = \$2400 per year

Article X Custodians/Matrons/Maintenance and Grounds Employees

Remove: All instances of Matron

Article X Custodians/Matrons/Maintenance and Grounds Employees – Section A.2.c

New: The board shall pay each employee time and a half such employee's regular hourly wage for each hour of inclement weather for the period of time when district office employees and administrators are not required to be present. On district office employees and administrators

are required to return to work, custodial, maintenance, and grounds employees will be paid at the regular rate

Article X Custodians/Matrons/Maintenance and Grounds Employees – Section A.2.d

New: The Board shall pay each employee time and a half such employee's regular hourly wage for work performed on weekends or holidays.

Article X Custodians/Matrons/Maintenance and Grounds Employees – Section A.5

In addition to the aforementioned salaries, the Board will provided safety shoes to custodians, matrons and maintenance persons and ground persons. Upon written submission of a receipt for the purpose of shoes, custodians, matrons and maintenance shall be entitled to reimbursement for an amount not to exceed \$95.00 in each year of the Agreement. Each employee shall receive from the Board three (3) uniforms per year without cost to the employee.

Change: In addition to the aforementioned salaries, the Board will provided safety shoes to custodians, ~~matrons~~ and maintenance persons and ground persons. Upon written submission of a receipt for the purpose of shoes, custodians, ~~matrons~~ and maintenance shall be entitled to reimbursement for an amount not to exceed **\$130.00** in each year of the Agreement. Each employee shall receive from the Board in each year of the agreement the following uniform: **seven (7) long sleeve shirts, seven (7) short sleeve shirts, seven (7) work pants, one (1) light-weight spring jacket, one (1) sweatshirt, one (1) winter hat, and one (1) baseball hat.**

Article X Custodians/Matrons/Maintenance and Grounds Employees – Section E.2

All retiring custodial/maintenance and grounds employees shall receive retirement pay computed at the rate of \$30.00 per day for 100% of the accumulated sick leave payable upon retirement. The total amount that am custodian/maintenance and grounds employee receives under these terms and conditions is capped at eight thousand five hundred dollars (\$8,500).

Change: All retiring custodial/maintenance and grounds employees shall receive retirement pay computed at the rate of **\$45.00** per day for 100% of the accumulated sick leave payable upon retirement. The total amount that am custodian/maintenance and grounds employee receives under these terms and conditions is capped at **eleven thousand dollars (\$11,000).**

Article X Custodians/Matrons/Maintenance and Grounds Employees – Section F.1

All 12 month custodial/maintenance and grounds employees who have completed five (5) consecutive years of employment in the district shall be considered as having completed "probationary" employment, shall be considered "permanent" and shall not be non-renewed/terminated without Just Cause. All 10 month custodial/maintenance and grounds employees who have completed five (5) consecutive years and 1 day of employment in the district shall be considered as having completed "probationary" employment, shall be considered "permanent" and shall not be non-renewed/terminated without Just Cause.

Change: probationary period 5 years to 90 days

Change: All custodial/maintenance and grounds employees who have completed ninety (90) days of employment in the district shall be considered as having completed "probationary" employment, shall be considered "permanent" and shall not be non-renewed/terminated without Just Cause.

Article X Custodians/Matrons/Maintenance and Grounds Employees – Section G.1

Remove: Custodians, matrons, maintenance and grounds employees shall not be entitled to receive or obtain tenure pursuant to this Agreement. Custodians, matrons, maintenance and grounds employees waive any previously obtained tenure status pursuant to the collective bargaining agreement and its predecessor agreements.

Article X Custodians/Matrons/Maintenance and Grounds Employees – Section

New Addition: Custodians/Maintenance and Grounds Employees that have accrued at least ten years in the position will be eligible for longevity, which shall be paid in equal installments over the contract year.

10 - 14 years = \$780 per year

15 -19 years = \$1590 per year

20+ years = \$2400 per year

Article XI Corridor Aides/Safe School Environment Employees – Section C.3

New Addition: On student half days that are not professional development days, corridor aides will be dismissed no more than 20 minutes after student dismissal.

Article XI Corridor Aides/Safe School Environment Employees – Section D.1

A retiring corridor aide/safe school environment employee shall receive retirement severance pay computed at the rate of \$30.00 per day for 100% of the accumulated sick leave payable upon retirement. The total amount that a corridor aide member receives under these terms and conditions is capped at eight thousand five hundred dollars (\$8,500.00).

Change: A retiring corridor aide/safe school environment employee shall receive retirement severance pay computed at the rate of **\$45.00** per day for 100% of the accumulated sick leave payable upon retirement. The total amount that a corridor aide member receives under these terms and conditions is capped at eleven thousand dollars (**\$11,000.00**).

Article XI Corridor Aides/Safe School Environment Employees

New Addition: Corridor Aides/Safe School Employees that have accrued at least ten years in the position will be eligible for longevity, which shall be paid in equal installments over the contract year.

10 - 14 years = \$780 per year

15 -19 years = \$1590 per year

20+ years = \$2400 per year

Article XII Benefits – Section A.4.d

The Board shall keep the Association informed as to the established rates of pay for substitutes and any changes made in those rates. For corridor aides the substitutes' rate of pay shall be in accordance with the starting rate for corridor aides/safe school environment employees as set forth in "**Schedule**". For custodial, maintenance, and grounds employees, the substitutes' rate of pay shall be a peroration of the first step on the guide set forth in "**Schedule**" and **Schedule**".

The correct schedule notation will be finalized in the final format of the CBA

Article XII Benefits – Section – B.2

Death in the Family-Employee's absence caused by death in the immediate family shall receive full salary for a period not to exceed five (5) days, per occurrence. In the event of death, the immediate family shall be considered to include mother, father, sister, brother, spouse, children of employee including stepchildren, mother-in-law, father-in-law, sister-in-law, brother-in-law, grandparents, grandchildren, aunt and uncle, or a non-relative person domiciled with the employee or the mother or father of a domestic partner as per the New Jersey State Domestic Partnership Act.

Change: Add Step parent

Change: Add – days to be used within 6 months of the death of the family member in the contract year, unless an extreme situation arises and documentation is provided.

Article XII Benefits – Section B.3

Urgent Business - Employees shall be granted, upon written request to the Superintendent of Schools, three (3) days per school or fiscal year for urgent business not possible to conduct on other than a school day because of conditions beyond the control of the employee. Two of these days shall be with no cause and one shall be with cause. All three days shall be converted to sick time if unused. Written requests for urgent business should be submitted through the employee's immediate supervisor to the Superintendent of Schools, as early as possible preceding date requested.

Change: Urgent Business - Employees shall be granted, upon written request to the Superintendent of Schools, three (3) days per school or fiscal year for urgent business not possible to conduct on other than a school day because of conditions beyond the control of the employee. **Two of These three (3) days shall be with no cause unless the days are consecutive and then cause shall be required.** All three days shall be converted to sick time if unused. Written requests for urgent business should be submitted through the employee's immediate supervisor to the Superintendent of Schools, as early as possible preceding date requested.

Article XII Benefits – Section B.3

Immediate occurring urgent conditions may receive permission by phone from the Superintendent's Office if followed by confirming written request.

No deduction of pay shall be made for these three (3) urgent business days when prior approval is granted. Lack of prior approval shall mean deduction of a full day's pay.

Change: All absences shall be reported through a platform provided by the Board for the sole purpose of reporting an employee's absence. Any absence reported after the two (2) hours prior to the start of your assigned school time shall be reported directly to the employee's administrator.

Article XII Benefits – Section B.3

Remove: the family member to/from the hospital example

Article XII Benefits – Section C.4

To avoid unnecessary interruption, employees granted child care leave shall return either the first day of school in September or the first day of school in January, or the first day of a new marking period, whichever is closer to the termination date of the child care leave.

Change: To avoid unnecessary interruption, employees granted child care leave shall return to school provided they give the district no less than two weeks' notice for their return.

Article XII Benefits – Section D Insurance Protection

Strike: Medical contributions will remain frozen at current dollar values as presented in the members' current pay deduction which is pursuant to the calculation presented in the 2017 to 2020 collective bargaining agreement.

New: Medical contributions will be at current percentages based on salary as presented in the members' current pay deduction schedule which is pursuant to the calculation presented in the 2023 to 2026 collective bargaining agreement.

Starting	Ending	Union Rates (Direct 10/Direct15)			
		S	PC	HW	F
-	\$40,000	3.20%	3.70%	4.30%	4.80%
\$40,001	\$50,000	3.40%	4.00%	4.80%	5.40%
\$50,001	\$60,000	3.70%	4.30%	5.40%	5.90%
\$60,001	\$70,000	4.00%	4.50%	5.90%	6.50%
\$70,001	\$80,000	4.30%	4.80%	6.50%	7.00%
\$80,001	\$90,000	4.50%	5.10%	7.00%	7.50%
\$90,001	\$100,000	4.80%	5.40%	7.50%	8.10%
\$100,001	\$125,000	5.10%	5.90%	8.10%	8.70%

*Employees who make \$90,000 or more in the FY24 (only) will pay ½ of 1 percent less than shown.

Article XII Benefits – Section D.2 Insurance Protection

2.The Board shall provide a Prescription Drug Card insurance program for each employee and dependents

The Prescription Drug Card co-pay is not eligible for consideration under major medical, thereby eliminating the major medical submissions for payment of Drug Card co-pay at the end of the year.

These amounts will change if the State Health Benefits Plan increases their co-pays during the term of this Agreement. Mail order co-pay amounts will then increase to the State Health Benefits levels.

If the Long Branch Board of Education negotiates the State Health Benefits Plan with its other employees outside the Long Branch School Employees Association, the Association shall enter the State Health Benefits Prescription Program and the

prescription plan negotiated above will be null and void. Specifically, mail order will then become \$1/\$5 provided the State Health Benefits Plan remains at these levels.

2b.) The current co-pay rates for medical and emergency room are dependent on plan selection (Direct 10/15/EHP/GSP)

2d.) Effective July 1, 2023 and continuing each year thereafter for the term of this contract, the contribution for all bargaining unit members shall be at the percentage of salary contribution. See Schedule __.

2e.) The contribution for members enrolled in the NJEHP, as determined by Public Law, Chapter 44, shall contribute pursuant to the stipulated Chapter 44 calculations/rates.

Article XIII Other Provisions

A minimum of one (1) posting will be mailed to all employees between July 1 and August 30 (summer period). During this summer period Personnel openings will be periodically recorded, and can be accessed by calling the Central Office telephone number and choosing #1 Announcements on the directory.

Change: Add: Call Personnel if assistance is needed to access the web based platform

Schedule B

Remove: "Further provided, that in the event that emergency conditions."

Schedule G Side Bars Integration in CBA

#1 Move Side Bar language to Article VI - Association Rights - Pg. 49

New Section K

Building Permits (original sidebar date 4/20/1999)

NEW:

The parties agree that all after-school LBSEA meetings do not require a building permit. The LBSEA Building representative shall provide a minimum of one week prior to the building principal.

The LBSEA is entitled to hold a meeting after monthly faculty meetings as long as there is a ten minute break between the meetings.

#2 Move Side Bar language to Article IX Secretaries - Pg. 50

Secretary Lunch Hour (original sidebar date 4/20/1999)

The two secretaries hired on September 1, 1998 shall have the option of a one-half hour or one-hour lunch break.

All other secretaries employed as of September 1, 1998 shall be "grandfathered"

The Superintendent shall have the option of assigning either a half-hour or one-hour lunch to all secretarial employees-either part-time or full-time--hired after May 1, 1999

Add: one-hour lunch to A.2 ... daily lunch period

Will read: daily one-hour lunch period

#3 Move Side Bar language to Article IX Secretaries - Pg. 51

Secretary Staggered Work Schedule (original sidebar date 5/1/1999)

- Senior secretaries in each building shall be given first choice of early or late shift
- In the event a secretary is transferred, the Association understands her beginning and ending times may change.
- A minimum of two-week notice shall be given to all secretaries in the event that their beginning and ending times are changed

New Section A.5

#4 Secretary Staggered Work Schedule (original sidebar date 7/2/1999) - Pg. 52

The maximum length of difference between secretaries starting times in elementary school shall be no more than 30 minutes.

Secretaries in the cases of extended illness, vacation or compensatory time may agree, with the consent of the building principal, to exchange times

Add New Section A.6: appropriate administrator

#5 Remove Sidebar (Does not apply to current CBA) - (original sidebar date 4/11/2000) - Pg. 53

Effective upon the date that signatures are affixed to this Sidebar, all summer SFA, High Schools That Work, or any Whole School Reform training program shall be compensated at the rate of twenty dollars (\$20) per hours

#6 S-548-Sick Leave Bank (original sidebar) – Will be left as a newly signed Sidebar – No language changes – just updated format

Pursuant to the November 9, 2009 negotiation's meeting, both parties agreed to establish a sick leave bank as defined by S-548. The purpose of the sick leave bank shall be to enable school employees who are entitled to sick leave to draw additional needed days of sick leave. The sick leave days are days previously donated to the bank by other school employees. Employees may donate sick leave days or any other leave time as agreed upon by the board and the majority representative. Sick leave drawn from the bank is treated as accrued sick leave time of the employee who receives it. No employee is required to participate in the bank.

The sick leave bank shall be administered by a committee of three members selected by the board of education and three members selected by the Long Branch School Employees Association. The committee shall establish standards or procedures for the operation of the sick leave bank. No day of leave donated to a sick leave bank by an employee shall be drawn by that employee or any other employee from the sick leave bank unless authorized by the committee in order to provide sick leave.

#7 Team Leader to Head Teacher for Science and Social Studies

Remove: Already integrated into the Stipends

Effective September 1, 2016, the "Team Leader" title at the Middle School will become the "Head Teacher for Science and Social Studies" title. There is an annual stipend for each position of \$3,395.00.

The current Team Leaders will receive the stipend retroactive to September 1, 2016 and their titles become "Head Teacher of Science" and "Head Teacher Social Studies".

Format Grammatical Corrections:

Any changes made to formatting due to changes in the MOA will be accounted for in the final COPY of the LBSEA CBA.

Article III

F.2.e	The remedy which the employee seeks:	
	If the grievant fails to request a hearing, the right to a hearing shall be waived, provided, however, that if the hearing is waived the building principal may, at his discretion, request an informal meeting to obtain any information he deems necessary to a disposition. The building principal shall render a written decision on the grievance within four (4) school days from receipt.	Format Issue - Should be F.3
G	Level II. If the grievant is not satisfied with the disposition of the grievance at Level I or if no decision has been rendered within the time limits, then the grievant may advance the grievance to Level II by filing it with the Superintendent or his designee within nine (9) school days of the Level I disposition. The grievance filing at Level II shall include:	Format Issue - Numbering
G.a	The original statement of grievance;	Format Issue - Numbering
G.b	A copy of the Level I decision and any documentation accompanying that decision;	Format Issue - Numbering
G.c	A statement of reasons for dissatisfaction with the Level I decision;	Format Issue - Numbering
G.d	Whether or not the grievant desires a hearing.	Format Issue - Numbering
G.2	Failure to request a hearing shall be deemed a waiver of the right to a hearing; provided, however, that if the hearing is waived, the Superintendent or designee may request an informal meeting to obtain any information he deems necessary to a disposition of the grievance.	Format Issue - Numbering

I.2	The Arbitrator of a grievance under this Agreement shall be limited to issues submitted and shall consider nothing else. The Arbitrator shall have full and exclusive power to hear the issues submitted and make a final determination. The Arbitrator shall not have the right to add to, subtract from, or modify this Agreement in any manner whatsoever. Unless otherwise set forth in this Agreement, the Arbitrator's determination shall be binding on both parties.	Spacing issue in document
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Article VIII - Teachers

B.I	I. The parties hereto recognize the desire and responsibility of the Board to employ the best professional personnel available and, through a program of guidance, develop that personnel and the educational program in order that each pupil in the Long Branch School District be given the best opportunity modern educational practice can offer. To that end an Evaluative Guide as hereinafter set forth, is intended to stimulate good teaching through constructive analysis of each teacher's work, recognizing at all times that no teaching is either good o.r poor in an absolute sense.	Format Issue - should be 1 not I
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C.1	1. A terminal leave policy is established which will provide that upon retirement severance pay will be established and be computed at the rate of fifty-five (\$55.00) per day for 100% of the accumulated sick leave payable upon retirement. The total amount that any certificated staff member receives under these terms and conditions is capped at eight thousand five hundred dollars (\$8,500.00). This shall be interpreted to mean all days that have been accumulated in the past and up to and including the current academic year. A teacher, however, shall be required to give notice to the Board of Education in sufficient time for proper budgetary consideration of his or her notice of intention to retire. If a teacher fails to provide such notice, that shall not be construed as waiver or loss of this benefit but rather the benefit shall be payable in the following year. The purpose of the notice is simply to assist the Board of Education in connection with budgeting.	Format Issue: if only one statement then no numbered list
D.	Work Day and Responsibility	
D.I	I. Effective December 30, 1998, the teacher work day shall commence ten (10).minutes before the scheduled beginning of the student school day. Effective December 30, 1998, the teacher workday shall conclude twenty (20) minutes after the scheduled close of the student school day and effective September 1, 1999, the teacher workday shall conclude fifteen (15) minutes after the scheduled close of the student school day. The teacher school day shall conclude immediately following the dismissal of students and their exit from school on Fridays and on days preceding holidays or vacation days unless those days are used for Professional Development, then the teacher school day shall conclude at the regularly scheduled end of student dismissal time.	Format issue: 1 not I

E.	Flexible Time	
I	This time applies to student facilitators/guidance counselors, child study team members (including speech/occupational therapist, nurse), all facilitators, and support teachers (i.e. Special Education: in-class support, ESL, and tutors). Flexible time will be voluntary.	Format Issue: Format Issue: I should be 1

G.I	Each elementary school shall utilize the district's approved platforms used to take daily attendance.	Format Issue: numbering I should be 1
G.I.a	Every elementary school teacher shall have a duty-free lunch period during each working day equal in length of time to the lunch period allotted to the students. Provided, however, that in no event shall the lunch period of any elementary school teacher be less than thirty (30) minutes in length.	Format Issue: numbering I should be 1
G.I.b	Each elementary school shall have the option to decide	Format Issue: numbering I should be 1
G.I.b.1	Voluntary A.M. Duty. which shall mean, only those staff members who wish to accept a fifteen (15) minute morning duty prior to the teacher contractual time shall take that assignment. Compensated time will be given equal to the duty time.	Format Issue: numbering I should be 1, 1 should be i

J.2	The Board shall make every effort to insure that teachers in the secondary school shall not be required to teach more than two (2) subject areas.	Grammar: insure should be ensure
J.3	The Board shall make every effort to insure that regular classroom teachers in the secondary schools shall not be required to change subject area teaching stations more than two (2) times during the school day; provided, however, that any alleged violation of this section shall not be grievable.	Grammar: insure should be ensure

J.5	An Extracurricular Activities Committee shall be established in both the Middle and High Schools and shall be comprised of representatives of the teaching faculty, representatives of the school building administration and representatives of the student body for the purpose of reviewing the extracurricular activities both as existing and as proposed in each school. Said Extracurricular Activities Committee shall be developed in each school and shall, not later than June 1 of each year, submit a written report to the Principal of the respective school and to the Superintendent of Schools, setting forth all conclusions and recommendations reached by said Committee concerning the extracurricular activities. program with the school. Said Extracurricular Activities Committee shall be advisory in nature and determinations with respect to the changing, altering or modification of the extracurricular activities program shall be made by the Board through the Superintendent of Schools.	Grammar: comprised should be composed
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M.2.a	A written offer of a contract for employment for the next succeeding year providing for at least the same terms and conditions of employment but with such increases in salary as may be required by law ⁷ or agreement between the Board and the Association: or	Format Issue: superscript 7 on law remove
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Article IX - Secretaries

C.3	A twelve (12) month employee receive vacation in accordance with the following schedule: The 1st Year of employment, employees will receive ten (10) days of vacation (prorated according to date of hire). The prorated rate is calculated at .83 days per month. During the first five (5) full years of service, the employee shall receive ten (10) vacation days per year. A full year of service is defined as twelve (12) consecutive months of paid employment for the purpose of defining vacation allotment only. Once an employee completes five (5) full years of paid service, he/she shall be allotted five (5) additional vacation days (totaling 15 vacation days) per year to be sued by June 3.0 of each year. Once an employee completes fourteen (14) full years of paid service, he/she will be allotted five (5) additional vacation days (totaling 20 vacation days) per year to be used by June 30 of each year.	Receive should be receives.... sued should be used
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D.	Evaluation	
D.1	All evaluations of secretarial staff shall be done openly.and with the knowledge of the employee. An employee shall be entitled to receive a copy of the evaluation and to indicate and be required to indicate receipt of same. If an employee desires, he may append comment to the report, which shall become a part thereof.	Should read: of the same, not of same

E	Inclement Weather Days	
E.1	Secretaries shall not be required to work on inclement weather days when school is closed for inclement weather.	One statement does not need a number set

Article X - Custodians

A.3	All employees known as "ten-month employees" shall be employee from September 1 through June 30 each school year. All employees known as" twelve-month employees" shall be employed from July 1 through June 30 of each school year.	Should read: shall be an employee
A.4	The head custodians in the High and Middle Schools shall in addition to their annual salaries, receive the sums as listed on Yearly Stipends, in recognition of the added responsibility for the staff that works under them	
	The night crew chiefs in the High and Middle Schools shall in addition to their annual salaries, receive the following sums as listed on Yearly Stipends in recognition of the added responsibility for the night crew in the district.	Format issue should be A.4.a.
	The head maintenance person shall receive the sums as listed on Yearly Stipends, in recognition of the added responsibility for the maintenance crew.	Format issue should be A.4.b
	The head grounds person shall receive the sums as listed on Yearly Stipends, in recognition of the added responsibility for the grounds crew.	Format issue: should be A.4.c
	These sums are payable over the twelve-month period or in the regular salary check.	Format Issue: should be A.4.d

A.5	In addition to the aforementioned salaries, the Board will provided safety shoes to custodians, matrons and maintenance persons and ground persons. Upon written submission of a receipt for the purpose of shoes, custodians, matrons and maintenance shall be entitled to reimbursement for an amount not to exceed \$95.00 in each year of the Agreement. Each employee shall receive from the Board three (3) uniforms per year without cost to the employee.	Grammar: should read will provide, not will provided Remove: Matron
A.6	Any employee applying for a transfer for a custodial position in another school or in any school in the District, shall be required to have their Boiler license in his/her possession at the time of the request for transfer. Although a Boiler license is not mandatory for grounds persons and maintenance persons, said license shall be looked upon as an additional factor in favor of the transfer for the candidate possessing same.	Grammar: should read possessing the same

E.2	All retiring custodial/maintenance and grounds employees shall receive retirement pay computed at the rate of \$30.00 per day for 100% of the accumulated sick leave payable upon retirement. The total amount that am custodian/maintenance and grounds employee receives under these terms and conditions is capped at eight thousand five hundred dollars (\$8,500).	should read: a custodian, not am
F.	Employment of Custodial/Maintenance and Grounds Employees	
F.1	Permanent and Probationary Period	
F.a.1	All 12 month custodial/maintenance and grounds employees who have completed five (5) consecutive years of employment in the district shall be col)sidered as having completed "probationary" employment, shall be considered "permanent" and shall not be non-renewed/terminated without Just Cause. All 10 month custodial/maintenance and grounds employees who have completed five (5) consecutive years and 1 day of employment in the district shall be considered as having completed "probationary" employment, shall be considered "permanent" and shall not be non-renewed/terminated without Just Cause.	Format Issue: Should read F.1.a
F.a.2	Employees that were hired prior to June 30,2010 have acquired this due process provision.	Format Issue: Should read F.1.b
F.a.3	Employees hired on or after July 1, 2010 but before June 30, 2013 have earned time . towards this due process protection. That is, any and all time worked is counted towards the 5 years.	Format Issue: Should read F.1.c
F.a.4	Employees hired on or after July 1, 2013 will begin their 5 year period.	Format Issue: Should read F.1.d
F.a.5	All non-renewals and terminations shall be subject to the final and binding arbitration provision of this collective negotiations agreement. Upon official notification by the Board of Education of an employees' non-renewal/termination the parties shall select an arbitrator consistent with the provisions set forth in Article III, Letter I of this collective negotiations agreement.	Format Issue: Should read F.1.e

Article XII - Benefits - Sick Leave and Absences

B.6.c	Five (5) five custodial /matron/maintenance/grounds employees shall be granted leave with pay to attend the annual two (2) day New Jersey Education Association Convention. Selection of employees shall be determined by seniority, provided that prior notification is submitted through approved district platform by those employees seeking convention leave. Any employee who is granted convention leave shall provide all digital badge traffic from the New Jersey Education Association Convention to the Superintendent of Schools upon their return to work.	Need the word an between through and approved
B.7	Professional Day- Teachers may be granted one (1) professional visiting day a year without deduction of salary. The day selected as the visiting day and the site of the visitation shall be approved by the Superintendent and Principal and shall be submitted in writing three (3) weeks prior to date of visitation requested. A visiting day is defined as a visit to another school outside the district which shall be approved by the receiving district in writing.	Need the word the between to and date

C.2.c	The attending physician.	This should be part of C.2.b
C.2.d	An employee returning from a maternity' disability leave shall provide a certificate- from the attending physician that she is fit to resume work.	Format affected by change of C.2.c
C.2.e	Maternity disability leave shall be granted until the end of the school year in which the birth occurs. For tenured employees such leave may be extended into the following school year upon presentation of medical certification of continuing disability. Maternity disability leave shall not be extended beyond the close of the school year in which it is initially granted for non-tenured employees.	Format affected by change of C.2.c
C.2.f	All medical certifications required pursuant to this section are subject to review and approval by the Board of Education.	Format affected by change of C.2.c
C.4	Tenured employees may be granted unpaid maternity child care leave for time beyond the period of pregnancy related disability subject to the following conditions:	Format Issue: 4 should be 3
C.4.a	Application for such leave must be made, in writing, at least sixty (60) days prior to the requested start of the leave and shall state the requested starting date of the leave and the date that the employee will return to work.	Format Issue: 4 should be 4
C.4.b	The employee shall have the option of taking maternity child care leave for (1) the balance of the school year in which the birth occurs or (2) the balance of the school year in which the birth occurs and the entire following school year. Any employee who wishes to change the terms of such leave from option (1) to option (2) shall notify the Superintendent of Schools not later than March 15 of the year in which the leave is granted	Format Issue: 4 should be 5
C.4.c	In no case will a leave be extended beyond the end of the school year following the school year in which the birth occurs.	Format Issue: 4 should be 6

D.2.a	2a.) Effective July 1, 2019, all prescription co-pays will increase by five dollars (\$5.00). Each co-pay listed in the chart above will increase by five dollars (\$5.00) July 1, 2019.	Format Issue: 2a not needed just a
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D.2.b	2b.) The current co-pay rates for medical and emergency room are as follows: Medical co-pay \$10 Emergency room \$25	Format Issue: 2b not needed just b
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D.2.c	2c.) Effective July 1, 2019 the Emergency Room co -pay will increase to fifty dollars (\$50.00).	Format Issue: 2c not needed just c
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D.2.d	2d.) Effective July 1, 2017 and continuing each year thereafter for the term of this contract, the contribution for all bargaining unit members shall be frozen at the July 1, 2016 dollar value contribution. See attached chart.)	Format Issue: 2d not needed just d
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D.2.e	2e.) Reduce Chapter 78 contribution for all members. The contribution for members enrolled in the NJEHP, as determined by Public Law, Chapter 44, shall contribute pursuant to the stipulated Chapter 44 calculations/rates.	Format Issue: 2e not needed just e
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C.3	Once during each membership year covered in whole or in part by this Agreement, the Association will submit to the Board a list of those employees who have not become members of the Association for the their current membership year. The Board will deduct the representation fee in equal installments, as nearly as possible from the paycheck paid to each employee or the aforesaid list during the remainder of the membership year in question.	Do not need the between for and their
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Salary Guides 2023-2026 – Appendix 1

TEACHER: 2023-2024

Step	BA	BA+30	MA	MA+30
1	\$57,491	\$60,491	\$61,491	\$62,991
2	\$57,991	\$60,991	\$61,991	\$63,491
3	\$58,691	\$61,691	\$62,691	\$64,191
4	\$59,441	\$62,441	\$63,441	\$64,941
5	\$60,441	\$63,441	\$64,441	\$65,941
6	\$61,441	\$64,441	\$65,441	\$66,941
7	\$62,541	\$65,541	\$66,541	\$68,041
8-9	\$63,841	\$66,841	\$67,841	\$69,341
10	\$65,541	\$68,541	\$69,541	\$71,041
11	\$67,541	\$70,541	\$71,541	\$73,041
11A	\$69,541	\$72,541	\$73,541	\$75,041
12	\$71,741	\$74,741	\$75,741	\$77,241
12A	\$74,141	\$77,141	\$78,141	\$79,641
13	\$76,911	\$79,911	\$80,911	\$82,411
14	\$81,311	\$84,311	\$85,311	\$86,811
15	\$86,311	\$89,311	\$90,311	\$91,811
16	\$91,611	\$94,611	\$95,611	\$97,111

TEACHER: 2024-2025

Step	BA	BA+30	MA	MA+30
1	\$58,741	\$61,741	\$62,741	\$64,241
2	\$59,241	\$62,241	\$63,241	\$64,741
3	\$59,941	\$62,941	\$63,941	\$65,441
4	\$60,691	\$63,691	\$64,691	\$66,191
5	\$61,691	\$64,691	\$65,691	\$67,191
6	\$62,691	\$65,691	\$66,691	\$68,191
7	\$63,791	\$66,791	\$67,791	\$69,291
8	\$65,091	\$68,091	\$69,091	\$70,591
9-10	\$66,791	\$69,791	\$70,791	\$72,291
11	\$68,791	\$71,791	\$72,791	\$74,291
11A	\$70,791	\$73,791	\$74,791	\$76,291
12	\$72,991	\$75,991	\$76,991	\$78,491
12A	\$75,491	\$78,491	\$79,491	\$80,991
13	\$78,291	\$81,291	\$82,291	\$83,791
14	\$82,691	\$85,691	\$86,691	\$88,191

15	\$87,691	\$90,691	\$91,691	\$93,191
16	\$92,861	\$95,861	\$96,861	\$98,361

TEACHER: 2025-2026

Step	BA	BA+30	MA	MA+30
1	\$60,111	\$63,111	\$64,111	\$65,611
2	\$60,611	\$63,611	\$64,611	\$66,111
3	\$61,311	\$64,311	\$65,311	\$66,811
4	\$62,061	\$65,061	\$66,061	\$67,561
5	\$63,061	\$66,061	\$67,061	\$68,561
6	\$64,061	\$67,061	\$68,061	\$69,561
7	\$65,161	\$68,161	\$69,161	\$70,661
8	\$66,461	\$69,461	\$70,461	\$71,961
9	\$68,161	\$71,161	\$72,161	\$73,661
10-11	\$70,161	\$73,161	\$74,161	\$75,661
11A	\$72,161	\$75,161	\$76,161	\$77,661
12	\$74,361	\$77,361	\$78,361	\$79,861
12A	\$77,061	\$80,061	\$81,061	\$82,561
13	\$79,861	\$82,861	\$83,861	\$85,361
14	\$84,261	\$87,261	\$88,261	\$89,761
15	\$89,061	\$92,061	\$93,061	\$94,561
16	\$93,861	\$96,861	\$97,861	\$99,361

SECRETARY: 2023-2024

Step	Level 2	Lvl 3 (10)	Lvl 3 (12)	Level 4
1	\$ 45,198	\$ 46,698	\$ 53,763	\$55,488
2	\$ 45,298	\$ 46,798	\$ 53,863	\$55,588
3	\$ 45,398	\$ 46,898	\$ 53,963	\$55,688
4	\$ 45,698	\$ 47,198	\$ 54,263	\$55,988
5	\$ 46,198	\$ 47,698	\$ 54,763	\$56,488
6	\$ 46,998	\$ 48,498	\$ 55,563	\$57,288
7	\$ 47,998	\$ 49,498	\$ 56,563	\$58,288
8	\$ 49,898	\$ 51,398	\$ 58,463	\$60,188
9	\$ 51,898	\$ 53,398	\$ 60,463	\$62,188
10	\$ 53,998	\$ 55,498	\$ 62,563	\$64,288

SECRETARY: 2024-2025

Step	Level 2	Lvl 3 (10)	Lvl 3 (12)	Level 4
1	\$ 46,798	\$ 48,298	\$ 55,363	\$57,088
2	\$ 46,898	\$ 48,398	\$ 55,463	\$57,188
3	\$ 46,998	\$ 48,498	\$ 55,563	\$57,288
4	\$ 47,298	\$ 48,798	\$ 55,863	\$57,588
5	\$ 47,798	\$ 49,298	\$ 56,363	\$58,088
6	\$ 48,598	\$ 50,098	\$ 57,163	\$58,888
7	\$ 49,598	\$ 51,098	\$ 58,163	\$59,888
8	\$ 51,498	\$ 52,998	\$ 60,063	\$61,788
9	\$ 53,498	\$ 54,998	\$ 62,063	\$63,788
10	\$ 55,598	\$ 57,098	\$ 64,163	\$65,888

SECRETARY: 2025-2026

Step	Level 2	Lvl 3 (10)	Lvl 3 (12)	Level 4
1	\$ 48,423	\$ 49,923	\$ 56,988	\$58,713
2	\$ 48,523	\$ 50,023	\$ 57,088	\$58,813
3	\$ 48,623	\$ 50,123	\$ 57,188	\$58,913
4	\$ 48,923	\$ 50,423	\$ 57,488	\$59,213
5	\$ 49,423	\$ 50,923	\$ 57,988	\$59,713
6	\$ 50,298	\$ 51,798	\$ 58,863	\$60,588
7	\$ 51,298	\$ 52,798	\$ 59,863	\$61,588
8	\$ 53,098	\$ 54,598	\$ 61,663	\$63,388
9	\$ 55,098	\$ 56,598	\$ 63,663	\$65,388
10	\$ 57,198	\$ 58,698	\$ 65,763	\$67,488

CUSTODIAN/GROUNDS: 2023-2024

Step	10 Mth	12 Mth
1	\$ 40,070	\$ 41,231
2	\$ 40,220	\$ 41,381
3	\$ 40,370	\$ 41,531
4	\$ 40,520	\$ 41,681
5	\$ 40,720	\$ 41,881
6	\$ 40,920	\$ 42,081
7	\$ 41,220	\$ 42,381
8	\$ 42,070	\$ 43,231
9	\$ 42,370	\$ 44,731
10	\$ 42,850	\$ 46,611
11	\$ 43,250	\$ 48,511
12	\$ 44,250	\$ 50,511
13	\$ 45,250	\$ 52,511
13A	\$ 46,750	\$ 54,511
13B	\$ 48,200	\$ 56,561
14	\$ 50,500	\$ 58,861

CUSTODIAN/GROUNDS: 2024-2025

Step	10 Mth	12 Mth
1	\$ 41,130	\$ 42,291
2	\$ 41,280	\$ 42,441
3	\$ 41,430	\$ 42,591
4	\$ 41,580	\$ 42,741
5	\$ 41,780	\$ 42,941
6	\$ 41,980	\$ 43,141
7	\$ 42,405	\$ 43,566
8	\$ 43,255	\$ 44,416
9	\$ 43,555	\$ 45,916
10	\$ 43,955	\$ 47,716
11	\$ 44,355	\$ 49,616
12	\$ 45,350	\$ 51,611
13	\$ 46,350	\$ 53,611
13A	\$ 47,850	\$ 55,611
13B	\$ 49,300	\$ 57,661
14	\$ 51,600	\$ 59,961

CUSTODIAN/GROUNDS: 2025-2026

Step	10 Mth	12 Mth
1	\$ 41,995	\$ 43,156
2	\$ 42,145	\$ 43,306
3	\$ 42,295	\$ 43,456
4	\$ 42,445	\$ 43,606
5	\$ 42,645	\$ 43,806
6	\$ 42,895	\$ 44,056
7	\$ 43,395	\$ 44,556
8	\$ 44,295	\$ 45,456
9	\$ 44,595	\$ 46,956
10	\$ 44,995	\$ 48,756
11	\$ 45,395	\$ 50,656
12	\$ 46,350	\$ 52,611
13	\$ 47,350	\$ 54,611
13A	\$ 48,900	\$ 56,661
13B	\$ 50,400	\$ 58,761
14	\$ 52,600	\$ 60,961

MAINTENANCE:

2023-2024

Step	Salary
1	\$ 54,760
2	\$ 55,260
3	\$ 55,760
4	\$ 56,660
5	\$ 57,860
6	\$ 59,360
7	\$ 61,035
8	\$ 63,035

MAINTENANCE:

2024-2025

Step	Salary
1	\$ 57,010
2	\$ 57,510
3	\$ 58,010
4	\$ 58,510
5	\$ 59,710
6	\$ 61,210
7	\$ 62,885
8	\$ 64,535

MAINTENANCE:

2025-2026

Step	Salary
1	\$ 59,435
2	\$ 59,935
3	\$ 60,435
4	\$ 60,935
5	\$ 61,735
6	\$ 63,235
7	\$ 64,785
8	\$ 66,385

CORRIDOR AIDES

2023-2024

Step	Salary
1	\$ 46,305
2	\$ 46,705
3	\$ 47,105
4	\$ 47,505
5	\$ 47,905
6	\$ 48,305
7	\$ 48,715
8	\$ 49,140

2024-2025

Step	Salary
1	\$ 47,840
2	\$ 48,240
3	\$ 48,640
4	\$ 49,040
5	\$ 49,440
6	\$ 49,840
7	\$ 50,240
8	\$ 50,640

2025-2026

Step	Salary
1	\$ 49,300
2	\$ 49,700
3	\$ 50,100
4	\$ 50,500
5	\$ 50,900
6	\$ 51,300
7	\$ 51,700
8	\$ 52,140

Event Workers – Appendix 2

Event Workers 2023-2026					
School/Sport	Position				
High & Middle Schools		Multiple Events Must Be Consecutive			
		1 Event	2 Event	3 Event	4 Event
Fall / Winter / Spring	Workers	\$35.00	\$60.00	\$75.00	\$95.00
High & Middle Schools		1 Event	Tri Event	Quad Event	
Football	Workers	\$60.00			
Wrestling	Tri / Quad Meet Workers		\$75.00	\$95.00	
Tournament Fee Schedule		4 Hours	6 Hours	9 Hours	
	Workers	\$60.00	\$100.00	\$150.00	
	Ticket Seller / Collector	\$60.00	\$100.00	\$150.00	
		Fall	Winter	Spring	
High & Middle School	Athletic Site Supervisor	\$2,500.00	\$2,500.00	\$2,500.00	

**FY24 - FY26 - COACHING STIPENDS -
Appendix 3**

Category I - Varsity Head Coach FY24 - FY26	Category II - Varsity Head Coach FY24 - FY26	Category III - Varsity Head Coach FY24 - FY26
STEP 1 \$ 8,000	STEP 1 \$ 6,000	STEP 1 \$ 4,000
STEP 2 \$ 9,000	STEP 2 \$ 7,000	STEP 2 \$ 5,000
STEP 3 \$10,000	STEP 3 \$ 8,000	STEP 3 \$ 6,000
Category I - Varsity Asst. Coach FY24 - FY26	Category II - Varsity Asst. Coach FY24 - FY26	Category III - Varsity Asst. Coach FY24 - FY26
STEP 1 \$ 5,000	STEP 1 \$ 4,000	STEP 1 \$ 2,500
STEP 2 \$ 5,500	STEP 2 \$ 4,500	STEP 2 \$ 3,000
STEP 3 \$ 6,000	STEP 3 \$ 5,000	STEP 3 \$ 3,500
STEP 4 \$ 6,500	STEP 4 \$ 5,500	STEP 4 \$ 4,000
Category I - Freshman Head Coach FY24 - FY26	Category II - Freshman Head Coach FY24 - FY26	Category III - Freshman Head Coach FY24 - FY26
STEP 1 \$ 4,500	STEP 1 \$ 4,000	STEP 1 \$ 2,000
STEP 2 \$ 5,000	STEP 2 \$ 4,500	STEP 2 \$ 2,500
STEP 3 \$ 5,500	STEP 3 \$ 5,000	STEP 3 \$ 3,000
Category I - Freshman Asst. Coach FY24 - FY26	Category II - Freshman Asst. Coach FY24 - FY26	Category III - Freshman Asst. Coach FY24 - FY26
STEP 1 \$ 3,800	STEP 1 \$ 3,300	STEP 1 N/A
STEP 2 \$ 4,200	STEP 2 \$ 3,700	STEP 2 N/A
STEP 3 \$ 4,600	STEP 3 \$ 4,100	STEP 3 N/A
STEP 4 \$ 5,000	STEP 4 \$ 4,500	STEP 4 N/A
Category I - MS Head Coach FY24 - FY26	Category II - MS Head Coach FY24 - FY26	Category III - MS Head Coach FY24 - FY26
STEP 1 \$ 4,100	STEP 1 \$ 3,200	STEP 1 \$ 1,600
STEP 2 \$ 4,400	STEP 2 \$ 3,500	STEP 2 \$ 1,900
STEP 3 \$ 4,700	STEP 3 \$ 3,800	STEP 3 \$ 2,200
Category I - MS Asst. Coach FY24 - FY26	Category II - MS Asst. Coach FY24 - FY26	Category III - MS Asst. Coach FY24 - FY26
STEP 1 \$ 3,400	STEP 1 \$ 2,300	STEP 1 \$ 1,200
STEP 2 \$ 3,700	STEP 2 \$ 2,600	STEP 2 \$ 1,300
STEP 3 \$ 4,000	STEP 3 \$ 2,900	STEP 3 \$ 1,400
STEP 4 \$ 4,300	STEP 4 \$ 3,200	STEP 4 \$ 1,600

Stipends – Appendix 4

LEVEL	STIPEND TITLE	FY24 - FY26 Rate	Time Period
	After School Academic Programs (ASAP) Project		
DISTRICT	Director	\$ 8,500.00	ANNUAL
DISTRICT	Black Seal Boiler	\$ 600.00	ANNUAL
DISTRICT	Brookdale Math/Science Tech Facilitator	\$ 3,700.00	ANNUAL
DISTRICT	Carpenters	\$ 4,000.00	ANNUAL
DISTRICT	Educational Technology Teaching Specialist	\$ 8,500.00	ANNUAL
DISTRICT	Electrician	\$ 7,500.00	ANNUAL
DISTRICT	Green Team Head	\$ 2,500.00	ANNUAL
DISTRICT	Green Team School Leaders (each school)	\$ 500.00	ANNUAL
DISTRICT	Head Groundsman	\$ 5,000.00	ANNUAL
DISTRICT	Head Maintenance	\$ 7,500.00	ANNUAL
DISTRICT	HVAC/licensed	\$ 7,500.00	ANNUAL
DISTRICT	Mason	\$ 4,000.00	ANNUAL
DISTRICT	Plumbers	\$ 7,500.00	ANNUAL
DISTRICT	Special Olympics Advisor	\$ 1,800.00	ANNUAL
DISTRICT	Team Leader - Achievement/Challenge Program	\$ 7,000.00	ANNUAL
DISTRICT	Team Leader - Alternative Program	\$ 7,000.00	ANNUAL
DISTRICT	Adult ESL Evening Class Teacher	\$ 26.00	PER HOUR
DISTRICT	Adult ESL Evening Class Team Leader	\$ 32.00	PER HOUR
DISTRICT	Adults ESL Evening Class Parent Assistant	\$ 15.00	PER HOUR
DISTRICT	After School Academic Programs (ASAP) Safe School	\$ 20.00	PER HOUR
DISTRICT	After School Academic Programs (ASAP) Site Coordinator	\$ 32.00	PER HOUR
DISTRICT	After School Academic Programs (ASAP) Sub site Coordinator	\$ 32.00	PER HOUR
DISTRICT	After School Academic Programs (ASAP) Sub Teachers	\$ 28.00	PER HOUR
DISTRICT	After School Academic Programs (ASAP) Teachers	\$ 28.00	PER HOUR
DISTRICT	Bilingual After School Tutorial Teachers	\$ 26.00	PER HOUR
DISTRICT	Building Security	\$ 20.00	PER HOUR
DISTRICT	Building Site Supervisors	\$ 30.00	PER HOUR
DISTRICT	Facility Site Supervisor	\$ 30.00	PER HOUR
DISTRICT	Halloween Night Security	\$ 20.00	PER HOUR

DISTRICT	Home Instruction	\$ 31.00	PER HOUR
DISTRICT	Mischief Night Security	\$ 20.00	PER HOUR
DISTRICT	Special Needs Program Advisor	\$ 27.00	PER HOUR

LEVEL	STIPEND TITLE	FY24 - FY26 Rate	Time Period
HIGH SCHOOL	6th Period (pensionable)	\$ 5,500.00	ANNUAL
HIGH SCHOOL	ASHA Reviewer	\$ 7,000.00	ANNUAL
HIGH SCHOOL	Band Asst - Band Front Advisor (Fall)	\$ 3,000.00	ANNUAL
HIGH SCHOOL	Band Asst - Percussion	\$ 3,000.00	ANNUAL
HIGH SCHOOL	Band Asst - Winds	\$ 3,000.00	ANNUAL
HIGH SCHOOL	Band Conductor (Fall)	\$ 7,000.00	ANNUAL
HIGH SCHOOL	Band Conductor (Spring)	\$ 7,000.00	ANNUAL
HIGH SCHOOL	Band Conductor (Winter)	\$ 7,000.00	ANNUAL
HIGH SCHOOL	Chess Team Advisor	\$ 1,800.00	ANNUAL
HIGH SCHOOL	Choral Music Advisor	\$ 2,000.00	ANNUAL
HIGH SCHOOL	Class Advisor 10	\$ 1,600.00	ANNUAL
HIGH SCHOOL	Class Advisor 11	\$ 3,000.00	ANNUAL
HIGH SCHOOL	Class Advisor 12	\$ 4,000.00	ANNUAL
HIGH SCHOOL	Class Advisor 9	\$ 1,500.00	ANNUAL
HIGH SCHOOL	Crew Chief Days	\$ 3,000.00	ANNUAL
HIGH SCHOOL	Crew Chief Nights	\$ 3,000.00	ANNUAL
HIGH SCHOOL	Dance Team	\$ 3,000.00	ANNUAL
HIGH SCHOOL	Drug Free Club	\$ 3,000.00	ANNUAL
HIGH SCHOOL	ESEA School Improvement	\$ 2,700.00	ANNUAL
HIGH SCHOOL	FBLA Advisor	\$ 800.00	ANNUAL
HIGH SCHOOL	Head Teacher - Bilingual/ESL LBHS	\$ 4,200.00	ANNUAL
HIGH SCHOOL	Head Teacher - ELA LBHS	\$ 4,200.00	ANNUAL
HIGH SCHOOL	Head Teacher - Math LBHS	\$ 4,200.00	ANNUAL
HIGH SCHOOL	Head Teacher - Phys Ed LBHS	\$ 4,200.00	ANNUAL
HIGH SCHOOL	Head Teacher - Science LBHS	\$ 4,200.00	ANNUAL
HIGH SCHOOL	Head Teacher - Social Studies LBHS	\$ 4,200.00	ANNUAL
HIGH SCHOOL	Head Teacher - Special Ed LBHS	\$ 6,000.00	ANNUAL
HIGH SCHOOL	Head Teacher - VPA LBHS	\$ 4,200.00	ANNUAL
HIGH SCHOOL	Head Teacher - World Languages LBHS	\$ 4,200.00	ANNUAL

HIGH SCHOOL	Interact Club	\$ 1,400.00	ANNUAL
HIGH SCHOOL	Language Club - French	\$ 800.00	ANNUAL
HIGH SCHOOL	Language Club - Italian	\$ 800.00	ANNUAL
HIGH SCHOOL	Long Branch Relay Advisor	\$ 500.00	ANNUAL
HIGH SCHOOL	Long Branch Steppers	\$ 500.00	ANNUAL
HIGH SCHOOL	Math Team Advisor	\$ 1,600.00	ANNUAL
HIGH SCHOOL	Mock Trial Advisor	\$ 800.00	ANNUAL
HIGH SCHOOL	Natural Helper	\$ 800.00	ANNUAL
HIGH SCHOOL	NHS Advisor	\$ 2,000.00	ANNUAL
HIGH SCHOOL	Poetry Club	\$ 800.00	ANNUAL
HIGH SCHOOL	Robotics	\$ 3,400.00	ANNUAL
HIGH SCHOOL	Science Team	\$ 1,700.00	ANNUAL
HIGH SCHOOL	Speech Arts	\$ 2,500.00	ANNUAL
HIGH SCHOOL	Student Council	\$ 2,500.00	ANNUAL
HIGH SCHOOL	TDLA Computer Club	\$ 5,000.00	ANNUAL
HIGH SCHOOL	TDLA Media Advisor	\$ 3,600.00	ANNUAL
HIGH SCHOOL	Teen Pep Leadership Advisor	\$ 3,000.00	ANNUAL
HIGH SCHOOL	Teen Pep Leadership Assistant	\$ 1,300.00	ANNUAL
HIGH SCHOOL	TV/Broadcasting	\$ 5,900.00	ANNUAL
HIGH SCHOOL	Westwood Players Advisor	\$ 4,200.00	ANNUAL
HIGH SCHOOL	Westwood Players Asst/Choreographer	\$ 3,000.00	ANNUAL
HIGH SCHOOL	Yearbook Advisor	\$ 3,700.00	ANNUAL
HIGH SCHOOL	Academic Lab Instructors - Homework Club	\$ 27.00	PER HOUR
HIGH SCHOOL	Academic Lab Instructors - SAT, PSAT	\$ 27.00	PER HOUR
HIGH SCHOOL	African American Culture Club Advisor	\$ 27.00	PER HOUR
HIGH SCHOOL	Alternative Program Performance Alternative Arts	\$ 27.00	PER HOUR
HIGH SCHOOL	Before/After School Activities	\$ 27.00	PER HOUR
HIGH SCHOOL	Detention - Extended	\$ 27.00	PER HOUR
HIGH SCHOOL	Detention - Saturday	\$ 27.00	PER HOUR
HIGH SCHOOL	GSA	\$ 27.00	PER HOUR
HIGH SCHOOL	News/Multi Media (Alt HS)	\$ 27.00	PER HOUR
HIGH SCHOOL	Policy Debate Team Advisors	\$ 27.00	PER HOUR
HIGH SCHOOL	Westwood Players Asst/Stage Manager - Fall	\$ 27.00	PER HOUR
HIGH SCHOOL	Westwood Players Asst/Stage Manager - Spring	\$ 27.00	PER HOUR

HIGH SCHOOL	Breakfast Monitor	\$ 15.00	PER SESSION
HIGH SCHOOL	Substitute Breakfast Monitor	\$ 15.00	PER SESSION

LEVEL	STIPEND TITLE	FY24 - FY26 Rate	Time Period
MIDDLE SCHOOL	6th Period (pensionable)	\$ 5,500.00	ANNUAL
MIDDLE SCHOOL	AM Concert/Jazz Band	\$ 4,200.00	ANNUAL
MIDDLE SCHOOL	Basic Belief in People	\$ 800.00	ANNUAL
MIDDLE SCHOOL	Bookstore	\$ 500.00	ANNUAL
MIDDLE SCHOOL	Choral Music Advisor	\$ 2,000.00	ANNUAL
MIDDLE SCHOOL	Crew Chief Days	\$ 3,000.00	ANNUAL
MIDDLE SCHOOL	Crew Chief Nights	\$ 3,000.00	ANNUAL
MIDDLE SCHOOL	Dance Club Advisor	\$ 3,400.00	ANNUAL
MIDDLE SCHOOL	Drama Club	\$ 2,900.00	ANNUAL
MIDDLE SCHOOL	Drug Free	\$ 3,100.00	ANNUAL
MIDDLE SCHOOL	ESEA School Improvement	\$ 2,700.00	ANNUAL
MIDDLE SCHOOL	Grade 8 Activities Advisor	\$ 1,000.00	ANNUAL
MIDDLE SCHOOL	Head Teacher - Art/Music LBMS	\$ 4,200.00	ANNUAL
MIDDLE SCHOOL	Head Teacher - Bilingual/ESL LBMS	\$ 4,200.00	ANNUAL
MIDDLE SCHOOL	Head Teacher - ELA LBMS	\$ 4,200.00	ANNUAL
MIDDLE SCHOOL	Head Teacher - Math	\$ 4,200.00	ANNUAL
MIDDLE SCHOOL	Head Teacher - Science LBMS	\$ 4,200.00	ANNUAL
MIDDLE SCHOOL	Head Teacher - Social Studies LBMS	\$ 4,200.00	ANNUAL
MIDDLE SCHOOL	Head Teacher - Special Ed LBMS	\$ 6,000.00	ANNUAL
MIDDLE SCHOOL	Head Teacher Phys Ed LBMS	\$ 4,200.00	ANNUAL
MIDDLE SCHOOL	Interscholastic Athletic Recreation	\$ 3,000.00	ANNUAL
MIDDLE SCHOOL	Natural Helpers	\$ 800.00	ANNUAL
MIDDLE SCHOOL	National Junior Honor Society	\$ 800.00	ANNUAL
MIDDLE SCHOOL	Peer Leadership Facilitator	\$ 3,000.00	ANNUAL
MIDDLE SCHOOL	Student Council advisor	\$ 2,100.00	ANNUAL
MIDDLE SCHOOL	TDLA / Computer Club	\$ 5,300.00	ANNUAL
MIDDLE SCHOOL	Team Leader - VPA Academy Activities	\$ 3,000.00	ANNUAL
MIDDLE SCHOOL	TV/Broadcasting	\$ 5,800.00	ANNUAL
MIDDLE SCHOOL	Yearbook/Newspaper	\$ 3,100.00	ANNUAL

MIDDLE SCHOOL	Young astronauts	\$ 900.00	ANNUAL
MIDDLE SCHOOL	African American Culture Club	\$ 27.00	PER HOUR
MIDDLE SCHOOL	Cooking Club	\$ 27.00	PER HOUR
MIDDLE SCHOOL	Debate Advisor	\$ 27.00	PER HOUR
MIDDLE SCHOOL	Extended Detention	\$ 27.00	PER HOUR
MIDDLE SCHOOL	GSA	\$ 27.00	PER HOUR
MIDDLE SCHOOL	Homework Club Advisors	\$ 27.00	PER HOUR
MIDDLE SCHOOL	Saturday Detention	\$ 27.00	PER HOUR
MIDDLE SCHOOL	Zero Period	\$ 27.00	PER HOUR
MIDDLE SCHOOL	Breakfast Monitors	\$ 15.00	PER SESSION

LEVEL	STIPEND TITLE	FY24 - FY26 Rate	Time Period
ECLC/ELEM	Bilingual/ESL Advisor, Pk-2	\$ 3,600.00	ANNUAL
ECLC/ELEM	Bilingual/ESL Advisor, 3-5	\$ 3,600.00	ANNUAL
ECLC/ELEM	ESEA School Improvement Leader, 1-5 AAA	\$ 2,700.00	ANNUAL
ECLC/ELEM	ESEA School Improvement Leader, 1-5 GLC	\$ 2,700.00	ANNUAL
ECLC/ELEM	ESEA School Improvement Leader, 1-5 GRE	\$ 2,700.00	ANNUAL
ECLC/ELEM	ESEA School Improvement Leader, K	\$ 2,700.00	ANNUAL
ECLC/ELEM	Head Custodian	\$ 2,000.00	ANNUAL
ECLC/ELEM	Head Teacher - ELA AAA	\$ 3,600.00	ANNUAL
ECLC/ELEM	Head Teacher - ELA GLC	\$ 3,600.00	ANNUAL
ECLC/ELEM	Head Teacher - ELA GRE	\$ 3,600.00	ANNUAL
ECLC/ELEM	Head Teacher - Math AAA	\$ 3,600.00	ANNUAL
ECLC/ELEM	Head Teacher - Math GLC	\$ 3,600.00	ANNUAL
ECLC/ELEM	Head Teacher - Math GRE	\$ 3,600.00	ANNUAL
ECLC/ELEM	Head Teacher - Special Ed	\$ 3,600.00	ANNUAL
ECLC/ELEM	Interscholastic Athletic / Rec Advisor	\$ 2,900.00	ANNUAL
ECLC/ELEM	TDLA AA	\$ 5,200.00	ANNUAL
ECLC/ELEM	TDLA AWC	\$ 2,600.00	ANNUAL
ECLC/ELEM	TDLA GLC	\$ 5,200.00	ANNUAL
ECLC/ELEM	TDLA GRE	\$ 5,200.00	ANNUAL
ECLC/ELEM	TDLA JMF	\$ 2,600.00	ANNUAL
ECLC/ELEM	TDLA LWC	\$ 2,600.00	ANNUAL
ECLC/ELEM	TDLA MOR	\$ 2,600.00	ANNUAL
ECLC/ELEM	Team Leader - LAUNCH Engineering Magnet (GLC)	\$ 2,900.00	ANNUAL
ECLC/ELEM	Team Leader - Leader in Me Magnet (GRE)	\$ 2,900.00	ANNUAL
ECLC/ELEM	Team Leader - VPA (AAA)	\$ 2,900.00	ANNUAL

ECLC/ELEM	Before/After School Advisor/Tutor	\$ 27.00	PER HOUR
ECLC/ELEM	Before/After School Extended Learning Program Teachers	\$ 27.00	PER HOUR
ECLC/ELEM	Enrichment Extended Learning Program Advisor	\$ 27.00	PER HOUR
ECLC/ELEM	Lead2Succeed Afterschool	\$ 27.00	PER HOUR
ECLC/ELEM	Lunchroom Monitor	\$ 23.00	PER SESSION
ECLC/ELEM	Night School Teacher	\$ 27.00	PER HOUR
ECLC/ELEM	Breakfast Monitor	\$ 15.00	PER SESSION

LEVEL	STIPEND TITLE	FY24 Rate	Time Period
SUMMER	Band (HS)	\$ 3,300.00	SUMMER
SUMMER	Band (MS/ELEM)	\$ 24.21	PER HOUR
SUMMER	Camp Building Facilitator	\$ 1,100.00	WEEKLY
SUMMER	Camp Program Facilitator	\$ 1,400.00	WEEKLY
SUMMER	Camp Program Planner	\$ 1,400.00	WEEKLY
SUMMER	Camp Student Facilitator	\$ 1,100.00	WEEKLY
SUMMER	Corridor Aide	\$ 550.00	WEEKLY
SUMMER	CST Case Conference Teacher	\$ 75.00	PER CASE
SUMMER	CST Case Worker	\$ 150.00	PER CASE
SUMMER	CST Evaluation	\$ 350.00	PER CASE
SUMMER	Guidance Counselor	\$ 300.00	WEEKLY
SUMMER	Guidance Counselor (Summer School)	\$ 1,100.00	WEEKLY
SUMMER	Nurse (MS/Elem)	\$ 1,100.00	WEEKLY
SUMMER	Nurse HS	\$ 30.00	WEEKLY
SUMMER	Secretary	\$ 700.00	WEEKLY
SUMMER	Special Ed ESY Related Services	\$ 64.00	PER HOUR
SUMMER	Special Ed Team Leader (MS/HS)	\$ 1,100.00	WEEKLY
SUMMER	Teacher	\$ 26.00	PER HOUR
SUMMER	Weight Room Training	\$ 21.00	PER HOUR

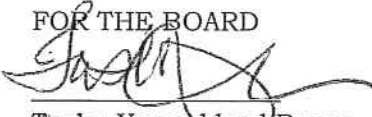
LEVEL	STIPEND TITLE	FY25-FY26 Rate	Time Period
SUMMER	Band (HS)	\$ 3,300.00	SUMMER
SUMMER	Band (MS/ELEM)	\$ 35.00	PER HOUR
SUMMER	Camp Building Facilitator	\$ 40.00	PER HOUR
SUMMER	Camp Program Facilitator	\$ 40.00	PER HOUR
SUMMER	Camp Program Planner	\$ 40.00	PER HOUR
SUMMER	Camp Student Facilitator	\$ 40.00	PER HOUR
SUMMER	Corridor Aide	\$ 20.00	PER HOUR

SUMMER	CST Case Conference Teacher	\$ 75.00	PER CASE
SUMMER	CST Case Worker	\$ 150.00	PER CASE
SUMMER	CST Evaluation	\$ 350.00	PER CASE
SUMMER	Guidance Counselor	\$ 40.00	PER HOUR
SUMMER	Guidance Counselor (Summer School)	\$ 40.00	PER HOUR
SUMMER	Nurse (MS/Elem)	\$ 38.00	PER HOUR
SUMMER	Nurse HS	\$ 38.00	PER HOUR
SUMMER	Secretary	\$ 25.00	PER HOUR
SUMMER	Special Ed ESY Related Services	\$ 64.00	PER HOUR
SUMMER	Special Ed Team Leader (MS/HS)	\$ 40.00	PER HOUR
SUMMER	Teacher	\$ 35.00	PER HOUR
SUMMER	Weight Room Training	\$ 22.00	PER HOUR


All other terms of the current Agreement, not specifically changed under the Memorandum of Agreement, shall remain in full force and effect.

IN WITNESS THEREOF, the undersigned put their signatures on this 22nd day of May, 2023

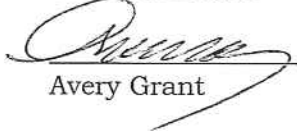
FOR THE BOARD



Tasha Youngblood Brown

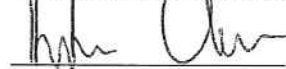


Theresa Dangler



Avery Grant

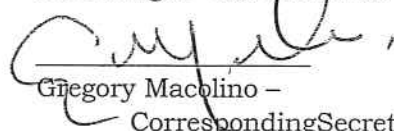
FOR THE ASSOCIATION



Kristen Clarke - President



Alex Smiga - Vice President



Gregory Macolino -
Corresponding Secretary

Jennifer Long



Ana Rugo



Ricky Logan

Position Name	Employee Last Name	Employee First Name	Salary
Assistant School Business Administrator for Facilities	DEGNAN	ANN	\$ 155,096
Assistant Transportation Manager	BEHARRY	KUMAR	\$ 66,415
Asst. Business Administrator/Asst. Board Secretary	VALENTI	NANCY	\$ 208,340
Athletic Trainer	SMALL	KIM	\$ 84,894
Chief Academic Officer	PULEIO	TARA	\$ 160,000
Computer Network Manager	PFEISTER	CHARLES	\$ 111,253
Confidential Secretary	BRECHMAN	DONNA	\$ 60,079
Confidential Secretary	CRESPO	MILAGROS	\$ 67,615
Confidential Secretary	FABIANO	CARMELINA	\$ 92,306
Confidential Secretary	GRAZIANO	MARIA	\$ 56,774
Confidential Secretary	GUZMAN	MOLLY	\$ 56,774
Confidential Secretary	LIPPI	STEFANIE	\$ 62,131
Confidential Secretary	LISANTI	NEVA	\$ 74,642
Confidential Secretary	MARTIN	JANICE	\$ 98,066
Confidential Secretary	MURPHY	CYNTHIA	\$ 78,256
Confidential Secretary	PALMER	JOYCE	\$ 81,867
Confidential Secretary	PORTER	AILEEN	\$ 65,222
Confidential Secretary	STROEBEL	LAURA	\$ 56,774
Confidential Secretary	ZAMBRANO	SUSAN	\$ 70,272
Director of Diversity and Equity	RODRIGUEZ	MARKUS	\$ 150,000
Director of Grants and Innovative Programs	AQUINO	ALISA	\$ 150,000
Director of Personnel	VALDIVIEZO	JENA	\$ 150,000
Director of Technology	DRINGUS	CHRISTOPHER	\$ 150,000
District Head Nurse/Nurse Practitioner	CARREIRA	VIRGINIA	\$ 144,096
District Security Manager	O'NEILL	WALTER	\$ 89,425
Educational Technology Teaching Specialist	ISAACS	ALEXANDER	\$ 80,000
Fiscal Analyst	MUNSON	RINA	\$ 80,613
Head of Technical Services	SOUTHWOOD-SMITH	DARYL	\$ 87,341
Human Resources Benefits Specialist	CROSBY	KIMBERLY	\$ 87,418
HVAC Mechanic	BADGLEY	TIMOTHY	\$ 91,053
HVAC Mechanic	CHAVEZ	DEAN	\$ 111,270
Jr. R.O.T.C. Instructor	BURGESS	JAN	\$ 116,950
Little Waves Manager	GREENWOOD-GOODSELL	EVA HANNA	\$ 85,697
MS/HS Assistant Facilities Manager	VECCHIONE	GARY	\$ 95,866
Operations/Inventory Technician	ESHLEMAN	JUAN	\$ 72,973
Payroll Revenue Assistant	BURNS	CATHERINE	\$ 105,494

Safety Officer,Athletic Trainer,Telecom Operator	FRIEDMAN	JONATHAN	\$ 98,048
Schedule and Data Manager	GLANZBERG	TAMMY	\$ 94,059
Social Environment Sustainability Officer	DE ASSIS	DIOGO	\$ 69,629
STEAM After School Secretary	KING	KIMBERLY	\$ 47,380
Systems Administrator	BOOTH	DAVID	\$ 77,385
Transportation Manager	FLANNIGAN	LAUREN	\$ 80,217

Monthly HIB Report

Reporting Period - April 26, 2023 - May 17, 2023

Summary:

Twelve (12) HIB investigations, five (5) confirmed as HIB

Amerigo A. Anastasia School

Two (2) incident investigations, one (1) incident confirmed

Audrey W. Clark School

One (1) incident investigation, one (1) incident confirmed

Gregory School

Three (3) incident investigations, one (1) incident confirmed

High School

Five (5) incident investigations, one (1) incident confirmed

Middle School

One (1) incident investigation, one (1) incident confirmed

PLACEMENT OF STUDENT ON HOME INSTRUCTION - 2022-2023

ID#: 100850329

PLACEMENT OF STUDENT ON HOME INSTRUCTION (RESIDENTIAL) - 2022-2023

LearnWell

ID#: 20291991

PHP: 30 days at a rate of \$617.50 per week = \$2,470.00 a month

LearnWell

ID#: 20336626

PHP: 30 days at a rate of \$617.50 per week = \$2,470.00 a month

Brookfield

ID#: 20313757

PHP: 30 days at a rate of \$148.50 per week = \$594.00 a month

TERMINATION OF STUDENTS ON HOME INSTRUCTION (RESIDENTIAL) - 2022-2023

ID#: 20291991