

OCTOBER 17, 2023

ELEMENTARY SCHOOL PERSONNEL

THE CHIEF SCHOOL ADMINISTRATOR RECOMMENDS THE FOLLOWING
ELEMENTARY SCHOOL PERSONNEL TO THE BOARD OF EDUCATION:

2023-2024 Staffing

Recommend approval of the **amendment of appointment** of **Christine Barlett**, Elementary School Paraprofessional (9151-MES-ADMN-02) from 4.0 hours per day to 5.0 hours per day, effective October 16, 2023.

Recommend approval of the **amendment of appointment** of **Katherine Dailey**, Elementary School Paraprofessional (9151-MES-ADMN-03) from 4.0 hours per day to 5.0 hours per day, effective October 16, 2023.

Recommend approval of the **revised appointment** of **Manasquan Education Association (MEA) elementary school teaching staff** for the 2023-2024 SY with salaries in accordance with the ratified collective bargaining agreement, as per **Document 4-1**.

Recommend approval of the **revised appointment** of **MEA elementary school secretarial staff** for the 2023-2024 SY with salaries in accordance with the ratified collective bargaining agreement, as per **Document 4-2**.

Recommend approval of the **revised appointment** of **MEA elementary school paraprofessional staff** for the 2023-2024 SY with salaries in accordance with the ratified collective bargaining agreement, as per **Document 4-3**.

Additional Compensation

Recommend approval of the **revised appointment** of the following teachers to **teach an additional class during the 2023-24 school year**, compensation per collective bargaining agreement:

Teacher	Subject Area	Term	Compensation
Eric Clark	Music	Full Year	\$8,000.00

(Appointment was previously Board-approved 8/22/2023 with TBD compensation amount pending settlement of the MEA contract.)

Athletics/Addendum “C” Advisors

Recommend approval of the appointment of the following Addendum C coaching staff for the 2023-2024 school year, as per **Document 4-4**.

**MEA Elementary School & Teaching Staff
2023-24 School Year**

DOCUMENT 4-1

Employee Name	Position Code	Step	FTE	Salary	Longevity
Akins, Luke	1001-MES-HEPE-01	7 MA	1	\$66,655.00	-
Ames, Taylor	1004-MES-ELEM-13	6 BA	1	\$63,355.00	-
Bagheri, Diane	1001-MES-WLAN-01	8A MA	1	\$72,855.00	-
Bilodeau, Jennifer	1001-MES-SPEC-15	8A BA	1	\$70,855.00	-
Boyne, Alissa	3120-MES-CSTM-02	12 MA	1	\$85,280.00	\$500.00
Bradley, Linda	1001-MES-SPEC-08	15 BA	1	\$94,275.00	\$175.00
Brown, Lauren	1004-MES-ELEM-07	7A BA	1	\$66,555.00	-
Calabrese-Buss, Lauren	1004-MES-ELEM-04	13 BA	1	\$86,880.00	\$500.00
Cassidy, Patricia	3114-MES-NURS-01	11 BA	1 (11 mo)	\$87,758.00	-
Cinelli, Anthony	3101-MES-GUID-02	7 MA	1	\$66,655.00	-
Clark, Eric	1001-MES-ARPE-01	14 BA	1	\$90,575.00	-
DeMattia, Gina	1001-MES-HEPE-02	7A BA	1	\$66,555.00	\$175.00
DeStefano, Nicole	3120-MES-CSTM-01	7 MA	1	\$66,655.00	-
Deegan, Suzanne	1001-MES-SPEC-07	8 BA	1	\$68,655.00	-
Demuro, Jeffrey	1001-MES-HEPE-03	15 MA	1	\$96,275.00	\$1200.00
Dullea, Meghan	1001-MES-SPEC-01	7 BA	1	\$64,655.00	-
Eastmond, Carrie	1100-MES-MATH-01	11 MA	1	\$81,780.00	\$175.00
Femenella, Cheryl	1004-MES-ELEM-08	9 MA	1	\$75,180.00	\$500.00
Ferretti, Kristina	1001-MES-SPEC-17	7 BA	0.5333	\$34,480.51	-
Gliddon, Amelia	1004-MES-ELEM-14	7 BA	1	\$64,655.00	-
Gordon, Brenan	1001-MES-SPEC-13	7 MA	1	\$66,655.00	-
Gordon, Sarah	1001-MES-ARPE-02	5-5A BA	1	\$62,155.00	-
Hagel, Samantha	1004-MES-ELEM-10	5-5A BA	1	\$62,155.00	-
Hill, Sandra Jo	1003-MES-KIND-01	15 BA	1	\$94,275.00	\$800.00
Hyatt, David ¹	1001-MES-SPEC-03	5-5A BA	1	\$62,155.00	-
Innocenzi, Nina ²	3101-MES-GUID-02	1-2 MA	1	\$62,155.00	-
Jensen, Laura	1100-MES-SCIE-01	15 BA	1	\$94,275.00	\$800.00
Jones, Jestine	1100-MES-MATH-04	11 BA	1	\$79,780.00	\$175.00
Kappy, Catherine	1004-MES-ELEM-01	15 MA	1	\$96,275.00	\$1200.00
Kehoe, Deborah	1001-MES-SPEC-10	15 MA	1	\$96,275.00	\$800.00
Kelly, Lauren	1001-MES-SPEC-02	9 BA	1	\$73,180.00	\$175.00
Kelly, Pamela	1004-MES-ELEM-05	13 MA	1	\$88,880.00	-
Kirk, Cynthia	1004-MES-ELEM-02	15 BA	1	\$94,275.00	\$1200.00
Knitter, Nancy	1001-MES-ELLP-01	12 MA	1	\$85,280.00	-
Kuriscak, Kindle	3118-MES-CSTM-01	11 BA	1	\$79,780.00	\$500.00
Levy, Mark	1001-MES-BUTE-01	13 MA	1	\$88,880.00	\$500.00
Leybovich, Alyse	1003-MES-KIND-02	9 MA	1	\$75,180.00	\$175.00
Manser, Andrew	1100-MES-MATH-03	11 BA	1	\$79,780.00	\$175.00
Markovitch, Robert	1100-MES-SCIE-02	15 BA	1	\$94,275.00	\$800.00

**MEA Elementary School & Teaching Staff
2023-24 School Year**

DOCUMENT 4-1

Martin, Sarah	3117-MES-GUID-02	3-4 MA	1	\$63,155.00	-
Mazza, Melissa	1001-MES-SPEC-09	15 BA	1	\$94,275.00	\$175.00
McMullen, Jaimee	1004-MES-ELEM-15	7 BA	1	\$64,655.00	-
Mccann, Brian	1001-MES-SPEC-14	12 DOC	1	\$87,280.00	\$175.00
Melfi, Christine	1000-MES-PREK-03	6 MA	1	\$65,355.00	-
Melillo, Marissa	1000-MES-PREK-02	6 MA	1	\$65,355.00	-
Painchaud, Marissa	3119-MES-ASUP-01	13 MA	1	\$88,880.00	-
Pape, Michael	1100-MES-ENGL-03	7 BA	1	\$64,655.00	-
Pierce, Kristine	1100-MES-SOCS-02	15 BA	1	\$94,275.00	\$500.00
Reichey, Teresa	1408-MES-ASUP-02	15 MA	1	\$96,275.00	\$800.00
Reid, Marc	1100-MES-MATH-02	15 MA	1	\$95,375.00	\$800.00
Reo, Patricia	1001-MES-SPEC-04	8 BA	1	\$68,655.00	\$175.00
Rieth, Juliana	1100-MES-ENGL-01	8 MA	1	\$70,655.00	-
Riley, Rebecca	1000-MES-PREK-04	5-5A MA	1	\$64,155.00	-
Rodriguez, Carmen	1004-MES-ELEM-03	15 MA	1	\$96,275.00	\$500.00
Romano, Danielle	1001-MES-SPEC-12	8 BA	1	\$68,655.00	-
Rostron, Jenny	1001-MES-ARTF-01	8 MA	1	\$70,655.00	\$175.00
Rotante, Justine	1001-MES-SPEC-06	7 BA	1	\$64,655.00	-
Russoniello, Thomas	1100-MES-SOCS-01	15 MA	1	\$96,275.00	\$800.00
Saake, Heather	1000-MES-PREK-01	8 MA	1	\$70,655.00	\$175.00
Savage, Teresa	3116-MES-CSTM-01	11 DOC	1	\$83,780.00	\$500.00
Sayre, Michele	1004-MES-ELEM-06	12 MA	1	\$85,280.00	\$500.00
Schwier, Harmony	3101-MES-GUID-01	3-4 MA	1	\$63,155.00	-
Snel, Brianna	1004-MES-ELEM-11	7 MA	1	\$66,655.00	\$175.00
Sullivan, Kali	1001-MES-SPEC-11	7 BA	1	\$64,655.00	-
Taft, Catherine	1004-MES-ELEM-12	15 BA	1	\$94,275.00	\$800.00
Temple, Julie	1001-MES-SPEC-16	3-4 BA	1	\$61,155.00	-
Trischitta, Andrea	1100-MES-ENGL-02	15 DOC	1	\$98,275.00	\$500.00
Vayas, Valerie	1001-MES-SPEC-03	15 BA	1	\$94,275.00	\$800.00
Wahl, Kirt	1001-MES-BUTE-02	15 BA	1	\$94,275.00	\$800.00
Ward, Kimberly	1100-MES-ENGL-04	11 MA	1	\$81,780.00	\$175.00
Wells, Jill	3111-MES-CSTM-01	15 DOC	1	\$98,275.00	\$800.00
Woytowicz, Jessica	1004-MES-ELEM-09	7 MA	1	\$66,655.00	-
Wyville, Madeline	1001-MES-ARTF-02	3-4 BA	1	\$61,155.00	-
Yeager, Brianna	1003-MES-KIND-03	5-5A BA	1	\$62,155.00	-

¹ Temporary Leave Replacement Appointment, 10/16/2023 – 4/18/2024 (pro-rated)

² Temporary Leave Replacement Appointment, 9/1/2023 – 12/3/2023 (pro-rated)

**MEA Elementary School Secretarial Staff
2023-24 School Year**

DOCUMENT 4-2

Employee Name	Position Code	Step	FTE	Salary	Longevity
DeDomenico, Christine	9300-MES-CSTM-01	1-2	1	\$53,960.00	-
Gale, Kelly	9300-MES-ADMN-02	7-8	1	\$59,510.00	-
Walsh, Amy	9300-MES-ADMN-01	1-2	1	\$53,960.00	-

**MEA Elementary School Paraprofessional Staff
2023-24 School Year**

DOCUMENT 4-3

Employee Name	Position Code	Step	Hours Per Day	Rate	Longevity
Barlett, Christine	9151-MES-ADMN-02	4	5	\$25.87	-
Caetano, Sandra	9101-MES-SPEC-14	4	5	\$25.87	-
Casner, Kimberly	9101-MES-SPEC-08	4	7	\$25.87	-
Collins, Sandra	9101-MES-SPEC-02	4	7	\$25.87	\$600.00
Coto, Amanda	9101-MES-SPEC-04	1	5	\$24.88	-
Cusanelli, Michele	9101-MES-SPEC-01	3	5	\$25.50	-
Dailey, Katherine	9151-MES-ADMN-03	4	5	\$25.87	-
Diaz Mendoza, Jessica	9101-MES-SPEC-16	3	5	\$25.50	-
Gerlach, Dorothy	9151-MES-ADMN-04	4	7	\$25.87	\$600.00
Jones, Jill	9101-MES-SPEC-12	4	7	\$25.87	-
MacDonald, Lauren	9101-MES-SPEC-09	2	5	\$25.13	-
McCarthy, Mary	9101-MES-SPEC-06	4	7	\$25.87	-
Mclaughlin, Elizabeth	9101-MES-SPEC-03	4	7	\$25.87	\$600.00
Morton, Roberta	9101-MES-SPEC-11	4	7	\$25.87	-
Murray, Tracey	9101-MES-SPEC-07	4	5	\$25.87	-
Proctor, Nicole	9101-MES-SPEC-10	4	7	\$25.87	-
Triggiano, Patricia	9101-MES-SPEC-05	4	7	\$25.87	\$500.00
White, Madonna	9151-MES-ADMN-01	4	6.5	\$25.87	\$600.00
Willmot, Samantha	9101-MES-SPEC-13	4	5	\$25.87	-

**Stipend Approvals
2023-24 School Year
for BOE Agenda 10/17/2023**

Location **MES**

Stipend Position Type/Department: **ATHL**

Stipend Job Group: **2-Winter Sports**

Position	Pos Code	Employee	% of Stipend	Stipend	Step
Basketball (Boys) Coach	9770-MES-ATHL-01	Kenney, Edward	100%	5,068	Stipend

OCTOBER 17, 2023

HIGH SCHOOL PERSONNEL

THE CHIEF SCHOOL ADMINISTRATOR RECOMMENDS THE FOLLOWING HIGH SCHOOL PERSONNEL TO THE BOARD OF EDUCATION:

2023-2024 Staffing

Recommend approval of the **revised appointment** of **Manasquan Education Association (MEA) high school and district teaching staff** for the 2023-2024 SY with salaries in accordance with the ratified collective bargaining agreement, as per **Document O-1**.

Recommend approval of the **revised appointment** of **MEA high school secretarial staff** for the 2023-2024 SY with salaries in accordance with the ratified collective bargaining agreement, as per **Document O-2**.

Recommend approval of the **revised appointment** of **MEA high school paraprofessional staff** for the 2023-2024 SY with salaries in accordance with the ratified collective bargaining agreement, as per **Document O-3**.

Recommend approval of the **revised appointment** of **MEA district custodial staff** for the 2023-2024 SY with salaries in accordance with the ratified collective bargaining agreement, as per **Document O-4**.

Recommend approval of the **appointment** of **Kimberly Sanders** as **High School Job Coach (CLI Program)** (9155-MHS-SPEC-14) for the 2023-2024 school year, effective on or about November 1, 2023 at **Step 4, \$25.87 per hour, 7 hours per day.** (*Pending criminal history and employment history review.*)

Recommend approval of the **addendum to the employment contract** of **Lesley Kenney**, **Director of School Counseling Services**, effective November 16, 2023, as per **Document O-5**.

Substitutes:

Recommend approval of the following substitutes and home instructors for the **2023-2024** school year:

Name	Teacher	Paraprofessional	Secretary
Amy Smillie	X		X
Timothy Duggan	X	X	X
Kelly Cavanaugh	X		X
Mary Mills	X	X	X
Dolores Martin	X		

Athletics/Addendum "C" Advisors

Recommend approval of the **revised appointments of 2023-2024 school year non-negotiated stipend positions** as per **Document O-6**. (*Appointments were previously Board-approved 6/13/2023 with TBD stipend amounts.*)

DOCUMENT O

Recommend approval of the **appointment** of **Lawrence Chiang** to serve as **audio-visual technician** for the 2023-2024 school year at \$50.00 per hour for audio-visual responsibilities outside employee's normal workday and outside drama club responsibilities as needed and as assigned by the administration.

Recommend approval for the following non-paid volunteer athletic assistants for the 2023-2024 school year:

- Edward Breheney – boys basketball
- Andrew Knerr – wrestling
- Austin Clarke – wrestling
- Ethan Dzenis – wrestling
- Stephen Tracey – wrestling (*pending criminal history review*)
- Jack Heenan – boys basketball
- Robert Wright - boys basketball (*pending criminal history and employment history review*)

Recommend approval of the following as **unpaid volunteer physicians/medical professionals for athletics**, for the 2023-2024 school year:

- Vincent Buddle
- Peter Gonzales
- Shane Hollowell
- Anthony Petrosini
- Thomas Sargent
- Bruce Stamos

Additional Compensation

Recommend approval of the **appointment** of the following teachers to **teach an additional class during the 2023-24 school year**, compensation per collective bargaining agreement:

Teacher	Subject Area	Term	Compensation
Ryan Graf	Construction Technology	Full Year	\$8,000.00
Meredith Morris	Family & Consumer Science	Full Year	\$8,000.00
Lauren Thieme	French	Full Year	\$8,000.00
Jason Minutoli	Mathematics	Full Year	\$8,000.00
Jason Snyder	Mathematics (Alternative School)	Full Year	\$8,000.00
Chryseis McHugh	Science (Alternative School Semester 1, Marine Science Semester 2)	Full Year	\$8,000.00
Thomas Glenn	Science (Chemistry)	Full Year	\$8,000.00
Lawrence Chiang	Science (Physics)	Full Year	\$8,000.00
James Freda	Science (Physics)	Full Year	\$8,000.00
Dennis Van Pelt	Social Studies	Full Year	\$8,000.00
Jason Bryant	Social Studies	Full Year	\$8,000.00
Kiernan Dugan	Special Education (Social Studies)	Full Year	\$8,000.00

(Appointments were previously Board-approved 8/22/2023 with TBD compensation amount pending settlement of the MEA contract.)

DOCUMENT O

Recommend approval of the **appointment** of the following teachers to **teach an additional class during the 2023-24 school year from September 1, 2023, to on or about October 9, 2023** as leave replacement substitutes for Employee ID#4540, compensation per collective bargaining agreement:

Teacher	Subject Area	Term	Compensation
Monica Fenlon	English	9/1/23-10/9/23 (24/184 days = 13.0%)	\$1,040.00 (prorated 13.0%)
Gabrielle Galizio	English	9/1/23-10/9/23 (24/184 days = 13.0%)	\$1,040.00 (prorated 13.0%)
Harry Harvey	English	9/1/23-10/9/23 (24/184 days = 13.0%)	\$1,040.00 (prorated 13.0%)
Meredith Heeter	English	9/1/23-10/9/23 (24/184 days = 13.0%)	\$1,040.00 (prorated 13.0%)
James Mawn	English	9/1/23-10/9/23 (24/184 days = 13.0%)	\$1,040.00 (prorated 13.0%)

(Appointments were previously Board-approved 8/22/2023 with TBD compensation amount pending settlement of the MEA contract.)

Recommend approval of the **appointment** of the following teachers to **teach an additional class during the 2023-24 school year from September 7, 2023, to June 30, 2024** as leave replacement substitutes for Employee ID#4710, compensation per collective bargaining agreement:

Teacher	Subject Area	Term	Compensation
Ryan Basaman	Mathematics	9/7/23-6/30/24 (182/184 days = 98.9%)	\$7,912 (pro-rated 98.9%)
Kris Buss	Mathematics	9/7/23-6/30/24 (182/184 days = 98.9%)	\$7,912 (pro-rated 98.9%)
Paulo Castanheira	Mathematics	9/7/23-6/30/24 (182/184 days = 98.9%)	\$7,912 (pro-rated 98.9%)
Cheryl Canonaco	Mathematics	9/7/23-6/30/24 (182/184 days = 98.9%)	\$7,912 (pro-rated 98.9%)
Heidi Hodnett	Mathematics	9/7/23-6/30/24 (182/184 days = 98.9%)	\$7,912 (pro-rated 98.9%)

(Appointments were previously Board-approved 8/22/2023 with TBD compensation amount pending settlement of the MEA contract and 9/21/23 start date. Dates and proration amended to reflect actual assignment dates that changed because of the leave of absence.)

Recommend approval of the **appointment** of the following teachers to **teach an additional class during the 2023-24 school year from September 1, 2023, to on or about September 24, 2023** as leave replacement substitutes for Employee ID#4546, compensation per collective bargaining agreement:

Teacher	Subject Area	Term	Compensation
Carol Anderson	Spanish	9/1/23-9/24/23 (14/184 days = 7.6%)	\$608.00 (pro-rated 7.6%)
Maria Eldridge	Spanish	9/1/23-9/24/23 (14/184 days = 7.6%)	\$608.00 (pro-rated 7.6%)
Allyson Griffith	Spanish	9/1/23-9/24/23 (14/184 days = 7.6%)	\$608.00 (pro-rated 7.6%)
Kristin Radzinsky	Spanish	9/1/23-9/24/23 (14/184 days = 7.6%)	\$608.00 (pro-rated 7.6%)

(Appointments were previously Board-approved 8/22/2023 with TBD compensation amount pending settlement of the MEA contract.)

Recommend approval of the payment of 30 unused vacation days to Dr. Frank Kasyan at his per diem rate pursuant to N.J.S.A. 18A:30-9.

Resignation

Recommend approval of the **resignation for the purpose of retirement** of **Christine Rice**, Teacher – English Language Learners (2000-MHS-ELLP-01), effective February 19, 2024.

**MEA High School & District Teaching Staff
2023-24 School Year**

DOCUMENT O-1

Employee Name	Position Code	Step	FTE	Salary	Longevity
Anderson, Carol	2000-MHS-WLAN-04	12 BA	1	\$83,280.00	\$500.00
Balon, Kelly	9025-BOE-CSTM-01	15 MA	1 (11 mo)	\$105,903.00	-
Barowski, Justin	2000-MHS-HEPE-03	3-4 BA	1	\$61,155.00	-
Basaman, Ryan	2000-MHS-MATH-01	15 MA	1	\$96,275.00	\$500.00
Bilodeau, W Andrew	2000-MHS-SPEC-01	15 BA	1	\$94,275.00	\$175.00
Blewitt, Elena	3114-MHS-NURS-01	3-4 BA	1 (11 mo)	\$67,271.00	-
Bryant, Jason	2000-MHS-SOCS-01	15 DOC	1	\$98,275.00	\$800.00
Busco, Leigh	3121-MHS-GUID-01 / 3117-MES-GUID-01	13 MA	1	\$89,055.00	\$175.00
Buss, Kristen	2000-MHS-MATH-04	15 BA	1	\$94,275.00	\$500.00
Canonaco, Cheryl	2000-MHS-MATH-03	15 MA	1	\$96,275.00	-
Castanheira, Paulo	2000-MHS-SPEC-05	7A MA	1	\$68,555.00	-
Certo, Amy	2000-MHS-HEPE-07	15 BA	1	\$94,275.00	\$800.00
Chiang, Lawrence	2000-MHS-SCIE-09	3-4 BA	1	\$61,155.00	-
Choma, Marisa	2000-MHS-ENGL-05	7 BA	1	\$64,655.00	\$175.00
Cosse, Pamela	3117-MHS-CSTM-01	15 MA	1 (11 mo)	\$105,903.00	\$800.00
Craig, Christopher	2000-MHS-SOCS-08	7 MA	1	\$66,655.00	-
Critelli, Ryan	2000-MHS-SOCS-09	6 BA	1	\$63,355.00	-
Crowning, Lisa	2000-MHS-SCIE-03	15 BA	1	\$94,275.00	\$800.00
Driscoll, John	2000-MHS-SOCS-02	15 DOC	1	\$98,275.00	\$800.00
Dugan, Kiernan	2000-MHS-SPEC-07	7A BA	1	\$66,555.00	-
Duggan, Lauren	3101-MHS-GUID-02	12 MA	1	\$85,280.00	\$500.00
Edwards, Amy	2000-MHS-ARPR-03	7 MA	1	\$66,655.00	\$175.00
Eggie, Carlyann	2000-MHS-ENGL-08	5-5A MA	1	\$64,155.00	-
Eldridge, Maria	2000-MHS-WLAN-02	15 MA	1	\$96,275.00	\$800.00
Fenlon, Monica	2000-MHS-ENGL-04	11 BA	1	\$79,780.00	\$500.00
Festa, Katelyn	2000-MHS-SCIE-06	9 MA	1	\$75,180.00	-
Freda, James	2000-MHS-SCIE-04	15 DOC	1	\$98,275.00	\$1200.00
Galano, Melissa	2000-MHS-ARPE-03	5-5A BA	1	\$62,155.00	-
Galizio, Gabrielle ¹	2000-MHS-ENGL-08	3-4 BA	1	\$61,155.00	-
Glenn, Thomas	2000-MHS-SCIE-05	15 BA	1	\$94,275.00	\$800.00
Graf, Ryan	2000-MHS-ARPR-02	7 MA	1	\$66,655.00	-
Griffith, Allyson	2000-MHS-WLAN-03	12 MA	1	\$85,280.00	-
Hall, Joann	2000-MHS-SPEC-04	7 MA	1	\$66,655.00	-
Hannafey, Valerie	3114-MHS-NURS-02	1-2 BA	1	\$60,155.00	-
Harvey, Harry	2000-MHS-ENGL-02	15 MA	1	\$96,275.00	\$1200.00
Heeter, Meredith	2000-MHS-ENGL-06	15 MA	1	\$96,275.00	\$800.00
Herman, Alexis	2000-MHS-ARTF-01	8 MA	1	\$70,655.00	-
Hillman, Meghan	2000-MHS-ENGL-01	12 MA	1	\$85,280.00	\$500.00

**MEA High School & District Teaching Staff
2023-24 School Year**

DOCUMENT O-1

Hodnett, Heidi	2000-MHS-MATH-02	14 BA	1	\$90,575.00	-
Hoeler, Linda	2000-MHS-BUTE-02	7 MA	1	\$66,655.00	\$175.00
Hoffman, Erich	3101-MHS-GUID-01	15 MA	1 (11 mo)	\$105,903.00	\$800.00
Hoffman, Jeffrey	2000-MHS-WLAN-06	7 BA	1	\$64,655.00	-
Hyland, Kevin	3113-MHS-ATHL-01	5 Ath. Tr. (12 mo)	1	\$107,890.00	\$1200.00
Koenig, Lorraine	2000-MHS-BUTE-01	7 BA	1	\$64,655.00	-
Kopec, Oriana	3105-MHS-MEDC-01	15 DOC	1	\$98,275.00	\$500.00
Kozic, Claire	2000-MHS-HEPE-04	13 MA	1	\$88,880.00	\$800.00
Kukoda, Lisa	2410-BOE-TECH-01	11 BA	1 (11 mo)	\$87,758.00	\$500.00
LaCarrubba, Joseph	2000-MHS-SPEC-13	8 BA	1	\$68,655.00	-
Larkin, Courtney	2000-MHS-BUTE-03	7A MA	1	\$68,555.00	-
Lee, Brian	2000-MHS-HEPE-05	15 BA	1	\$94,275.00	\$800.00
Lemongelli, Elizabeth	3117-MHS-GUID-01	13 MA	1 (11 mo)	\$97,768.00	-
Lomas, Brett	2000-MHS-MATH-06	15 DOC	1	\$98,275.00	\$175.00
Lord, Susan	3118-MHS-CSTM-01	15 DOC	1 (11 mo)	\$108,103.00	\$500.00
Martucci, Gina	2000-MHS-MATH-07	15 MA	1	\$96,275.00	\$500.00
Mason, Eric	2000-MHS-SOCS-03	10 BA	1	\$76,380.00	-
Mawn, James	2000-MHS-ENGL-03	15 MA	1	\$96,275.00	\$1200.00
McHugh, Chryseis	2000-MHS-SCIE-01	12 BA	1	\$83,280.00	\$500.00
McQuillen, Allison	2000-MHS-SCIE-02	10 MA	1	\$78,380.00	-
Minutoli, Jason	2000-MHS-MATH-08	12 BA	1	\$83,280.00	\$500.00
Minutoli, Kristen	2000-MHS-SPEC-17	11 BA	1	\$79,780.00	\$175.00
Morris, Meredith	2000-MHS-ARPR-01	8 BA	1	\$68,655.00	\$175.00
Mulroy, Fatima	3101-MHS-GUID-05	3-4 MA	1	\$63,155.00	-
Mura, Jennifer	2000-MHS-SPEC-12	15 MA	1	\$96,275.00	\$1200.00
Murin, Kimberly	2000-MHS-SPEC-16	8 BA	1	\$68,655.00	-
Narucki, Alicia	3101-MHS-GUID-03	11 MA	1	\$81,780.00	\$175.00
Onorato, Jamie	2000-MHS-ENGL-07	11 DOC	1	\$83,780.00	\$175.00
Pagano, Nicole	2000-MHS-ARTF-02	7A MA	1	\$68,555.00	\$175.00
Petriella, Adam	2000-MHS-SCIE-08	5-5A MA	1	\$64,155.00	-
Petriella, Adam	2000-MHS-SCIE-08	5-5A MA	1	\$64,155.00	-
Podos, Geniene	2000-MHS-SPEC-02	6 MA	1	\$65,355.00	-
Price, Julian	2000-MHS-SOCS-06	15 BA	1	\$94,275.00	\$1200.00
Puryear, Pamela	2000-MHS-SPEC-10	15 DOC	1	\$98,275.00	\$500.00
Radzinsky, Kristin	2000-MHS-WLAN-05	15 BA	1	\$94,275.00	\$500.00
Rice, Christine	2000-MHS-ELLP-01	6 MA	1	\$65,355.00	-
Rostron, Brian	2000-MHS-SPEC-14	11 BA	1	\$79,780.00	-
Russo, Rosa	2000-MHS-WLAN-07	9 BA	1	\$73,180.00	-

**MEA High School & District Teaching Staff
2023-24 School Year**

DOCUMENT O-1

Saliski, Lauren	3101-MHS-GUID-04	6 MA	1	\$65,355.00	-
Santucci, Jill	2000-MHS-HEPE-06	13 BA	1	\$86,880.00	\$500.00
Savacool, Zachary	2000-MHS-SOCS-04	6 MA	1	\$65,355.00	-
Sawicki, Katharine	2000-MHS-SPEC-09	9 BA	1	\$73,180.00	-
Schaad, Matthew	2000-MHS-HEPE-02	15 MA	1	\$96,275.00	\$800.00
Schille, Madison	2000-MHS-ARPE-02	5-5A BA	1	\$62,155.00	-
Shibla, Brent	2000-MHS-SOCS-07	6 MA	1	\$65,355.00	-
Snyder, Jason	2000-MHS-ARPR-04	7 BA	1	\$64,655.00	-
Steinberg, Susan	3116-MHS-CSTM-01	8 MA	¹ (11 mo)	\$77,721.00	
Szkal, Eva	2000-MHS-ARPE-01	15 MA	1	\$96,275.00	-
Testa, Alicia	2000-MHS-SPEC-03	7A MA	1	\$68,555.00	-
Thieme, Lauren	2000-MHS-WLAN-01	15 BA	1	\$94,275.00	-
Treney, Carolyn	2000-MHS-ARTF-03	15 BA	1	\$94,275.00	\$800.00
Van Pelt, Dennis	2000-MHS-SOCS-10	15 BA	1	\$94,275.00	\$800.00
Virok, Christina	2000-MHS-SOCS-11	8 MA	1	\$70,655.00	-
Voorhees, Megan	2000-MHS-MATH-05	6 BA	1	\$63,355.00	-
Voskian, Matthew	2000-MHS-HEPE-01	8 BA	1	\$68,655.00	\$175.00
Waldeyer, Robert	2000-MHS-BUTE-04	15 BA	1	\$94,275.00	\$500.00
Walling, Elizabeth	2000-MHS-SPEC-16	7 BA	1	\$64,655.00	-
Warncke, Dana	2000-MHS-HEPE-08 / 1001-MES-HEPE-04	6 BA	1	\$63,355.00	-
Wasnesky, Eric	2000-MHS-SCIE-07	13 MA	1	\$88,880.00	\$500.00
Witt, Jodi	2000-MHS-SPEC-11	7A MA	1	\$68,555.00	-
Zdanowicz, Kristen	2000-MHS-MATH-09	15 BA	1	\$94,275.00	\$800.00

¹ Temporary Leave Replacement Appointment, 9/1/2023 – 1/2/2024 (pro-rated)

**MEA Elementary School Secretarial Staff
2023-24 School Year**

DOCUMENT O-2

Employee Name	Position Code	Step	FTE	Salary	Longevity
Lovell, Kara	9300-MHS-CSTM-01	6	1	\$57,960.00	-
Mahon, Kathleen	9300-MHS-ATHL-01	7-8	1	\$59,510.00	\$800.00
Maloney, Carol	9300-BOE-CURC-01	5	0.2594	\$14,775.42	-
Picker, Michelle	9300-BOE-FACL-01	5	1	\$56,960.00	-
Price, Bailey	9300-MHS-GUID-01	7-8	1	\$59,510.00	-
Read, Richard	9300-MHS-ADMN-02	7-8	1	\$59,510.00	-
Winter, Stephanie	9300-MHS-ADMN-01	7-8	1	\$59,510.00	-

MEA High School Paraprofessional & Job Coaching Staff DOCUMENT O-3
2023-24 School Year

Employee Name	Position Code	Step	Hours Per Day	Rate	Longevity
Bertscha, William	9101-MHS-SPEC-05	4	7	\$25.87	-
Cosgrove, Kelly	9155-MHS-SPEC-09	1	7	\$24.88	-
Delaney, Noreen	9155-MHS-SPEC-01	3	7	\$25.50	-
DiPuma, Emily	9155-MHS-SPEC-10	2	7	\$25.13	-
Fleming, Cynthia	9155-MHS-SPEC-07	4	7	\$25.87	-
Frye, Lisa	9155-MHS-SPEC-12	4	7	\$25.87	-
Garrison, Melinda	9155-MHS-SPEC-08	4	7	\$25.87	-
Heinley, Colin	9155-MHS-SPEC-02	1	7	\$24.88	-
Hernandez, Melissa	9155-MHS-SPEC-04	1	7	\$24.88	-
Manovill, Donya	9101-MHS-SPEC-01	4	7	\$25.87	\$600.00
Platten, Jenna	9155-MHS-SPEC-11	3	7	\$25.50	-
Silvestri, Jennifer	9155-MHS-SPEC-13	2	7	\$25.13	-
Sterner, Autumn	9101-MHS-SPEC-02	4	7	\$25.87	-
Sulat, Kimberley	9155-MHS-SPEC-05	1	7	\$24.88	-
Walsh, Jeanne	9155-MHS-SPEC-06	4	7	\$25.87	-
Wheeler, Jacqueline	9155-MHS-SPEC-03	2	7	\$25.13	-

**MEA District Custodial Staff
2023-24 School Year**

DOCUMENT O-4

Day Custodians

Employee Name	Position Code	Step	FTE	Salary	Longevity	Additional Earnings
Dease, Mary	9403-BOE-FACL-03	16	1	\$55,222.00	\$1,400.00	\$450.00 (Black Seal)
Hayden, Harry	9403-BOE-FACL-09	13	1	\$49,702.00	\$1,300.00	\$450.00 (Black Seal)
Herrmann, John	9402-BOE-FACL-04	7-9	1	\$45,002.00	-	
Juska, Bruce	9403-BOE-FACL-08	1-2	1	\$41,977.00	-	
Porcile, Michael	9403-BOE-FACL-12	1-2	1	\$41,977.00	-	
Reichey, Thomas	9402-BOE-FACL-01	13	1	\$49,702.00	\$1,300.00	\$450.00 (Black Seal) \$625.00 (Grounds)
Richey, Kevin	9402-BOE-FACL-02	7-9	1	\$45,002.00	-	\$450.00 (Black Seal)
Shipley, Jason	9402-BOE-FACL-03	4	1	\$42,777.00	-	\$450.00 (Black Seal)

Night Custodians

Employee Name	Position Code	Step	FTE	Salary	Longevity	Additional Earnings
Beyer, Scott	9403-BOE-FACL-01	1-2	1	\$45,475.00	-	
Guzman, Luis	9403-BOE-FACL-11	5	1	\$46,883.00	-	\$450.00 (Black Seal)
Guzman, Pastor	9403-BOE-FACL-07	14	1	\$55,166.00	\$1,300.00	\$450.00 (Black Seal)
Mendoza, Clementina	9403-BOE-FACL-06	1-2	1	\$45,475.00	-	
Rehbein, Dennis	9403-BOE-FACL-02	16	1	\$59,824.00	\$1,500.00	\$450.00 (Black Seal)
Saner, Casey	9403-BOE-FACL-05	3	1	\$45,908.00	-	
Smith, John	9403-BOE-FACL-10	7-9	1	\$48,752.00	-	\$450.00 (Black Seal)
Timpani, Santino	9403-BOE-FACL-04	16	1	\$59,824.00	\$1,400.00	\$450.00 (Black Seal)

ADDENDUM TO CONTRACT OF EMPLOYMENT

THIS ADDENDUM TO CONTRACT OF EMPLOYMENT is made and entered into this **17th day of October 2023**, by and between the **MANASQUAN BOARD OF EDUCATION**, with offices located at 169 Broad Street, Manasquan, New Jersey 08736 (hereinafter “the Board”)

and

LESLEY A. KENNEY, whose address is [REDACTED]
(hereinafter “the Director of School Counseling Services”).

WITNESSETH

WHEREAS, the current contract of employment between the Board and the Director of School Counseling Services began on July 1, 2023 and is to expire on June 30, 2024; and

WHEREAS, the Board seeks to AMEND the current agreement in light of additional responsibilities being added to the job description for the Director of School Counseling Services; and

WHEREAS, the Board approved authorization of this Addendum to Contract of Employment by a vote of its members at a regularly scheduled meeting on **October 17, 2023** and has authorized the President of the Board to execute this Addendum to Contract of Employment.

NOW, THEREFORE, in consideration of the mutual promises and covenants set forth herein, the parties do hereby agree as follows:

1. Section 4.A. (Compensation, Salary) of the Contract of Employment shall be amended to an annual salary of ONE HUNDRED SIXTY-TWO THOUSAND SEVEN HUNDRED SEVENTY-SEVEN DOLLARS (\$162,777.00), pro-rated to the effective date of November 16, 2023.
2. All other terms, conditions and provisions of the previous contract of employment shall remain in full force and effect for the duration of the contract.

IN WITNESS WHEREOF, the undersigned parties or their duly authorized officers have signed this Contract effective on the day and year first above written.

M. Alexis Pollock
President, Manasquan Board of Education

Date

Witness:

Lesley A. Kenney
Director of School Counseling Services

Date

Witness:

**Non-Negotiated Stipend Appointments
2023-24 School Year**

DOCUMENT O-6

Position	Employee	Stipend Amount
Affirmative Action Officer	Donald Bramley	\$3,446.00
Digital Communications Coordinator	Lisa Kukoda	\$3,434.00
Eighth Grade Transition Coordinator	Lauren Saliski	\$5,549.00
Facilities Use Coordinator	Stephanie Winter	\$3,626.00
Mechanic/Maintenance Technician	Michael Porcile	\$10,000.00
MSDF Coordinator*	Tara Hudson	\$6,216.00
MSDF Assistant Coordinator*	Ryan Basaman	\$3,626.00
MSDF Assistant Coordinator*	Teresa Reichey	\$3,626.00
Warrior Clubhouse Childcare Coordinator	Margaret Polak	\$10,304.00
Webmaster	Brett Lomas	\$3,434.00

Appointments were previously Board-approved 6/13/2023 with TBD stipend amounts.

**MSDS Coordinator & Assistant Coordinator stipends shall be the base stipend listed above plus an incentive bonus of 3.00% of actual contributions raised and received on behalf of MSDF in excess of \$100,000.00 during the term of July 1, 2023 and June 15, 2024.*

Manasquan Board of Education & Manasquan Education Association

Memorandum of Agreement

FINAL

- Matter in strikethrough font ~~thus~~ is existing text intended to be removed from the current agreement.
- Matter in bold font **thus** is new text intended to be added to the text of the current agreement.

1. Amend Article 4 (Employee Rights and Privileges) by adding a section "F." as follows:

"F. An employee shall immediately report in writing (if able) any case of physical or verbal assault or battery upon his or her person arising out of, or in connection with, his or her employment duties. Such matters shall be immediately reported to the principal or immediate supervisor. Such cases will be handled by administration as soon as possible. When absence arises out of or from such assault or injury, the employee may be entitled to Workers Compensation."

2. Amend Article 5 (Association Rights and Privileges), Section K. as follows:

~~"Effective 7/1/2015 W~~with the recommendation of the Superintendent and approval of the Board, bargaining unit members may enroll their children in the high school ~~half the annual pupil tuition rate or the~~ and elementary school tuition free. ~~Any employee hired prior to 7/1/2005 will be grandfathered with free high school tuition.~~ Any ENROLLMENT determination shall not be subject to the grievance procedure.

If a bargaining unit member's child enrolled under this provision newly enrolls in the District on or after September 1, 2018 and requires additional special educational services beyond that of a general education environment, it shall be at the bargaining unit member's expense and they shall reimburse the Board of these additional itemized costs."

3. Amend Article 8 (Teachers' Hours and Teaching Loads), Section A.1. as follows:

~~"1. Teachers shall indicate their presence~~ **daily by electronically signing in** ~~for duty by placing a check mark in the appropriate column of the faculty sign-in roster. Teachers signing in late shall be required to indicate the time of arrival and initial same. Teachers shall indicate their departure at the end of the school day by electronically signing out placing a check mark in the appropriate column of this roster."~~

4. Amend Article 8 (Teachers' Hours and Teaching Loads), Section J. as follows:

~~"MES teachers shall participate in one additional parent-teacher conference to be scheduled in the evening~~ **which shall but not conclude later than 8:00 P.M.** ~~on the same day as an afternoon parent-teacher conference."~~

5. Amend Article 10 (Educational Secretaries' Work Schedule) by adding a section "E." as follows:

"E. If secretarial employees are assigned to work hours beyond their work schedule, such as evening events, graduation, etc., they shall be granted compensatory time rounded to the nearest half day with a minimum of one-half day of compensatory time awarded."

6. Amend Article 11 (Custodial Employee's Holiday Schedule), Section A. as follows:

"A. Custodial employees shall be entitled to thirteen (13) paid holidays per year pursuant to a schedule of holidays approved by the board of education. The paid holidays shall include:

New Year's Day
Martin Luther King's Birthday
Lincoln's Birthday
Washington's Birthday
Good Friday
Memorial Day **(and weekend extension, if any)**
Independence Day **(and weekend extension, if any)**
Labor Day
Columbus Day **or Indigenous Peoples' Day**
General Election Day
Veterans' Day
Thanksgiving Day
Christmas Day.

A Memorial Day weekend extension is defined as any weekday immediately adjacent to Memorial Day or the Memorial Day weekend on which school is not in session for students."

7. Amend Article 12 (Employment Procedures), Section F. as follows:

"F. Secretarial candidates with experience may receive credit for prior experience, salary to be determined at the time of hiring according to the appropriate salary schedule ~~and with due consideration given to the budget appropriation.~~ Future increments will be according to the appropriate salary schedule."

8. Amend Article 12 (Employment Procedures), Section J. as follows:

"J. A terminated paraprofessional shall receive **thirty (30) days ~~2 (two) weeks~~ notice of termination or **thirty (30) days** ~~2 (two) weeks~~ pay in lieu of notice."**

9. Amend Article 13 (Vacations), Section A. as follows:

~~"A. Only custodial employees employed on a 12-month basis are entitled to vacation leave. The vacation policy for custodial employees employed on a 12-month basis is as follows:~~

At the time of hire, a custodian will be granted a pro-rated number of vacation days, up to 10, one for each full month they will be employed prior to July 1. On July 1 of each year, each custodian will receive their vacation days to be used in that contract year (beginning July 1) according to the schedule below. The "years service" must be full years completed as of July 1:

~~1 year— less than 5 7 years service: 10 days~~
~~5 7 years – less than 10 14 years service: 15 days~~
~~10 14 years service and up: 21 days"~~

10. Amend Article 13 (Vacations), Section E. as follows:

"E. Educational secretaries employed on a 12-month basis are entitled to vacation leave. The vacation policy for education secretaries employed on a 12-month basis is as follows:

At the time of hire, a secretary will be granted a pro-rated number of vacation days, up to 10, one for each full month they will be employed prior to July 1.

On July 1 of each year, each secretary will receive their vacation days to be used in that contract year (beginning July 1) according to the schedule below. The "years service" must be full years completed as of July 1.

~~1 year— less than 5 7 years service: 10 days~~
~~5 7 years – less than 10 14 years service: 15 days~~
~~10 14 years service and up: 21 days"~~

11. Amend Article 14 (Uniforms), Section A. as follows:

"The Board agrees to provide the following uniforms to a newly hired custodian as soon as practicable or to existing custodians annually by the dates listed below:

5 shirts each year by August 1st.

5 pairs of pants or shorts or any combination thereof each year by August 1st.

2 sweatshirts each year by September 15th.

1 spring jacket every other year by September 15th.

1 winter jacket every other year by November 15th.

2 smocks each year by August 1st.

Rain gear shall be available in each building.

Upon request by the custodian and with the approval of the custodial supervisor, uniform quantities may be changed or amended provided there is no increased cost to the Board.

The Board agrees to provide each full-time custodial employee a **\$300.00** ~~\$200.00~~ (three ~~two~~ hundred dollar) annual shoe allowance issued by August 1st, for the purchase of ANSI approved shoes.

Employees shall submit a receipt and shall be paid by purchase order. All employees shall be required to wear the uniforms provided by the Board of Education."

12. Amend Article 15 (Salaries), Section A. as follows:

"A. The salaries of all employees covered by this agreement are set forth in the schedules attached hereto and made a part hereof.

Effective July 1, ~~2023~~ ~~2018~~ ~~teachers, athletic trainer, secretaries, and custodians teacher~~ shall receive an increase on average of ~~3.6%~~ ~~3.0%~~ inclusive of increment. **Effective July 1, 2023, paraprofessionals shall receive an increase on average of 5.8% inclusive of increment.**

Effective July 1, ~~2024~~ ~~2018~~ ~~all employees teacher~~ shall receive an increase on average of ~~3.6%~~ ~~3.5%~~ inclusive of increment.

Effective July 1, ~~2025~~ ~~2018~~ ~~all employees teacher~~ shall receive an increase on average of ~~3.6%~~ ~~3.5%~~ inclusive of increment.

Effective July 1, ~~2026~~ ~~2018~~ ~~all employees teacher~~ shall receive an increase on average of ~~3.6%~~ ~~3.5%~~ inclusive of increment.

Effective July 1, ~~2027~~ ~~2018~~ ~~all employees teacher~~ shall receive an increase on average of ~~3.6%~~ ~~3.5%~~ inclusive of increment.

~~Secretaries, custodians, and paraprofessionals shall receive the same percentage increased as above.~~

Schedule "C" **stipends** shall be increased by ~~3.6%~~ ~~3.5%~~ ~~include of increments~~ in each year of the agreement. **Employees receiving \$200.00 as longevity added to a Schedule "C" stipend during the 2022-23 school year will continue to receive it if appointed to the same Schedule "C" position. No new longevity amount shall be added to any schedule "C" stipends effective July 1, 2023.**

~~Guide enhancement money in the total amount of \$5,000 in Year 1 of the agreement and \$75,000 in each of years 2 through 5 of the agreement will be provided to improve the salary guide, only in the event that enrollment in the HSA of eligible members is at least 10% at the end of the Spring open enrollment period. In the event enrollment in the HSA falls below 10%, the parties agree to renegotiate the enhancement money at the end of that fiscal year for the remaining years of the agreement.~~

Salary guides shall be mutually developed and payments shall be retroactive to July 1, ~~2023~~ ~~2018~~ from the date of ratification, based on the previously agreed upon scatter gram dated **April 6, 2023** ~~January 17, 2018~~.

13. Amend Article 15 (Salaries), Section A.1 as follows:

"1. Any teacher who teaches an additional class shall be compensated **\$8,000.00** ~~\$7,500~~ per year, or pro-rated equivalent for marking period, semester, or shorter-term additional teaching assignment. If the master schedule or class period duration is changed, the amount of the payment shall be

renegotiated. ~~Effective with the 2013-2014 School Year and afterwards this article shall be modified as follows:~~

- a. Administration may assign a maximum of one (1) teaching staff member per department to teach an extra class if insufficient volunteers are available. Any teacher teaching an extra class will be assigned one-half the number of duty periods as a teacher with a normal teaching load.
- b. The Administration agrees to post the open position/block.
- c. Administration agrees to provide a copy of the list of volunteers choosing to teach the fourth block.
- d. The departments for assignment are: Math, English, Social Studies, Science, Business Education, Foreign Language, Fine Arts, Special Education, and Physical Education and Health."

14. Amend Article 15 (Salaries), Section G. as follows:

"G. Each custodial employee who possesses a black seal boiler license for the entire year shall receive additional compensation in the amount of **five hundred fifty four hundred and fifty (\$550.00 \$450.)** dollars per year. ~~Effective upon ratification,~~ New hires shall obtain their black seal license within one (1) year of employment or else their employment shall be terminated. Existing employees who do not possess a black seal license shall continue to pursue obtaining such license until they are successful. **The Board will reimburse a custodian for the cost of one administration of the black seal licensure test upon receipt of a documented passing score."**

15. Amend Article 18 (Involuntary Transfers and Reassignments), Sections C. and D. to re-order as follows:

"C. A list of open positions in the school district shall be made available to all teachers being involuntarily transferred. Such teachers may request the positions, in order of preference, to which they desire to be transferred. A teacher being involuntarily transferred or reassigned shall be placed only in an equivalent position; i.e., one in which, among other things, there is no reduction in rank or in total compensation. ~~An involuntary transfer or reassignment shall be made only after a meeting between the teacher involved and the superintendent, at which time the teacher shall be notified of the reason therefore. In the event a teacher objects to the transfer or reassignment at this meeting, upon request of that teacher, the principal, superintendent, and the objective teacher (and, if desired by the objecting teacher, his/her representative) will meet to review the facts. If no mutually agreeable solution can be reached, any procedural matters shall be subject to the Grievance Procedure. The grievance shall be initiated at Level Three."~~

"D. An involuntary transfer or reassignment shall be made only after a meeting between the teacher involved and the superintendent, at which time the teacher shall be notified of the reason therefore. In the event a teacher objects to the transfer or reassignment at this meeting, upon request of that teacher, the principal, superintendent, and the objective teacher (and, if desired by the objecting teacher, his/her representative) will meet to review the facts. If no mutually agreeable solution can be reached, any procedural matters shall be subject to the Grievance Procedure. The grievance shall be initiated at Level Three. ~~A list of open positions in the school district shall be made available to all teachers being involuntarily transferred. Such~~

~~teachers may request the positions, in order of preference, to which they desire to be transferred. A teacher being involuntarily transferred or reassigned shall be placed only in an equivalent position; i.e., one in which, among other things, there is no reduction in rank or in total compensation."~~

16. Amend Article 19 (Promotions), Section A. as follows:

"A. Promotional positions are defined as follows: positions paying a salary differential, and/or positions **requiring an administrative certificate as defined by N.J.A.C. 6A:9-2.1** in the administrative supervisory levels of responsibility (including but not limited to positions as superintendent, principal, assistant principal, Director of Curriculum K-12, Director of Psychological and Pupil Personnel Services, Director of Athletics, Supervisor). All vacancies in promotional positions, including specialists and/or special project teachers, pupil personnel workers, and positions in programs funded by federal government agencies shall be adequately publicized by the superintendent in accordance with the following procedure:

1. When school is in session a notice shall be **emailed to all employees posted in each school** as far in advance as practicable (ordinarily at least **ten [10]** ~~thirty [30]~~ school days before the final date when applications must be submitted and in no event less than **five [5]** ~~fifteen [15]~~ school days before such date). ~~A copy of said notice shall be mailed to the association at the time of posting.~~ Employees who apply for such vacancies will submit their applications in writing to the superintendent within the time specified in the notice and the superintendent shall acknowledge, in writing, the receipt of all such applications. Applications shall be kept on file in the superintendent's office for continual consideration for future vacancies until the office is notified by the applicant that the application is withdrawn.

2. Employees who apply for a promotional position which may be filled during the summer period, when school is not in regular session, will submit their names to the superintendent together with the position for which they desire to apply. Such notice shall be sent as far in advance as practicable."

17. Amend Article 22 (Sick Leave and Retirement), Section D. as follows:

"D. Teachers who retire in accordance with the rules of the Teachers' Pension and Annuity Fund (TPAF) and **Board-Certified Behavior Analysts (BCBAs) in accordance with the rules of the Public Employees' Retirement System (PERS)** after working 15 (fifteen) years in the Manasquan School District will be compensated for 100% (one hundred percent) of their unused accumulated sick leave at a rate \$75 (seventy five dollars) per day. Sick leave reimbursement upon retirement shall be capped at \$8500.00 (eight thousand five hundred dollars) for any teacher hired after August 24, 1999. In order for payment to be made pursuant to this section by July 1, following the date of retirement, the employee must provide written notification of the intention to retire no later than January 31st of that same year. Notification provided after January 31st will result in payments being made the following July 1st."

18. Amend Article 22 (Sick Leave and Retirement), Section E.3. as follows:

“3. The MEA Sick Leave Bank can be used for extending leave only for employees who have donated days. Use of banked days must be for the employee’s own personal illness. All employee contributions shall be voluntary. The donation of sick days by employees shall be made on a form developed by the MEA SLBC and distributed to employees at the following times:

~~For the 2016-2017 school year, only, members must enroll as soon as possible after ratification of the Sidebar Agreement, but no later than December 15, 2016. Employees who have donated a minimum of one (1) day during the 2016-2017 school year will be considered members of the MEA Sick Bank.~~

~~Following the first year of the MEA Sick Leave Bank, Any new members must enroll by September 30th 15th.~~

An employee with accumulated sick days may donate to the sick leave bank (as such, members are not eligible for participation until their second year of employment in the district). Sick days from the annual allotment of twelve (12) days for twelve-month employees or ten (10) days for ten-month employees may not be donated. **Donations to the sick leave bank must be made between September 1 and January 31 of each school year and may only be made by employees who are active or on leave at that time.** The contributed sick days will be deducted from the employee’s accumulated sick leave totals, and shall not be refunded if unused by the end of the school year, instead remaining in the Bank until used.”

19. Amend Article 23 (Temporary Leaves of Absence), Section A.4. as follows:

“4. Bereavement leave of up to five (5) school days from the date of death shall be granted per occurrence for the death of any member of the immediate family ~~(including an employee’s spouse, child, father, mother, sister, brother, grandparents, mother in law, father in law, brother in law, sister in law, son in law, daughter in law, niece, nephew and any other member of the immediate household).~~

Immediate family under this section shall be defined as the employee’s child, grandchild, sibling, spouse, domestic partner, civil union partner, parent, grandparent, aunt, uncle, niece, nephew, son-in-law, daughter-in-law, stepparent, stepchild, stepsibling, or halfsibling of the employee or of the employee’s spouse, domestic partner, or civil union partner, whether related by blood, marriage, or adoption. This shall include any unborn child or stillbirth including miscarriage.

Employees may be absent from school duties without loss of pay for a period of one (1) day for the death of a relative or close friend outside the employee’s immediate family as defined above. In the event there are no work days scheduled in the seven (7) days immediately following the date of death, bereavement leave may be granted at the discretion of the superintendent of schools. The exercise of such discretion shall not become the basis for the establishment of a practice.”

20. Amend Article 23 (Temporary Leaves of Absence), Section A.7. as follows:

"7. The executive board (not to exceed five members, including the president) president of the association or his/her designee shall be granted up to 2 (two) days per year for attendance at meetings, workshops, or conferences of a professional nature. Application for such leave under this provision shall be made to the superintendent at least 3 (three) days in advance of taking such leave."

21. Amend Article 25 (Tuition Reimbursement) as follows:

"All staff members shall be eligible for tuition reimbursement for 9 credits per year 3 credits per semester at the Rutgers Graduate tuition rate, providing the following conditions are satisfied:

A. the course(s) is/are in an accredited program leading to a masters or doctorate degree in the teacher's area of instruction or in a certificated program;

B. written prior approval of the superintendent has been received;

C. the staff member teacher earns a grade of B or better;

D. the staff member teacher notifies the business administrator, in writing, before January 30th of the next fiscal year of his/her intent to participate in the tuition reimbursement program.

E. Official documentation of successful course completion must be submitted to the superintendent no later than August 31 of the year following the school year that the course was taken. Payment is to be made within sixty (60) days of receipt of official documentation, to the superintendent, of successful completion of the course(s).

G. Invoices must be submitted within 30 days of receipt by the staff member to the school business administrator to confirm the staff member's enrollment in the course."

22. Amend Article 27 (Professional Development and Educational Improvement) by adding a section "C." as follows:

"C. Paraprofessionals, job coaches, or custodians will be provided time and devices necessary to complete any required district training or other assigned professional development related to their job duties."

23. Amend Article 32 (Paraprofessionals and Job Coaches) by adding a sections "E., F, G. and H." as follows:

"E. Paraprofessionals and job coaches scheduled to work in excess of five hours per day will be guaranteed a duty-free lunch of not less than forty minutes.

F. Job Coaches will not be responsible for their own transportation during the school day to off-site locations. If district provided transportation is not an option and they are required to go to an off-site location, mileage reimbursement will be provided in accordance with OMB mileage rates.

G. Paraprofessionals or job coach work hours may include scheduled time required for collaboration with teachers, supervisors, or other staff members to prepare for daily activities or complete data input.

H. Paraprofessionals or job coaches hired to work with students during summer recess or an extended school year program, they will be compensated at their 10-month, salary guide hourly rate for the school year beginning September 1 following the summer assignment."

24. Amend Article 1 (Recognition), Section A. as follows:

A. The Manasquan Board of Education does hereby recognize the Manasquan Education Association as the exclusive and sole representative for collective negotiations concerning the terms and conditions of employment of the following employees.

1. All certificated teaching personnel under contract including department heads but excluding supervisory, administrative, and executive personnel; i.e. principals, assistant/vice principals, directors of guidance and/or directors of special services.

2. General secretaries and clerical personnel in the board's employ including secretaries to the building principals and secretaries to the guidance director, but excluding the secretaries of the superintendent, the secretaries to the board secretary, and others excluded by the act.

3. Custodial employees of the board.

4. Paraprofessionals, **Job Coaches, and Behavioralists/BCBAs.**

5. Representation of the above categories is ~~limited to full time employees and excludes part time employees (defined as those employed for less than four [4] hours per day or twenty [20] hours per week) and also excludes substitutes."~~

25. Amend Article 1 (Recognition) by adding a Section "C." as follows:

"C. Unless otherwise indicated, the term "teaching staff members," when used in this agreement shall refer to all certificated employees represented by the association in the negotiating unit as above defined, including classroom teachers, educational service personnel, or other members whose positions require a professional license (e.g. RN, BCBA) or a certificate issued by the State Board of Examiners."

26. Amend Article 8 (Teachers' Hours and Teaching Loads) by inserting a new Section "K." following Section "J." and re-lettering succeeding sections appropriately:

~~"K. Teaching staff members are required to attend one back-to-school night event per year at their assigned primary school for a maximum of two and one-half (2.5) hours. If a teaching staff member is assigned to multiple schools or grade levels which have different back-to-school nights, the administration will assign the teaching staff member to one to attend. If a teaching staff member is unable to attend the back-to-school night, they must inform their principal as soon as the conflict is known to the teaching staff member and arrange with the principal to be available to meet with parents on another evening for an equivalent amount of time."~~

27. Amend Article 8 (Teachers' Hours and Teaching Loads) by inserting a new Section "P." following re-lettered Section "O." and re-lettering succeeding sections appropriately:

"P. Teaching staff members of the MEA may be twelve-month employees when hired to a twelve-month position by the Board. The contract for twelve-month employees will be from July 1st to June 30th. Teaching staff members in twelve-month positions under this section will not follow the school calendar but rather will work all weekdays except for paid holidays as follows:

**New Year's Day
Martin Luther King, Jr. Day
Lincoln's Birthday
Washington's Birthday
Good Friday
Memorial Day
Independence Day (and weekend extension, if any)
Labor Day
Columbus Day or Indigenous Peoples' Day
General Election Day
Veteran's Day
Thanksgiving Day
Christmas Day**

During the months of July and August, twelve-month teaching staff members will work four (4) weekdays per week from 7:30am – 3:00pm with one (1) weekday off per week.

If school is in session on any of these paid holidays, the twelve-month teaching staff member may be required to work on these holidays to ensure the efficient and safe operations of the schools. If the Board requires the twelve-month teaching staff member to work on any of these holidays, the Board shall offer the twelve-month employee an alternative holiday on an otherwise scheduled workday in lieu of the holiday during the same school year. These alternate holiday dates will be provided to the affected employee prior to the beginning of the school year.

Twelve-month teaching staff employees shall be entitled to twelve (12) paid sick leave days in accordance with state law as well as twenty (20) paid vacation days and four (4) paid personal days annually. Vacation and personal days must be scheduled with the prior approval of the superintendent of schools. A maximum of ten (10) unused vacation days may be rolled over to the next school year with the approval of the superintendent of schools. Unused personal days will be rolled into accumulated sick days.

Unless a specific salary guide for the twelve-month teaching staff member is defined, their annual salary will be 120% of the salary from the teaching staff salary guide which they would otherwise earn in a ten-month position. Appointments to twelve-month positions shall be each year at the discretion of the Board. A twelve-month teaching staff member's salary will be paid over the twelve months of their contract. If a twelve-month teaching staff member returns to a ten-month position, the additional two months salary shall not be made part of the tenure protected salary."

28. Amend Article 8 (Teachers' Hours and Teaching Loads) by moving current Section "L." (Athletic Trainer) and moving to follow new Section "P." above and re-lettering succeeding sections appropriately. Amend current Section "L." as follows:

"L. This section shall apply to an athletic trainer hired prior to July 1, 2023.

- i. Athletic Trainer will be a 12 month position that will run from July 1- June 30th annually. In lieu of working during the month of July, the athletic trainer will be required to work up to 20 Saturdays during the sports seasons.
 - ii. The athletic trainer will have ~~23~~ 24 vacation days and be granted the following paid legal holidays: New Year's day, Martin Luther King's Birthday, Lincoln's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, General Election Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A maximum of 10 unused vacation days may be rolled over to the next year, with the Superintendent's approval.
 - iii. The Athletic Trainer and the Athletic Director will agree upon a holiday schedule which does not conflict with the athletic program. If the trainer is required to work on one of the legal holidays, he/she will be granted an additional day to compensate for it.
 - iv. Employee will receive 12 sick days as well as 4 Personal days.
 - v. The athletic trainer will ~~teach 3 classes and~~ maintain a flexible training room duty during the unit lunch period. Sign in time will be 10:35 A.M.
 - vi. Fall season: The athletic trainer will cover all NJSIAA home games. The athletic trainer will cover varsity practices until 6:30 P.M. and be on call and available until 8:30 P.M.
 - vii. Winter season: The athletic trainer will cover all NJSIAA home games. The athletic trainer will cover varsity practices until 6:30 P.M. and be on call and available until 8:30 P.M.
 - viii. Spring season: The athletic trainer will cover all NJSIAA home games. The athletic trainer will cover varsity practices until 6:30 P.M. and be on call and available until 8:30 P.M.
 - ix. Saturdays: The athletic trainer will cover NJSIAA home games and away football games.
- Pre-season and holidays: The athletic director will schedule game coverage with the athletic trainer."

29. Amend Article 8 (Teachers' Hours and Teaching Loads) by inserting a new Section "R." following re-lettered Section "Q." and re-lettering succeeding sections appropriately.

"R. This section shall apply to an athletic trainer hired July 1, 2023 or after.

- i. The athletic trainer shall be a twelve-month teaching staff member employee employed under the provisions of Section P. of this article.**
- ii. Notwithstanding the provisions of Section O., the athletic trainer's annual work schedule will additionally include twenty (20) weekend days as workdays to provide athletic training services.**
- iii. It is understood the athletic trainer's daily assigned hours must be flexible and may be variable to accommodate athletic practices and events. The athletic trainer may be assigned working hours at the discretion of the administration but in no case shall exceed eight hours per day.**
- iv. The athletic trainer may be required to work additional hours in a given day or additional days during the school year to provide athletic training services at an athletic event. If the athletic trainer's hours or working days exceed those required under this section, the athletic trainer shall be granted compensatory time rounded to the nearest half-day with a minimum 0.5 compensatory days earned for additional hours or days worked."**

30. Amend Article 10 (Educational Secretaries' Work Schedule), Section A. as follows:

"A. Hours per week: ~~35 hours~~ 8-hour scheduled workday including a 1-hour duty free lunch, September through June; 7.5 hour scheduled workday including a 30 minute duty-free lunch 30 hours July and August."

31. Amend Article 19 (Promotions) by adding a Section "C." as follows:

"C. The following shall apply to the district's posting and hiring procedures for Addendum C stipend positions that are named in this agreement.

- 1. An initial posting that will be open for a minimum period of 10 business days will be sent internally. Internally shall mean advertised to all MEA members. Any MEA member may apply during the initial posting.**
- 2. If an MEA member applies to the initial posting, if qualified, then the MEA member shall be appointed to the position.**
- 3. If no MEA members apply during the initial posting period, the position will be re-posted internally and externally. Any current employee of the district may apply during this posting. Externally shall be defined as the district having the option of publicizing the vacancy to the general public.**
- 4. From the pool of applicants to the second posting, internal applicants, if qualified, shall be given preferential treatment over any external, non-district employee applicants.**
- 5. Notwithstanding 2. above, an incumbent exception shall apply if a district employee who currently holds the position wishes to continue in the position and the Board desires to re-hire**

them for the position. In this case, the board may re-appoint them to the position regardless of whether they are a MEA member or non-member.

6. In the event a vacancy occurs that requires immediate selection, the minimum 10-day posting may be shortened by mutual agreement of the Board and the MEA."

32. Amend Article 21 (Employee Evaluation), Section "A." as follows:

"A. All monitoring and observation of the work performance of an employee shall be conducted openly and with full knowledge of the employee. **Teaching staff members shall be evaluated consistent with the provisions of the Teacher Effectiveness and Accountability for the Children of New Jersey Act (TEACHNJ) and N.J.A.C. 6A:10 (Educator Effectiveness).**

~~1. Each tenured teaching staff member shall be observed in the performance of his/her assigned duties at least once annually. Each non-tenure teaching staff member shall be observed in the performance of his/her assigned duties at least three times annually. Observations shall be long enough to permit the evaluator to observe a complete performance by the teaching staff member. Whenever possible, multiple observations that focus on different areas of responsibility are desirable. Multiple observations leading to a single post-observation conference and report shall be spread over time to allow for improvement; however, the total time shall not exceed ten (10) days from the first observation and a verbal indication shall be given to the teacher that additional observations will take place, as well as areas of concern to the evaluator. The observation conference shall be conducted within five (5) days after the last observation. The observation report form shall be signed and dated by the staff member and the evaluator. The signature of the staff member indicates that he/she has seen the report. It does not necessarily indicate agreement with its substance. A copy of the report shall be provided to the teaching staff member within ten (10) days of the conference. The teaching staff member shall be permitted to add his/her comments to the report at the time of the conference or within ten (10) working days thereafter. An additional conference shall be granted upon request by the teaching staff member. This request must be made by the teaching staff member within five (5) days following receipt of the observation report. The staff member's comments will be attached and filed with the report.~~

~~2. The annual performance report shall be signed by the evaluator at the time of the conference and by the teaching staff member within five (5) working days of the conference. The signature indicates that he/she has seen the report, not necessarily agreement with its substance. The member may, within ten (10) working days of the conference, add material to the report not included by the evaluator. A copy of the report shall be provided to the teaching staff member within ten (10) working days of the conference."~~

33. Amend Article 21 (Employee Evaluation), by deleting sections "E." and "F." and re-lettering succeeding sections appropriately:

E. Supervisory reports on tenured teachers shall be issued in the name of the appropriate supervisor and shall be written.

1. When pertinent, the report shall include:

~~a. Strengths and weaknesses of the teachers as evidenced during the period covered by the evaluation;~~

~~b. Specific suggestions and recommendations as to the measures which the teacher might take to improve his/her performance in each of the areas wherein weaknesses have been indicated.~~

~~2. Supervisory reports for tenured teachers shall be made at least one (1) time each year, not later than May 15th.~~

~~F. Supervisory reports shall be provided for non-tenure teachers at least three (3) times each year.~~

~~1. The first non-tenure teacher report shall be no later than November 1 and the third no later than March 15.~~

~~2. No later than May 15, the board shall give each non-tenure teacher continuously employed since the preceding September 30 either:~~

~~a. A written offer of a contract for employment for the next succeeding year or b. A written notice that such employment shall not be offered.~~

~~3. Any non-tenured teacher who has received notice of non-employment shall be entitled to a statement of written reasons for non-renewal of contract (if requested by the teacher), and will be given a limited type of hearing if request if (timely made) made within 15 days of the receipt of the notice by the teacher (under provisions of the Donaldson Decision). The teacher shall make a written request for a hearing to the board secretary and superintendent within fifteen (15) days of receipt of the notice. The board shall issue its determination no later than June 15."~~

34. Amend Article 21 (Employee Evaluation), Section G.2. as follows:

"2. In order to provide a basis for employee improvement and to measure employee effectiveness, all employees shall be subject to periodic observation and evaluation of their work. Such evaluation shall consist of not less than **one (1) two (2)** observations per school year."

35. Amend Article 21 (Employee Evaluation), Section G.4. as follows:

"4. Each evaluation shall **have a rubric including four defined ratings: 1 – Ineffective, 2 – Partially Effective, 3 – Effective, or, 4- Highly Effective** be summarized in accordance with a numerical rating system from 1 to 5, with a rating of 5 being highest."

36. Amend Article 27 (Professional Development) as follows:

~~The Board shall utilize current in-service days and add 1 (one) additional day to the teachers work year and provide in-service as follows:~~

In-Service Days	Time	Hours
1st day of school (Sept. students ½ day)	1:00-3:00	2 hrs
(Extend work day 1 hr)		
Additional day in September (students ½ day)	1:00-3:00	2 hrs

(Extend work day 1 hr)

Mid year in-service day (Jan/Feb)	7 hrs
Add an additional teachers' day during year	7 hrs
Total Hours per Year	18 hrs

The work year for 10 and 11-month employees shall include four (4) additional in-service workdays during which school is not in session for students. These days shall be scheduled as 7.5-hour workdays that include a 40-minute duty-free lunch.

At least one of these days will be scheduled prior to the start of the student's school year and at least one of these days will be scheduled on the next weekday after the end of the student's school year in the month of June. The two additional days will be scheduled as part of the school calendar. One of these in-service days may be used for activities at which students are present (e.g. student orientation) during which teaching staff members may be required to participate.

The Board may schedule additional in-service activities as part of the school calendar by scheduling an early dismissal for students on a student school day. On these early dismissal days, employees shall be given a 40-minute duty-free lunch and are required to participate in the scheduled in-service activities until the end time of their workday that would normally occur if it were a regular school day."

37. Amend Article 5 (Association Rights and Privileges), Section J. as follows:

"The board shall provide release time of one non-teaching or preparation class period per day, not to exceed 40 (forty) minutes, to the president of the association. The board shall provide release time of one non-teaching or preparation class period per week at the elementary school or four-day cycle at the high school to a maximum of four members of the association executive committee. The president of the association must identify, in writing, the members of the executive committee to the principals of each school by June 15 of the prior school year so that schedules can be created. If executive committee membership changes during the school year, no changes to the schedule will be made until the following school year. ~~the chairperson of the Negotiations Committee in order that they may perform their functions as representatives of the association in the enforcement of this agreement.~~ Said time shall be in addition to the regularly scheduled preparation time and duty-free lunch period.

In the case of an elementary school teacher, when these conditions cannot be fully met without interfering with the educational process, a mutual agreement shall be arrived at by the superintendent, the principal, and the president of the association."

38. Amend Article 8 (Teachers' Hours and Teaching Loads) by inserting a new Section "L." following section K. (see item #27 above) and re-lettering succeeding sections appropriately:

"L. Teaching staff members are encouraged to attend the graduation ceremony of their assigned primary school for a maximum of two hours. The administration of the school may require any teaching staff member to assist in facilitating the ceremony by assigning the

teaching staff member a duty. If no assignment of a duty is made by the administration, the teaching staff member shall attend the ceremony.

If a teaching staff member is unable to attend the graduation ceremony for any reason, they shall notify the building principal."

39. Amend Article 33 (Duration of Agreement) as follows:

"This Memorandum of Agreement shall be subject to the ratification of the respective parties and all salaries and stipends shall be retroactive to July 1, ~~2023~~ 2018 (for secretaries, paraprofessionals, and eustodians) or November 1, 2018 (salary guides for teachers) and shall be effective through June 30, ~~2028~~ 2023 subject to the association's right to negotiate a successor agreement as provided in Article 2. This agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated above, unless it is extended by a written mutual agreement of the board and the association."

40. Amend Article 8 (Teachers' Hours and Teaching Loads), Section F.1. as follows:

"1. Elementary school - a minimum of seven (7) periods per week **and a minimum of one (1) full period per day of not less than forty (40) continuous minutes**; Effective with the 2013-2014 School Year and afterwards, Elementary teachers may be required to utilize two (2) of their preparation periods per month for special education related, INRS and 504 meetings without compensation."

41. Amend Article 8 (Teachers' Hours and Teaching Loads), Section A.2 as follows:

"No teacher shall be required to report for duty earlier than six (6) minutes in the high school and sixteen (16) minutes in the elementary school before the opening of the pupils' school day, and shall be permitted to leave thirty (30) minutes in the high school and twenty (20) minutes in the elementary school after the close of the pupils' school day. On Fridays or on days preceding a holiday or vacation, the teachers' work day shall end at the close of the pupils' school day or when all duty obligations have been completed. **Notwithstanding the thirty (30) minute requirement in this item, a high school teacher who is assigned to participate in freshman orientation during their workday where they are required to meet with freshman members of their class(es) shall be permitted to leave at pupil dismissal time on an equivalent number of workdays to the number of sections or periods they met with freshmen during freshman orientation.**"

42. Amend Article 9 (Custodial Employees' Work Schedule), Section H. as follows:

"H. ~~Night crew~~ Ceustodial employees shall be permitted ~~up to one half hour for a 30-minute non-working, duty-free meal dinner~~ break provided that working time remains at eight hours per shift. At a date designated by the BOE, summer hour shifts shall be set at 7:00 a.m. to 3:00 p.m. and will include a ½ hour meal break."

43. Amend Article 8 (Teaching Hours and Teaching Load), Section K. as follows:

"K. Teachers shall be available **before pupil arrival or after pupil dismissal** for extra help one (1) day per week for forty-five (45) minutes. The day shall be scheduled at the convenience of the teacher."

44. All other provisions of the collective bargaining agreement that expires June 30, 2023 remain in full force and effect.

45. All other prior proposals shall be considered withdrawn.

46. The parties executing this agreement have been duly authorized by their respective memberships.


ACCEPTED AND AGREED June 13, 2023:

For the Board of Education:

For the Manasquan Education Association:

Mr. Alexis Pollock

Dr. K. Kasper



Alexis Luyler

Meredith Heeter

Diana Zaccaro


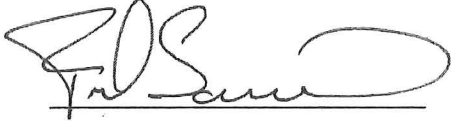
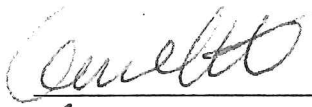
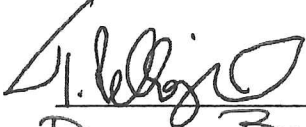
Manasquan Board of Education & Manasquan Education Association
Memorandum of Agreement
ADDENDUM #1

47. The following stipend position and amounts shall be added to "Addendum C" / High School Clubs:
"Audio-Visual Technician"


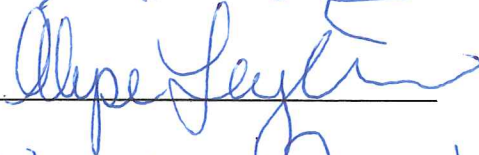

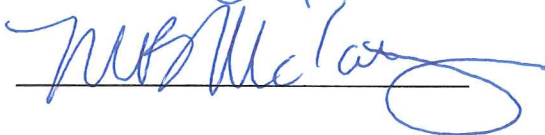
The stipend for the Audio-Visual Technician will be set at \$5,000.00 for the 2023-24 school year increasing annually with other Addendum C stipends as provided by MOA item #12.

ACCEPTED AND AGREED September 19, 2023:

For the Board:





Donna Bassone
Date: 9/19/2023

For the Association:





Date: 9/26/23

TEACHERS

Base Year (2022-2023)				Year 1 (2023-2024)				Year 2 (2024-2025)				Year 3 (2025-2026)				Year 4 (2026-2027)				Year 5 (2027-2028)			
Step	BA	MA	Doc	Step	BA	MA	Doc	Step	BA	MA	Doc	Step	BA	MA	Doc	Step	BA	MA	Doc	Step	BA	MA	Doc
																				1	67,535	69,535	71,535
																				2	68,335	70,335	72,335
																				3	69,335	71,335	73,335
																				4	70,335	72,335	74,335
																				5	72,235	74,235	76,235
1	58,285	60,285	62,285	1-2	60,155	62,155	64,155	2	61,610	63,610	65,610	1-2	63,920	65,920	67,920	1	65,570	67,570	69,570	6	74,335	76,335	78,335
2-3	59,285	61,285	63,285	3-4	61,155	63,155	65,155	2-3	62,410	64,410	66,410	3-4	64,720	66,720	68,720	2-3	66,370	68,370	70,370	7	76,585	78,585	80,585
4-5	60,285	62,285	64,285	5-5A	62,155	64,155	66,155	4-5	63,410	65,410	67,410	5-6	65,920	67,920	69,920	4-5	67,370	69,370	71,370	8	78,985	80,985	82,985
5A	61,285	63,285	65,285	6	63,355	65,355	67,355	6	64,610	66,610	68,610	7	66,910	68,910	70,910	6-7	68,670	70,670	72,670	9	82,185	84,185	86,185
6-6A	62,485	64,485	66,485	7	64,655	66,655	68,655	7A	67,810	69,810	71,810	7A	69,120	71,120	73,120	7	70,570	72,570	74,570	10	85,585	87,585	89,585
7	63,785	65,785	67,785	7A	66,555	68,555	70,555	8	69,910	71,910	73,910	8	71,220	73,220	75,220	8	72,670	74,670	76,670	11	89,085	91,085	93,085
7A	65,685	67,685	69,685	8	68,655	70,655	72,655	8A	72,110	74,110	76,110	8A	73,420	75,420	77,420	8A	74,870	76,870	78,870	12	92,685	94,685	96,685
8	67,785	69,785	71,785	8A	70,855	72,855	74,855	9	74,485	76,485	78,485	9	75,795	77,795	79,795	9	77,270	79,270	81,270	13	96,360	98,360	100,360
8A	69,985	71,985	73,985	9	73,180	75,180	77,180	10	77,685	79,685	81,685	10	78,995	80,995	82,995	10	80,470	82,470	84,470	14	100,050	102,050	104,050
9	72,285	74,285	76,285	10	76,380	78,380	80,380	11	81,085	83,085	85,085	11	82,395	84,395	86,395	11	83,870	85,870	87,870	15	100,050	102,050	104,050
10	75,485	77,485	79,485	11	79,780	81,780	83,780	12	84,585	86,585	88,585	12	85,895	87,895	89,895	12	87,370	89,370	91,370	15	100,050	102,050	104,050
11	78,885	80,885	82,885	12	83,280	85,280	87,280	13	88,185	90,185	92,185	13	89,505	91,505	93,505	13	90,970	92,970	94,970	15	100,050	102,050	104,050
12	82,385	84,385	86,385	13	86,880	88,880	90,880	14	91,875	93,875	95,875	14	93,200	95,200	97,200	14	94,660	96,660	98,660	15	100,050	102,050	104,050
13	85,985	87,985	89,985	14	90,575	92,575	94,575	15	95,575	97,575	99,575	15	96,900	98,900	100,900	15	98,350	100,350	102,350	15	100,050	102,050	104,050
14	89,680	91,680	93,680	15	94,275	96,275	98,275	15	95,575	97,575	99,575	15	96,900	98,900	100,900	15	98,350	100,350	102,350	15	100,050	102,050	104,050
15	93,375	95,375	97,375	15	94,275	96,275	98,275	15	95,575	97,575	99,575	15	96,900	98,900	100,900	15	98,350	100,350	102,350	15	100,050	102,050	104,050

Athletic Trainers (Hired prior to July 1, 2023)

Base Year (2022-2023)		Year 1 (2023-2024)		Year 2 (2024-2025)		Year 3 (2025-2026)		Year 4 (2026-2027)		Year 5 (2027-2028)	
Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary
										1	103,745
								1	102,045	2	105,925
						1	100,595	2	104,225	3	108,105
						2	102,775	3	106,405	4	110,285
				1	99,270	3	104,955	4	108,585	5	112,465
		1	97,970	2	101,450	4	107,135	5	110,765	5	112,465
1	97,063	2	100,150	3	103,630	5	109,315	5	110,765	5	112,465
2	99,245	3	102,330	4	105,810	5	109,315	5	110,765	5	112,465
3	101,426	4	104,510	5	107,990	5	109,315	5	110,765	5	112,465
4	103,608	5	106,690	5	107,990	5	109,315	5	110,765	5	112,465
5	105,790	5	106,690	5	107,990	5	109,315	5	110,765	5	112,465

Secretaries

Base Year (2022-2023)		Year 1 (2023-2024)		Year 2 (2024-2025)		Year 3 (2025-2026)		Year 4 (2026-2027)		Year 5 (2027-2028)	
Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary
										1	62,490
								1	60,160	2	63,390
						1	57,835	2	61,060	3	64,290
						2	58,735	3	62,060	4	65,290
				1	55,730	3-4	59,735	4-5	63,060	5	66,290
1	51,625	1-2	53,960	2-3	56,630	5	60,735	6	64,060	6	67,390
2	52,625	3	54,960	4	57,630	6	61,735	7	65,160	6	67,390
3	53,625	4	55,960	5	58,630	7	63,035	7	65,160	6	67,390
4	54,625	5	56,960	6	59,630	7	63,035	7	65,160	6	67,390
5	55,625	6	57,960	7	61,210	7	63,035	7	65,160	6	67,390
6-7	56,625	7-8	59,510	7	61,210	7	63,035	7	65,160	6	67,390
8	58,160	7-8	59,510	7	61,210	7	63,035	7	65,160	6	67,390

Custodians

Base Year (2022-2023)			Year 1 (2023-2024)			Year 2 (2024-2025)			Year 3 (2025-2026)			Year 4 (2026-2027)			Year 5 (2027-2028)		
Step	Day	Night	Step	Day	Night	Step	Day	Night	Step	Day	Night	Step	Day	Night	Step	Day	Night
						1	42,987.00	46,569.00	1-2	44,137.00	47,815.00	1	45,147.00	48,909.00	1	46,897.00	50,805.00
1	40,872.00	44,278.00	1-2	41,977.00	45,475.00	2-3	43,387.00	47,003.00	3-4	44,537.00	48,248.00	2-3	45,547.00	49,343.00	2	47,297.00	51,238.00
2	41,272.00	44,711.00	3	42,377.00	45,908.00	4	43,787.00	47,436.00	5	44,987.00	48,736.00	4-5	45,947.00	49,776.00	3	47,697.00	51,672.00
3	41,672.00	45,145.00	4	42,777.00	46,342.00	5	44,237.00	47,923.00	6	45,487.00	49,278.00	6	46,447.00	50,318.00	4	48,872.00	52,945.00
4	42,072.00	45,578.00	5	43,277.00	46,883.00	6	44,737.00	48,465.00	7	46,687.00	50,578.00	7	47,647.00	51,618.00	5	50,072.00	54,245.00
5	42,572.00	46,120.00	6	43,727.00	47,371.00	7	45,947.00	49,776.00	8	47,887.00	51,878.00	8	48,847.00	52,918.00	6	51,272.00	55,545.00
6-8	43,022.00	46,607.00	7-9	45,002.00	48,752.00	8-10	47,147.00	51,076.00	9-11	49,087.00	53,178.00	9	50,047.00	54,218.00	7	52,572.00	56,953.00
9	44,297.00	47,988.00	10	46,202.00	50,052.00	11	48,247.00	52,268.00	12	50,317.00	54,510.00	10-12	51,347.00	55,626.00	8	53,972.00	58,470.00
10	45,497.00	49,288.00	11	47,302.00	51,244.00	12	49,447.00	53,568.00	13	51,617.00	55,918.00	13	52,747.00	57,143.00	9	55,472.00	60,095.00
11	46,597.00	50,480.00	12	48,502.00	52,544.00	13	50,647.00	54,868.00	14	53,017.00	57,435.00	14	54,247.00	58,768.00	10	57,397.00	62,180.00
12	47,797.00	51,780.00	13	49,702.00	53,844.00	14	51,947.00	56,276.00	15	55,097.00	59,688.00	15	56,197.00	60,880.00	11	59,397.00	64,347.00
13	48,997.00	53,080.00	14	50,922.00	55,166.00	15	54,047.00	58,551.00	16	57,197.00	61,963.00	16	58,197.00	63,047.00	11	59,397.00	64,347.00
14	50,222.00	54,407.00	15	53,022.00	57,441.00	16	56,197.00	60,880.00	16	57,197.00	61,963.00	16	58,197.00	63,047.00	11	59,397.00	64,347.00
15	52,322.00	56,682.00	16	55,222.00	59,824.00	16	56,197.00	60,880.00	16	57,197.00	61,963.00	16	58,197.00	63,047.00	11	59,397.00	64,347.00
16	54,522.00	59,066.00	16	55,222.00	59,824.00	16	56,197.00	60,880.00	16	57,197.00	61,963.00	16	58,197.00	63,047.00	11	59,397.00	64,347.00

Paraprofessionals

Base Year (2022-2023)			Year 1 (2023-2024)			Year 2 (2024-2025)			Year 3 (2025-2026)			Year 4 (2026-2027)			Year 5 (2027-2028)		
Step	Hourly	Annual	Step	Hourly	Annual	Step	Hourly	Annual	Step	Hourly	Annual	Step	Hourly	Annual	Step	Hourly	Annual
															1	28.67	37,128
															2	28.92	37,451
									1	26.56	34,395	1	27.60	35,742	3	29.22	37,840
									2	26.81	34,719	2	27.85	36,066	4	29.52	38,228
						1	25.68	33,256	3	27.16	35,172	3	28.15	36,454	4	29.52	38,228
			1	24.88	32,220	2	25.93	33,579	4	27.51	35,625	4	28.50	36,908	4	29.52	38,228
1	23.62	30,588	2	25.13	32,543	3	26.28	34,033	4	27.51	35,625	4	28.50	36,908	4	29.52	38,228
2	23.87	30,912	3	25.50	33,023	4	26.65	34,512	4	27.51	35,625	4	28.50	36,908	4	29.52	38,228
3	24.22	31,365	4	25.87	33,502	4	26.65	34,512	4	27.51	35,625	4	28.50	36,908	4	29.52	38,228
4	24.57	31,818	4	25.87	33,502	4	26.65	34,512	4	27.51	35,625	4	28.50	36,908	4	29.52	38,228