

Posting 23-031

***pending NTEA negotiations**

(***) pending completion of paperwork

2022-2023
Spring Coaches
Posting #23-033

[illegible]

2022 - 2023
HIGH SCHOOL CO-CURRICULAR ACTIVITIES ADVISORS

POSITION	NAME	STIPEND	POSTING	BD APP
9th Grade	Sikaya Alston	\$4,603*	23-037	8/17/2022
10th Grade	Elizabeth Jaccodine	\$4,844*	23-037	6/29/2022
11th Grade	Jamie Tuzeneu	\$5,093*	23-037	8/17/2022
12th Grade	Alexander DiGiovanni	\$5,962*	23-037	6/29/2022
Activities Director	Catherine Crelin	\$17,510*	23-037	6/29/2022
African Student Union	Kia Lyons	\$4,663*	23-037	6/29/2022
Art Club	Mary Dansereau	\$1,643*	23-037	6/29/2022
Band, Assistant Director	Chelsea Korkowski	\$5,392*	23-041	6/29/2022
Band, Director (Marching Unit)	Ayden Khan	\$8,140*	23-041	6/29/2022
Blazer	Kimberly Kelly	\$6,770*	23-037	6/29/2022
Color Guard	Melissa Luell	\$4,981*	23-041	6/29/2022
Dance Club (Troupe)	Kia Lyons	\$1,643*	23-048	8/17/2022
Ensembles- Choral	Madeline Meier	\$1,643*	23-049	7/27/2022
Ensembles- Instrumental	Ayden Khan	\$4,018*	23-049	6/29/2022
G.S.A Club	Mykela Edwards	\$1,643*	23-037	6/29/2022
Jumpstart-Education	Callandra Peters	\$3,090*(**)	23-062	6/29/2022
JumpStart-Environmental Science	George Kwiecinski	\$3,090*(**)	23-062	6/29/2022
JumpStart-Law & Criminal Justice	James Dunne	\$3,090*(**)	23-062	6/29/2022
JumpStart-Medical Science	Kevin Izworski	\$3,090*(**)	23-062	6/29/2022
Math Club	Kelley McCartney	\$4,018*	23-037	6/29/2022
National Honor Society	Rosemarie Dwyer	\$4,663*	23-023	6/29/2022
NJROTC	Jeffrey Dennison	\$8,069*	23-037	6/29/2022
NJROTC- Assistant	Richard Tate	\$5,392*	23-037	6/29/2022
Proteus	Cindy Messina	\$6,002*	23-037	6/29/2022
Sailing Club	Jeanetta Yannazzone	\$1,643*	23-037	6/29/2022
Ski Club	Jeanetta Yannazzone	\$1,643*	23-037	6/29/2022
Theatre Technician Manager	Raymond Kelly	\$3,090*	23-047	6/29/2022
Theatrical Director (after school)	Kara Scaramazza	\$9,902*	23-047	6/29/2022
Theatrical Director- Assistant (AS)	Madeline Meier	\$5,668*	23-047	7/27/2022
Trident	Alexander DiGiovanni	\$9,125*	23-099	6/29/2022
Varsity Club	Richard Tate	\$2,439*	23-037	6/29/2022
Varsity Club	Beth Jaccodine	\$2,439*	23-037	6/29/2022
Yoga Club	Melissa Gustray	\$1643*	23-037	8/17/2022
Sign Language Interpreters:	Raquel D'Antonio, Eliza Combs, Bethany Pappa, Cindy Panarra, Kelli Pomphrey, Althea Duchar, and Catherine Barry	Per Contract		
	<i>*pending NTEA negotiations</i>			
	<i>(**)Stipend scaled by the total number of participants</i>			

MEMORANDUM OF AGREEMENT

by and between

**THE NEPTUNE TOWNSHIP BOARD OF EDUCATION
(THE "BOARD")**

and

**THE NEPTUNE TOWNSHIP EDUCATION ASSOCIATION (THE
"ASSOCIATION")**

WHEREAS, the Board is the public employer of all certificated teaching staff members, custodial personnel, school safety officers, psychologists, educational interpreters, technology technicians, paraprofessionals, and secretaries, employed by the Board as set forth in the Parties' Collective Negotiations Agreement; and

WHEREAS, all such employees are represented for purposes of collective negotiations by the Association; and

WHEREAS, the parties have negotiated in good faith in agreeing to terms and conditions of employment covering Association members from July 1, 2021 through June 30, 2026

WHEREAS, the parties wish to memorialize those terms and conditions of employment governing the parties' labor relations for the aforesaid period of time;

NOW, THEREFORE, in consideration of the promises and the mutual covenants herein contained, and for other good and valuable considerations:

1. The Board and the Association, having reached a tentative settlement for a successor Collective Negotiations Agreement as set forth below, shall recommend the terms of this Memorandum of Agreement ("MOA") to the full Board and the Association's general membership, and this MOA shall be subject to ratification by the Board and the Association's general membership. The Association represents that it shall conduct the ratification on or before September 1, 2022. Once advised of the NTEA's ratified approval of this MOA, the Board will conduct its meeting to ratify.
2. This Memorandum of Agreement sets forth the full and complete agreements and understandings of the two Parties, and these agreements and understandings shall be embodied formally in a properly drawn and executed successor Collective Negotiations Agreement (the "new Contract").
3. The new Contract shall be in force and effect from July 1, 2021 through June 30, 2026 and all terms set forth therein shall continue until such time as a successor agreement is executed by the parties with the express understanding that there

shall be no automatic increments paid after the conclusion of the contract until such time as a successor agreement is ratified and executed by the Parties.

4. All contract sections referred to below refer to the structure of the current Contract. Unless otherwise indicated herein, all terms, conditions, and provisions of the current Collective Negotiations Agreement between the parties, running from July 1, 2021 through June 30, 2026, shall remain in full force and effect, except as expressly modified by mutual agreement as set forth herein.
5. The district's athletic trainer and behaviorist will accrete from "singletons" to members of the NTEA.
6. Article VIII Salaries: The Parties agree that the salary guides shall be adjusted by 3.35%, inclusive of increment, for each of five years for all positions and titles. The guides has been mutually developed and agreed upon by the Parties. Additionally, there shall be additional funding applied to address guide adjustment issues for teachers as jointly decided by the Parties as follows:

2021-2022: \$240,000
2022-2023: \$240,000
2023-2024: \$220,000
2024-2025: \$220,000
2025-2026: \$220,000

A Custodian salary guide has been mutually developed and agreed upon, with \$44,000 as starting salary, for custodians hired after June 30, 2022.

7. There will be no retroactive healthcare contribution increase for staff for the 2021-2022 school year.
8. Article XXI (A)(2), Teachers Work Hours/Article XXXI-Educational Interpreters/Article XXXII-Paraprofessionals/Article XXXIII-School Safety Officers: effective July 1, 2022, the maximum time required to be in school, under normal conditions, shall not exceed the following:

Elementary	6 hours 40 minutes
Middle	6 hours 50 minutes
High	6 hours 50 minute

The High School Day will be extended by 10 minutes at the end of the day. The extra ten minutes will be utilized for a combination of homeroom and/or passing time and will be supervisory but not instructional in nature. The Middle School day will be shortened by 10 minutes at the end of the day.

9. Article XXI (A) Teachers Work Hours/Article XXXI – Educational Interpreters/Article XXXII – Paraprofessionals/Article XXXIII – School Safety

Officers: Beginning July 1, 2023, the work year shall be 186 day inclusive of 6 professional development days. One of the live/in-person professional development days shall be converted into what the Parties understand to be characterized as “on-demand” professional development to be conducted by employees at their own convenience and during non-school day hours using a digital, on-line platform selected by the Board.

10. All changes in the terms and conditions of this MOA shall become effective only upon ratification of this agreement by both parties

11. All other proposals by either party are deemed fully and completely withdrawn if not otherwise included in this document.

For the Neptune Township
Board of Education

For the Neptune Township
Education Association

Dated: July __, 2022

**Neptune Twp Teachers
Salary Guide**

2020-2021

Step	BA	BA+30	MA	MA+30	EdD/PHD
1-2	54,739	55,239	56,239	56,739	58,739
3-4	55,139	55,639	56,639	57,139	59,139
5-8	55,639	56,139	57,139	57,639	59,639
9-10	56,139	56,639	57,639	58,139	60,139
11-12	57,039	57,539	58,539	59,039	61,039
13	57,989	58,489	59,489	59,989	61,989
14	59,189	59,689	60,689	61,189	63,189
15	61,089	61,589	62,589	63,089	65,089
16	63,389	63,889	64,889	65,389	67,389
17	65,889	66,389	67,389	67,889	69,889
18	68,889	69,389	70,389	70,889	72,889
19	72,389	72,889	73,889	74,389	76,389
20	76,189	76,689	77,689	78,189	80,189
21	79,989	80,489	81,489	81,989	83,989
22	83,889	84,389	85,389	85,889	87,889
23	87,889	88,389	89,389	89,889	91,889
24	92,089	92,589	93,589	94,089	96,089
25+	96,389	96,889	97,889	98,389	100,389
OG	54,990	1			
	63,521	1			
	72,572	1			
	72,985	1			
	89,485	1			
	93,785	1			
	102,592	1			

**Neptune Twp Teachers
Salary Guide**

2021-2022

Step	BA	BA+30	MA	MA+30	EdD/PHD
1	55,734	56,234	57,234	57,734	59,734
2-3	56,134	56,634	57,634	58,134	60,134
4-5	56,634	57,134	58,134	58,634	60,634
6-9	57,134	57,634	58,634	59,134	61,134
10-11	58,109	58,609	59,609	60,109	62,109
12-13	59,209	59,709	60,709	61,209	63,209
14	60,409	60,909	61,909	62,409	64,409
15	62,309	62,809	63,809	64,309	66,309
16	64,609	65,109	66,109	66,609	68,609
17	67,109	67,609	68,609	69,109	71,109
18	70,109	70,609	71,609	72,109	74,109
19	73,609	74,109	75,109	75,609	77,609
20	77,209	77,709	78,709	79,209	81,209
21	80,909	81,409	82,409	82,909	84,909
22	84,709	85,209	86,209	86,709	88,709
23	88,689	89,189	90,189	90,689	92,689
24	92,889	93,389	94,389	94,889	96,889
25+	97,189	97,689	98,689	99,189	101,189
OG	55,790	1			
	64,321	1			
	73,372	1			
	73,785	1			
	90,285	1			
	94,585	1			
	103,392	1			

**Neptune Twp Teachers
Salary Guide**

2022-2023

Step	BA	BA+30	MA	MA+30	EdD/PHD
1-2	57,289	57,789	58,789	59,289	61,289
3-4	57,789	58,289	59,289	59,789	61,789
5-6	58,289	58,789	59,789	60,289	62,289
7-10	59,239	59,739	60,739	61,239	63,239
11-12	60,339	60,839	61,839	62,339	64,339
13-14	61,539	62,039	63,039	63,539	65,539
15	63,439	63,939	64,939	65,439	67,439
16	65,714	66,214	67,214	67,714	69,714
17	68,214	68,714	69,714	70,214	72,214
18	71,214	71,714	72,714	73,214	75,214
19	74,414	74,914	75,914	76,414	78,414
20	77,914	78,414	79,414	79,914	81,914
21	81,614	82,114	83,114	83,614	85,614
22	85,514	86,014	87,014	87,514	89,514
23	89,489	89,989	90,989	91,489	93,489
24	93,689	94,189	95,189	95,689	97,689
25+	97,989	98,489	99,489	99,989	101,989
OG	56,590	1			
	65,121	1			
	74,172	1			
	74,585	1			
	91,085	1			
	95,385	1			
	104,192	1			

**Neptune Twp Teachers
Salary Guide**

2023-2024

Step	BA	BA+30	MA	MA+30	EdD/PHD
1	58,289	58,789	59,789	60,289	62,289
2-3	58,789	59,289	60,289	60,789	62,789
4-5	59,289	59,789	60,789	61,289	63,289
6-7	60,239	60,739	61,739	62,239	64,239
8-11	61,339	61,839	62,839	63,339	65,339
12-13	62,664	63,164	64,164	64,664	66,664
14-15	64,564	65,064	66,064	66,564	68,564
16	66,864	67,364	68,364	68,864	70,864
17	69,414	69,914	70,914	71,414	73,414
18	72,414	72,914	73,914	74,414	76,414
19	75,614	76,114	77,114	77,614	79,614
20	78,914	79,414	80,414	80,914	82,914
21	82,414	82,914	83,914	84,414	86,414
22	86,314	86,814	87,814	88,314	90,314
23	90,289	90,789	91,789	92,289	94,289
24	94,489	94,989	95,989	96,489	98,489
25+	98,889	99,389	100,389	100,889	102,889
OG	57,490	1			
	66,021	1			
	75,072	1			
	75,485	1			
	91,985	1			
	96,285	1			
	105,092	1			

**Neptune Twp Teachers
Salary Guide**

2024-2025

Step	BA	BA+30	MA	MA+30	EdD/PHD
1-2	60,364	60,864	61,864	62,364	64,364
3-4	60,864	61,364	62,364	62,864	64,864
5-6	61,464	61,964	62,964	63,464	65,464
7-8	62,564	63,064	64,064	64,564	66,564
9-12	63,889	64,389	65,389	65,889	67,889
13-14	65,839	66,339	67,339	67,839	69,839
15-16	68,139	68,639	69,639	70,139	72,139
17	70,639	71,139	72,139	72,639	74,639
18	73,639	74,139	75,139	75,639	77,639
19	76,739	77,239	78,239	78,739	80,739
20	80,039	80,539	81,539	82,039	84,039
21	83,539	84,039	85,039	85,539	87,539
22	87,314	87,814	88,814	89,314	91,314
23	91,289	91,789	92,789	93,289	95,289
24	95,489	95,989	96,989	97,489	99,489
25+	99,889	100,389	101,389	101,889	103,889
OG	58,490	1			
	67,021	1			
	76,072	1			
	76,485	1			
	92,985	1			
	97,285	1			
	106,092	1			

**Neptune Twp Teachers
Salary Guide**

2025-2026

Step	BA	BA+30	MA	MA+30	EdD/PHD
1	62,289	62,789	63,789	64,289	66,289
2-3	62,789	63,289	64,289	64,789	66,789
4-5	63,589	64,089	65,089	65,589	67,589
6-7	64,389	64,889	65,889	66,389	68,389
8-9	65,389	65,889	66,889	67,389	69,389
10-13	67,289	67,789	68,789	69,289	71,289
14-15	69,589	70,089	71,089	71,589	73,589
16-17	72,089	72,589	73,589	74,089	76,089
18	75,039	75,539	76,539	77,039	79,039
19	78,039	78,539	79,539	80,039	82,039
20	81,289	81,789	82,789	83,289	85,289
21	84,789	85,289	86,289	86,789	88,789
22	88,389	88,889	89,889	90,389	92,389
23	92,389	92,889	93,889	94,389	96,389
24	96,589	97,089	98,089	98,589	100,589
25+	100,889	101,389	102,389	102,889	104,889
OG	59,490	1			
	68,021	1			
	77,072	1			
	77,485	1			
	93,985	1			
	98,285	1			
	107,092	1			

**Neptune Twp Secretaries
Salary Guide**

Step	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
1	44,400	45,790	47,220	48,705	50,260	51,865
2	44,700	46,090	47,520	49,005	50,560	52,165
3	45,000	46,390	47,820	49,305	50,860	52,465
4	45,300	46,690	48,120	49,605	51,160	52,765
5	45,600	46,990	48,420	49,905	51,460	53,065
6	45,900	47,290	48,720	50,205	51,760	53,365
7	46,200	47,590	49,020	50,505	52,060	53,665
8	46,500	47,890	49,320	50,805	52,360	53,965
9	46,800	48,190	49,620	51,105	52,660	54,265
10	47,100	48,490	49,920	51,405	52,960	54,565
11	47,400	48,790	50,220	51,705	53,260	54,890
12	47,800	49,190	50,620	52,105	53,660	55,290
13	48,200	49,590	51,020	52,505	54,060	55,690
14	48,600	49,990	51,450	52,905	54,460	56,090
15	49,100	50,475	51,900	53,350	54,900	56,525
OG	44,376	45,751	47,176	48,626	50,176	51,801
OG	49,100	50,475	51,900	53,350	54,900	56,525
OG	49,190	50,565	51,990	53,440	54,990	56,615
OG	49,360	50,735	52,160	53,610	55,160	56,785
OG	49,383	50,758	52,183	53,633	55,183	56,808
OG	49,975	51,350	52,775	54,225	55,775	57,400
OG	50,445	51,820	53,245	54,695	56,245	57,870
OG	57,342	58,717	60,142	61,592	63,142	64,767

**Neptune Twp Psychologists
Salary Guide**

2020-2021			2021-2022			2022-2023		
Step	10 Mth	12 Mth		10 Mth	12 Mth		10 Mth	12 Mth
1	73,210	87,852		75,640	90,768		78,165	93,798
2	74,210	89,052		76,640	91,968		79,165	94,998
3	75,210	90,252		77,640	93,168		80,165	96,198
4	76,210	91,452		78,640	94,368		81,165	97,398
5	77,210	92,652		79,640	95,568		82,165	98,598
6	78,210	93,852		80,640	96,768		83,165	99,798
7	79,210	95,052		81,640	97,968		84,165	100,998
8	80,210	96,252		82,640	99,168		85,165	102,198
9	81,210	97,452		83,640	100,368		86,165	103,398
10	82,210	98,652		84,640	101,568		87,165	104,598
11	83,210	99,852		85,640	102,768		88,165	105,798
12	84,210	101,052		86,640	103,968		89,165	106,998

2023-2024			2024-2025			2025-2026		
Step	10 Mth	12 Mth		10 Mth	12 Mth		10 Mth	12 Mth
1	80,780	96,936		83,490	100,188		86,305	103,566
2	81,780	98,136		84,490	101,388		87,305	104,766
3	82,780	99,336		85,490	102,588		88,305	105,966
4	83,780	100,536		86,490	103,788		89,305	107,166
5	84,780	101,736		87,490	104,988		90,305	108,366
6	85,780	102,936		88,490	106,188		91,305	109,566
7	86,780	104,136		89,490	107,388		92,305	110,766
8	87,780	105,336		90,490	108,588		93,305	111,966
9	88,780	106,536		91,490	109,788		94,305	113,166
10	89,780	107,736		92,490	110,988		95,305	114,366
11	90,780	108,936		93,490	112,188		96,305	115,566
12	91,780	110,136		94,490	113,388		97,305	116,766

**Neptune Twp Educational Interpreter
Salary Guide**

Step	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
1	49,755	51,586	53,356	55,186	57,076	59,031
2	50,085	51,886	53,656	55,486	57,376	59,331
3	50,414	52,186	53,956	55,786	57,676	59,631
4	50,744	52,486	54,256	56,086	57,976	59,931
5	51,076	52,786	54,556	56,386	58,276	60,231

**Neptune Twp Paras
Salary Guide**

Step	2020-2021
1	24,945
2	25,145
3	25,345
4	25,545
5	25,745
OG	24,540
OG	25,229
OG	25,416
OG	25,540
OG	25,711
OG	25,724
OG	25,745
OG	25,826
OG	25,931
OG	26,160
OG	26,450
OG	26,697
OG	26,944
OG	27,191
OG	27,246
OG	27,438
OG	27,685
OG	27,932
OG	28,179

Step	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
1	25,254	25,834	26,409	27,044	27,629
2	25,679	26,134	26,709	27,344	27,929
3	26,104	26,534	27,009	27,644	28,229
4	26,304	26,884	27,409	27,944	28,529
5	26,554	27,184	27,709	28,244	28,829
6	26,874	27,484	28,059	28,594	29,179
7	27,274	27,834	28,409	28,974	29,554
8	27,674	28,184	28,759	29,374	29,954
9	28,024	28,534	29,159	29,779	30,404
10	28,324	28,904	29,559	30,229	30,879
11	28,629	29,304	30,009	30,704	31,429
12	29,029	29,779	30,504	31,254	32,004

**Neptune Twp Custodians
Salary Guide**

Step	2020-2021
1	52,627
2	52,927
3	53,227
4	53,527
5	53,827
6	54,127
7	54,427
8	54,727
9	55,027
10	55,327
11	55,627
12	55,927
13	56,227
14	56,527
15	56,827
OG	50,787
OG	54,167
OG	55,391
OG	57,516
OG	57,687
OG	57,816
OG	58,415
OG	58,688
OG	58,809
OG	59,773
OG	60,859

Step	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
1	44,000	44,000	45,259	45,709	46,484
2	45,500	45,800	46,559	47,009	47,784
3	47,200	47,600	48,159	48,309	49,084
4	48,900	49,359	49,759	49,809	50,384
5	50,700	51,159	51,459	51,309	51,884
6	52,509	52,959	53,159	52,809	53,384
7	53,309	54,459	54,659	54,309	54,984
8	53,809	54,959	56,159	55,809	56,584
9	54,309	55,459	56,659	57,309	58,184
10	55,109	56,259	57,459	58,809	59,784
11	55,609	56,759	57,959	59,309	60,484
12	56,109	57,259	58,459	59,809	61,184
13	56,609	57,759	59,159	60,509	61,884
14	57,309	58,459	59,859	61,234	62,884
15	57,859	59,159	60,559	62,034	63,484
16	58,659	59,959	61,359	62,834	64,334
17	59,659	60,859	62,259	63,734	65,234
18	60,659	61,859	63,159	64,634	66,134
19	61,659	62,859	64,059	65,534	67,034
20	62,659	63,759	65,059	66,459	67,959

**Neptune Twp Safety Officer
Salary Guide**

Step	2020-2021
1	37,670
2	37,970
3	38,270
4	38,570
5	38,870
OG	38,918
OG	39,123
OG	39,485
OG	41,232
OG	45,002

Step	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
1	38,662	39,517	40,282	41,222	42,157
2	39,162	40,017	40,782	41,722	42,657
3	39,662	40,517	41,282	42,222	43,157
4	40,162	41,017	41,782	42,722	43,657
5	40,662	41,517	42,282	43,222	44,157
6	41,262	42,117	42,957	43,722	44,657
7	41,862	42,787	43,637	44,422	45,157
8	42,662	43,587	44,387	45,197	45,957
9	43,462	44,387	45,212	46,037	46,807
10	44,262	45,212	46,062	46,912	47,682
11	45,262	46,112	46,962	47,812	48,632
12	46,262	47,087	47,912	48,762	49,612

**Neptune Twp Technology Technician
Salary Guide**

Step	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
1	48,846	51,016	53,251	55,556	57,931	60,381
2	50,846	52,916	55,151	57,356	59,731	62,081
3	52,846	54,816	57,051	59,156	61,531	63,781
4	54,846	56,816	58,951	61,056	63,331	65,581
5	56,846	58,816	60,851	62,956	65,131	67,381
OG	58,847	60,817	62,852	64,957	67,132	69,382

