

**SIDEBAR AGREEMENT  
TO THE COLLECTIVE NEGOTIATIONS AGREEMENT  
BETWEEN THE  
AUDUBON BOARD OF EDUCATION  
AND THE  
AUDUBON EDUCATION ASSOCIATION**

**WHEREAS**, the Audubon Board of Education (hereinafter referred to as the “Board”) and the Audubon Education Association (hereinafter referred to as the “AEA”) are parties to a Collective Negotiations Agreement (hereinafter referred to as the “Agreement”) covering the period from July 1, 2021, through June 30, 2024; and

**WHEREAS**, the Board recognizes the importance of attracting and retaining excellent custodial and paraprofessional staff members, and desires to increase the compensation of its current custodial and paraprofessional employees; and

**WHEREAS**, the Board and the AEA, through their duly appointed and/or elected representatives, have met and discussed the Board’s desire to increase the compensation of custodial and paraprofessional staff members through a sidebar agreement; and

**WHEREAS**, the Board and AEA desire to amend the Agreement to provide additional compensation for custodians and paraprofessionals in the form of new salary guides, Exhibit B and Exhibit D, respectively, attached hereto and made part hereof; and

**NOW, THEREFORE**, the parties hereto and hereby agree to amend the Agreement as follows:

1. Custodial Exhibit B Covenants

- a. Hourly rates for each contract year shall be in accordance with the hourly rate guides attached to and made a part of the Sidebar Agreement as “Exhibit B.”
- b. A salary increase for 2022-2023 shall commence as of September 1, 2022; however, the parties stipulate that employees already advanced one step on

the guide effective July 1, 2022 and there will be no further guide step movement in 2022-2023, outside of the negotiated adjustment to the existing step and redesignation of the current step on the new guide as described below:

- i. Step 1 - No Change
- ii. Step 2 through 5 - Reassigned to Step 1
- iii. Step 6 - Resigned to Step 2
- iv. Step 7 - Reassigned to Step 3
- v. Step 8 - Reassigned to Step 4
- vi. Step 9 - Reassigned to Step 5
- vii. Step 10 - Reassigned to Step 6
- viii. Step 11 - Reassigned to Step 7
- ix. Step 12 - Reassigned to Step 9
- x. Step 13 - Reassigned to Step 10
- xi. Step 14 - Reassigned to Step 12
- xii. Step 15 - Resigned to Step 14
- xiii. Step 16 - No Change

- c. Compensation for "Certifications" remains unchanged from the previously agreed upon Custodial guide.
- d. Longevity remains unchanged from the previously agreed upon Custodial guide.

## 2. Paraprofessional Appendix D Covenants

- a. Hourly rates for each contract year shall be in accordance with the hourly rate guides attached to and made a part of the Sidebar Agreement as "Exhibit D."
- b. A salary increase for 2022-2023 shall commence as of September 1, 2022; however, the parties stipulate that employees already advanced one step on the guide effective July 1, 2022 and there will be no further guide step movement in 2022-2023, outside of the negotiated adjustment to the existing step and redesignation of the current step on the new guide as described below:
  - i. Step 1 - No Change
  - ii. Step 2 through 5 - Reassigned to Step 1
  - iii. Step 6 - Resigned to Step 2
  - iv. Step 7 - Reassigned to Step 3

- v. Step 8 - Reassigned to Step 4
  - vi. Step 9 - Resigned to Step 6
  - vii. Step 10 - Reassigned to Step 7
  - viii. Step 11 - Reassigned to Step 9
  - ix. Step 12 - Reassigned to Step 11
  - x. Step 13 through 17 - No Change
- c. Paraprofessionals with an active New Jersey Department of Education Substitute Certificate for Camden County and approved for the Audubon Public School District shall receive an additional \$1.00 per hour as indicated on the guide.
  - d. Longevity remains unchanged from the previously agreed upon Paraprofessional guide.


3. Overall Promises and Covenants

- a. Retroactive to July 1, 2022, the existing salary guides for Custodians (Exhibit B) and Paraprofessionals (Exhibit D) in the existing Agreement are hereby replaced by the revised salary guides.
- b. The Parties acknowledge that replacement salary guides shall not apply retroactively and Paraprofessionals and Custodians are not entitled to retroactive pay.
- c. This Sidebar Agreement shall be incorporated into the next Collective Negotiation Agreements negotiated by the parties.
- d. This Sidebar Agreement shall in no way be considered as forming a past practice and shall not be deemed precedent setting in any way.
- e. All of the remaining terms and conditions in the Collective Negotiations Agreement not specifically addressed herein shall remain in full force and effect.


IN WITNESS WHEREOF, the Parties, intending to be legally and hereby have caused this Sidebar Agreement to be approved and executed on the dates indicated below:

**AUDUBON BOARD OF EDUCATION**

**AUDUBON EDUCATION ASSOCIATION**

By:   
*Mrs. Ammie Davis, ABOE President*

By:   
*Mr. Steven Ireland, AEA President*

By:   
*Mrs. Deborah Roncace, BOE Secretary*

By:   
*, AEA Vice-President Secretary*

Date: \_\_\_\_\_

Date: 9/12/2022

**EXHIBIT B - Custodial**

Original 2022-2023			BOE Approved 2022-2023			BOE Approved 2023-2024		
Step	Salary	Hourly	Step	Salary	Hourly	Step	Salary	Hourly
1	\$28,000	\$14.58	1	\$32,640	\$17.00	1	\$32,640	\$17.00
2 (1)	\$28,500	\$14.84	2	\$33,792	\$17.60	2	\$33,792	\$17.60
3 (1)	\$29,000	\$15.10	3	\$34,944	\$18.20	3	\$34,944	\$18.20
4 (1)	\$29,500	\$15.36	4	\$36,096	\$18.80	4	\$36,096	\$18.80
5 (1)	\$30,500	\$15.89	5	\$37,248	\$19.40	5	\$37,248	\$19.40
6 (2)	\$31,500	\$16.41	6	\$38,400	\$20.00	6	\$38,400	\$20.00
7 (3)	\$32,500	\$16.93	7	\$39,552	\$20.60	7	\$39,552	\$20.60
8 (4)	\$33,500	\$17.45	8	\$40,704	\$21.20	8	\$40,704	\$21.20
9 (5)	\$34,500	\$17.97	9	\$41,856	\$21.80	9	\$41,856	\$21.80
10 (6)	\$36,000	\$18.75	10	\$43,008	\$22.40	10	\$43,008	\$22.40
11 (7)	\$37,500	\$19.53	11	\$44,160	\$23.00	11	\$44,160	\$23.00
12 (9)	\$39,000	\$20.31	12	\$45,312	\$23.60	12	\$45,312	\$23.60
13 (10)	\$41,000	\$21.35	13	\$46,464	\$24.20	13	\$46,464	\$24.20
14 (12)	\$43,500	\$22.66	14	\$47,616	\$24.80	14	\$47,616	\$24.80
15 (14)	\$46,000	\$23.96	15	\$48,768	\$25.40	15	\$48,768	\$25.40
16	\$49,200	\$25.63	16	\$50,000	\$26.04	16	\$50,304	\$26.20

<b>Cert</b> (black Seal, Electrician, Plumbing, Pesticide Core & 3b Turf, HVAC)	\$600
<b>Additional Cert</b> (Pesticide, Refrigeration) * Past Hire, Current *	\$550
<b>Additional Cert</b> (Pesticide, Refrigeration)	\$200

\* Maximum certificate payout: \$2,000

<b>LEAD</b>	\$4,000
<b>LONG 5</b>	\$600
<b>LONG 10</b>	\$800
<b>LONG 15</b>	\$1,000
<b>LONG 20</b>	\$1,200

**NOTE:** All current custodial employees will receive thier increment all three years of the contract.

**EXHIBIT D - PARAPROFESSIONALS**

Original 2022-2023			BOE Approved 2022-2023			BOE Approved 2023-2024		
Step	Salary	Hourly	Step	Salary	Hourly	Step	Salary	Hourly
1	\$16,500	\$14.06	1	\$19,951	\$17.00	1	\$19,951	\$17.00
2 (1)	\$17,000	\$14.49	2	\$20,726	\$17.66	2	\$20,726	\$17.66
3 (1)	\$17,500	\$14.91	3	\$21,512	\$18.33	3	\$21,512	\$18.33
4 (1)	\$18,000	\$15.34	4	\$22,298	\$19.00	4	\$22,298	\$19.00
5 (1)	\$18,500	\$15.76	5	\$23,073	\$19.66	5	\$23,073	\$19.66
6 (2)	\$19,200	\$16.36	6	\$23,859	\$20.33	6	\$23,859	\$20.33
7 (3)	\$20,200	\$17.21	7	\$24,646	\$21.00	7	\$24,646	\$21.00
8 (4)	\$21,200	\$18.06	8	\$25,420	\$21.66	8	\$25,420	\$21.66
9 (6)	\$22,400	\$19.09	9	\$26,206	\$22.33	9	\$26,206	\$22.33
10 (7)	\$23,600	\$20.11	10	\$26,993	\$23.00	10	\$26,993	\$23.00
11 (9)	\$24,800	\$21.13	11	\$27,767	\$23.66	11	\$27,767	\$23.66
12 (11)	\$26,050	\$22.20	12	\$28,554	\$24.33	12	\$28,554	\$24.33
13	\$27,700	\$23.60	13	\$29,340	\$25.00	13	\$29,340	\$25.00
14	\$29,000	\$24.71	14	\$30,115	\$25.66	14	\$30,115	\$25.66
15	\$30,000	\$25.56	15	\$30,901	\$26.33	15	\$30,901	\$26.33
16	\$31,000	\$26.41	16	\$31,687	\$27.00	16	\$31,687	\$27.00
17	\$32,150	\$27.39	17	\$32,567	\$27.75	17	\$32,743	\$27.90

	Original		BOE Approved	
<b>Substitute Certification</b>	\$250	\$0.21/hr	\$1,173	\$1.0/hr
<b>Long 15</b>	\$900	\$0.77/hr	\$880	\$0.75/hr

**NOTE:** All current paraprofessionals will receive their increment all three years of the contract.