

HAMBURG BOARD OF EDUCATION
REGULAR MEETING
AGENDA
22 JUNE 2021
7:00 PM
To be held Electronically via Remote Access

Flag Salute & Pledge of Allegiance

STATEMENT – OPEN PUBLIC MEETING

This meeting is being conducted in compliance with the “Open Public Meeting Act Chapter 231 – Public Laws of 1975.” Advance written notice of at least 48 hours was given specifying the time, date and to the extent know, the agenda, and stating whether formal action may or may not be taken and has been properly posted at the school. Mailed to the Clerk/Administrator, mailed to the New Jersey Herald, the Star-Ledger and Sunday Herald.

ROLL CALL:

	Mr. Jones	Mr. Brunke	Mr. Conklin	Mr. Dreifus	Mr. Frangipane	Mrs. Frayko	Mr. Gillen	Mrs. Schels	Mrs. Zicarelli
PRESENT									
ABSENT									

Presentation to the Board:

Approval of the Minutes:

MOTION BY _____ SECONDED BY _____ to approve: the minutes of the 25 May 2021 Regular Board meeting.

	Mr. Jones	Mr. Brunke	Mr. Conklin	Mr. Dreifus	Mr. Frangipane	Mrs. Frayko	Mr. Gillen	Mrs. Schels	Mrs. Zicarelli
YES									
NO									
ABSTAIN									

Correspondence:

Correspondence dated 27 May 2021 from the New Jersey Department of Education, Final Eligible Cost Determination letter [approval] for the Hamburg Elementary School Miscellaneous Renovations Referendum Project.

OPEN TO THE PUBLIC

~At this time, members of the public are invited to address the Board. Please note that public comments on the agenda items will be made in accordance with Policy 0167 – Public Presentation at Board Meetings. Each statement made by all participants may be limited to three [3] minutes in duration. If you would like to address the Board state your name and address before making your statement to the Board.

Meeting opened to the public for comment at _____ P.M.

[VOICE VOTE]

Meeting closed to the public for comment at _____ P.M.

[VOICE VOTE]

COMMITTEE REPORTS:

State & County School Boards

Sussex County Educational Services Commission

Liaison with the Hamburg Borough Council

Building & Grounds

To discuss the Referendum Informational Meeting #1 held on Wednesday 9 June 2021.

MOTION BY _____ SECONDED BY _____ to adopt the following Resolution.

RESOLUTION PROVIDING FOR THE SUBMISSION OF A BOND PROPOSAL QUESTION AT THE ANNUAL SCHOOL ELECTION ON NOVEMBER 2, 2021 FOR CONSIDERATION BY THE LEGALLY QUALIFIED VOTERS OF THE SCHOOL DISTRICT.

1. It is hereby determined that a bond proposal question will be submitted for voter approval at the Annual School Election to be held on November 2, 2021. The form of the bond proposal question to be submitted to the voters will read substantially as follows with such changes as bond counsel may require:

BOND PROPOSAL QUESTION

The Board of Education of the Borough of Hamburg in the County of Sussex, New Jersey is authorized: (a) to provide for renovations, alterations and improvements at Hamburg Borough Elementary School, including acquisition and installation of fixtures and equipment, site work and related costs; (b) to appropriate \$4,201,800 for such purposes; and (c) to issue bonds of the school district in the principal amount of \$4,201,800.

The final eligible costs of the project approved by the Commissioner of Education are \$4,201,800. The proposed improvements include \$0 for elements in addition to the facilities efficiency standards developed by the Commissioner of Education or not otherwise eligible for State support pursuant to N.J.S.A. 18A:7G-5(g). The State debt service aid percentage will equal 40% of the annual debt service due with respect to the final eligible costs of the project. The Board of Education is authorized to transfer funds among the purposes approved at this annual election.

Do you approve this bond proposal?

2. This Board of Education hereby approves and adopts the bond proposal set forth above, and, subject to the approval of the legal voters of the school district, hereby determines to carry out the improvements described therein (the "Project").
3. This Board of Education hereby acknowledges and confirms that in accordance with N.J.S.A. 18A:24-16 and 18A:24-17 a supplemental debt statement has been prepared by the chief financial officer of the Borough of Hamburg (the "Borough"), giving effect to the proposed authorization of bonds of the school district in the maximum amount of bonds authorized in the proposal. The supplemental debt statement has been filed in the office of the Municipal Clerk and in the office of the Business Administrator/Board Secretary of this Board of Education prior to the adoption of the proposal and will be filed in the office of the Director of the Division of Local Government Services in the Department of Community Affairs prior to the date of the election.

4. The Business Administrator/Board Secretary is hereby authorized and directed to send a certified copy of the bond proposal question to the County Clerk as required by N.J.S.A. 19:60-2 and to request the County Clerk to submit the bond proposal question to the voters at the annual school district election scheduled for November 2, 2021.

5. The Board of Education hereby acknowledges receipt of the Preliminary Eligible Costs (PEC) letters for the Project from the Department of Education. The Board hereby elects to receive debt service aid pursuant to Section 9 of the Educational Facilities Construction and Financing Act, N.J.S.A. 18A:7G-1 *et seq.* (the "Act"). The Board further agrees to accept the determination of the space eligible for State support and the preliminary eligible costs as final eligible costs as set forth in the PEC letters by the Department of Education and not to appeal. The Business Administrator/Board Secretary is authorized, if necessary, to notify the Department of Education of the Board's election with respect to the eligible spaces and costs and its election to receive debt service aid.

6. Parette Somjen Architects, the School District's appointed architect for the Project (the "Project Architect"), has heretofore been authorized and delegated the responsibility to prepare the plans and specifications for the Project in consultation with and under the supervision of the Business Administrator/Board Secretary, who has heretofore been delegated the responsibility to work with the Project Architect for this purpose on behalf of the Board of Education, in accordance with the requirements of N.J.S.A. 18A:18A-16, and such authorizations and delegations are hereof reconfirmed.

7. The educational plans, where required, and the schematic plans for the construction of the Project have heretofore been approved by this Board of Education, and such approval is hereby reconfirmed.

8. The Board President, the Superintendent of Schools, the Business Administrator/Board Secretary, the Project Architect, Bond Counsel and other appropriate representatives of the Board of Education (the "Board Representatives") have heretofore been authorized, and such authorization is hereby reconfirmed, to submit the educational plans, where required, and the schematic plans for the Project, together with such other information as may be required, to the State Department of Education for approval and to make application to the Commissioner of Education for approval of the educational plans, where required, the schematic plans and the Project and, if necessary, any required amendment to the long-range facilities plan, in accordance with the requirements of the Act and N.J.A.C. 6A:26-2.1(f), 6A:26-2.3(c), 6A:26-3.1 and 6A:26-3.2, as appropriate.

9. The Board Representatives have heretofore been and are hereby further authorized and directed to submit the plans and any other required information to the Planning Board and the Department of Environmental Protection for review and comment as necessary, and such authorization and direction are hereby reconfirmed.

10. This Board of Education hereby makes the following covenants and declarations with respect to obligations determined to be issued by the Business Administrator/Board Secretary through a public offering or private placement or through a conduit borrower on a tax-exempt basis. The Board of Education hereby covenants that it will comply with any conditions subsequent imposed by the Internal Revenue Code of 1986, as amended (the "Code"), in order to preserve the exemption from taxation of interest on its bonds or notes if issued as tax exempt, including, if necessary, the requirement to rebate all net investment earnings on the

MOTION BY _____ SECONDED BY _____ to approve:

Substitute/Summer Custodian[s]:

- *Caleb DelGuidice @ \$12.00/hour
- *Pending receipt of paperwork

	Mr. Jones	Mr. Brunke	Mr. Conklin	Mr. Dreifus	Mr. Frangipane	Mrs. Frayko	Mr. Gillen	Mrs. Schels	Mrs. Zicarelli
YES									
NO									
ABSTAIN									

MOTION BY _____ SECONDED BY _____ to approve:

- Melissa Garris, Guidance/Social Emotional Counselor @ \$30.00/hour not to exceed 40 hours for the Hamburg School Summer Academy Program [funded by ESSER-II funding [July 5-29] Tuesday & Thursday]

	Mr. Jones	Mr. Brunke	Mr. Conklin	Mr. Dreifus	Mr. Frangipane	Mrs. Frayko	Mr. Gillen	Mrs. Schels	Mrs. Zicarelli
YES									
NO									
ABSTAIN									

Finance Committee

Discussion of items A through F

- To approve the bills as presented.
- To approve bills for the Cafeteria Account in the amount of **\$13,993.75.**
- To accept the Board Secretary's and Treasurer's reports for **31 May 2021.**
- To approve Transfers made by the Superintendent after the **25 May 2021** Board Meeting, with fund 10 debits totaling **\$81,000** depicted on **DOCUMENT C** and the Board acknowledges that these transfers may increase/decrease the maximum dollar limit established as part of the 2020-21 budget process for various professional services.

- e. Pursuant to N.J.A.C. 6A:23A-16.10, the Business Administrator/Board Secretary certifies that as of **31 May 2021** no budgetary line item account has been over-expended violating N.J.A.C. 6A:23-2.12(a).
- f. Pursuant to N.J.A.C. 6A:23A-16.10, the Board of Education certifies that no major account has been over-expended and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

	Mr. Jones	Mr. Brunke	Mr. Conklin	Mr. Dreifus	Mr. Frangipane	Mrs. Frayko	Mr. Gillen	Mrs. Schels	Mrs. Zicarelli
YES									
NO									
ABSTAIN									

OLD BUSINESS

If anyone is interested in filing a nominating petition to run for the Board of Education at the 2 November 2021 Annual Election, the nominating petitions forms are available on the Sussex County Clerk's website. The deadline for candidates to submit their nominating petition to the County Clerk is 4 p.m., 26 July 2021.

To remind Board member to do their required Board member training and to contact Mrs. Toni Dykstra in the Business Office to register for any classes.

NEW BUSINESS

BOARD SECRETARY'S REPORT

To discuss the year end transfer of money to the Capital Reserve Account [this can only occur by BOE resolution in the month of June or during the budget process].

MOTION BY _____ SECONDED BY _____ to adopt the following Resolution:

WHEREAS, NJSA 18A:21-2 and NJSA 18A:7G-13 permit a Board of Education to establish and/or deposit into certain reserve accounts at year end, and

WHEREAS, the aforementioned statutes authorize procedures, under the authority of the Commissioner of Education, which permit a board of education to transfer anticipated excess current revenue or unexpended appropriations into reserve accounts during the month of June by board resolution, and

WHEREAS, Hamburg Borough Board of Education wishes to deposit anticipated current year excess surplus into a Capital Reserve account at year end, and

WHEREAS, the Hamburg Borough Board of Education has determined that **not to exceed \$ 200,000** is available for such purpose of transfer;

NOW THEREFORE BE IT RESOLVED by the Hamburg Borough Board of Education that it hereby authorizes the district's School Business Administrator to make this transfer consistent with all applicable laws and regulations.

	Mr. Jones	Mr. Brunke	Mr. Conklin	Mr. Dreifus	Mr. Frangipane	Mrs. Frayko	Mr. Gillen	Mrs. Schels	Mrs. Zicarelli
YES									
NO									
ABSTAIN									

MOTION BY _____ SECONDED BY _____ to approve the FY 2021-22 Cafeteria Price List **[DOCUMENT D]**

	Mr. Jones	Mr. Brunke	Mr. Conklin	Mr. Dreifus	Mr. Frangipane	Mrs. Frayko	Mr. Gillen	Mrs. Schels	Mrs. Zicarelli
YES									
NO									
ABSTAIN									

To discuss the offering of meals to the Hamburg Elementary School students and the surrounding community [18 years of age or less] under the New Department of Agriculture's Seamless Summer Option [SSO] for the months of July and August 2021.

MOTION BY _____SECONDED BY _____to approve:

Michelle Bifano to continue to offer delivery of meals to Hamburg Elementary School students, using her personal vehicle, starting on or about 1 July 2021 and ending on or about 30 June 2022, at a rate of \$18.55 per hour and 35 cents per mile reimbursement, at a one (1) hour minimum rate, with additional time to be paid in fifteen (15) minute increments.

	Mr. Jones	Mr. Brunke	Mr. Conklin	Mr. Dreifus	Mr. Frangipane	Mrs. Frayko	Mr. Gillen	Mrs. Schels	Mrs. Zicarelli
YES									
NO									
ABSTAIN									

MOTION BY _____SECONDED BY _____to approve: the group registration for Board Members, Administrators and other school employees as determined by the Superintendent, to attend the New Jersey School Boards Virtual Workshop to be held from October 26-28, 2021, in the amount of \$900.

	Mr. Jones	Mr. Brunke	Mr. Conklin	Mr. Dreifus	Mr. Frangipane	Mrs. Frayko	Mr. Gillen	Mrs. Schels	Mrs. Zicarelli
YES									
NO									
ABSTAIN									

To report, pursuant to PL 2015, Chapter 47 the Hamburg Board of Education intends to renew, award, or permit to expire the following contracts previously awarded by the board of education. These contracts are, have been, and will continue to be in full compliance with all state and federal statutes and regulations; in particular, New Jersey Title 18A:18. et. seq, NJAC Chapter 23, and Federal Uniform Administrative Requirements 2CFR, Part200.

- Maschio's Food Service, Inc.
- Horizon Dental/Fortitude Insurance Group
- New Jersey Schools Insurance Group/Arthur J. Gallagher/Morville Agency
- Alliance for Competitive Energy Services
- Educational Consortium for Telecommunications Savings

MOTION BY _____ SECONDED BY _____ to approve: the combined Professional Development/Field Trip/Substitute and Facility Use as depicted on **DOCUMENT E.**

	Mr. Jones	Mr. Brunke	Mr. Conklin	Mr. Dreifus	Mr. Frangipane	Mrs. Frayko	Mr. Gillen	Mrs. Schels	Mrs. Zicarelli
YES									
NO									
ABSTAIN									

Fire/Evacuation/Safety Drills:

- 5/28/2021 - Non-Evacuation Fire Drill – 5 minutes
- 6/10/2021 - School-wide bus-evacuation Drill

To report the following:

- Algebra Instruction for Grades 7-8 students will be supported by Hamburg staff.
- Hamburg School will serve as an open meal facility during the Summer 2021 months with Maschio's staff providing breakfast and lunch for children/students within the Wallkill region.
- Hamburg School will continue free meal service for our students [breakfast and lunch] for the 2021-2022 school year.
- Hamburg School Open House [June 8-9] was well received. Approximate attendance was 53 parents.
- BOE meeting Guidance from Dr. Carrick:
 - After June 4, there will be no social distancing nor mask requirements for BOE meetings. Unvaccinated people are encouraged, but not required, to wear a mask.
 - Boards can require masks or social distancing at their meetings if they so choose. They should consult with their Board Attorney and local public health officer in doing so.
 - If the Board is going to keep a hybrid aspect in place for their meetings, they will still need to abide by the emergency regulations issued by the DCA in September/October 2020. If they are going

fully in person, they do not have to offer a livestream or any of the requirements that those regulations outlined.

- July 27, 2021 BOE Meeting is being scheduled for in-person in the school cafeteria.
- #FinishStrong Updates

OPEN TO THE PUBLIC

~At this time, members of the public are invited to address the Board. Please note that public comments on the agenda items will be made in accordance with Policy 0167 – Public Presentation at Board Meetings. Each statement made by all participants may be limited to three minutes in duration. If you would like to address the Board, please raise your hand to be called upon. Once called, please stand and state your name and address before making your statement to the Board.

Meeting opened to the public for comment at _____ P.M.

[**VOICE VOTE**]

Meeting closed to the public for comment at _____ P.M.

[**VOICE VOTE**]

EXECUTIVE SESSION

MOTION BY _____ SECONDED BY _____ closed the meeting to the public at _____ P.M.

TO EXECUTIVE SESSION

WHEREAS, pursuant to N.J.S.A. 10:4-12(b), the Board of Education may exclude the public from that portion of a public meeting at which the Board discusses any of the matters described at N.J.S.A. 10:4-12(b)(1)-(9);

NOW, THEREFORE, BE IT RESOLVED that the Board of Education shall forthwith enter into closed session to discuss the following matter(s) concerning:

- ☒ [X] Matters rendered confidential by state or federal law –
- ☒ [X] Personnel
- ☐ [] Appointment of a public official
- ☐ [] Matters covered by the attorney-client privilege
- ☐ [] Pending or anticipated litigation
- ☐ [] Pending or anticipated contract negotiations
- ☐ [] Protection of the safety or property of the public
- ☐ [] Matters which would constitute an unwarranted invasion of privacy
- ☐ [] Matters in which the release of information would impair a right to receive Funds from the United States Government
- ☐ [] Matters concerning collective negotiations and/or the negotiation of terms and Conditions of employment of employees of the Board of Education
- ☐ [] Possible imposition of a civil penalty or suspension

BE IT FURTHER RESOLVED that said discussion may be disclosed to the public when the reasons for discussing and acting upon it in closed session no longer exist.

MOTION BY _____ SECONDED BY _____ to exit Executive Session at _____ P.M.

MOTION TO ADJOURN MEETING

MOTION BY _____ SECONDED BY _____ closed the meeting to the public at _____ P.M.

FYI

Board and Administrator, June 2021

Notes



State of New Jersey
DEPARTMENT OF EDUCATION
PO Box 500
TRENTON, NJ 08625-0500

PHILIP D. MURPHY
Governor

SHEILA Y. OLIVER
Lt. Governor

ANGELICA ALLEN-McMILLAN, Ed.D.
Acting Commissioner

May 27, 2021

Ms. Kimberly Sigman, Superintendent
Hamburg Borough School District No.1930
30 Linwood Avenue
Hamburg, NJ 07419

Title: **FINAL ELIGIBLE COSTS: (FEC) DETERMINATION OF A SCHOOL FACILITIES PROJECT FOR A DISTRICT NOT REQUIRED TO USE THE AUTHORITY TO UNDERTAKE THE PROJECT, PURSUANT TO N.J.S.A. 18A:7G-5 AND N.J.A.C. 6A:26-3.6.**

THIS PROJECT DOES NOT IMPACT EDUCATIONAL ADEQUACY AND IS NOT SUBJECT TO DOE FINAL EDUCATIONAL ADEQUACY REVIEW.

RE: **State Project # 1930-060-21-4000
Hamburg Borough Elementary School Miscellaneous Renovations
Hamburg Borough School District
Sussex County**

Dear Ms. Sigman:

Your District has submitted an application for a school facilities project pursuant to Section 5 of the Educational Facilities Construction and Financing Act, P.L. 2000, c.72 ("EFCFA" or the "Act") and the New Jersey Department of Education implementing regulations at N.J.A.C. 6A:26-1 et seq. ("Regulations"). The New Jersey Department of Education-Office of School Facilities ("Department") reviewed the project application, and based on its review, issued a letter dated May 18, 2021 giving approval of the school facilities project, determining preliminary eligible costs ("PEC"), and notifying the District of certain construction and funding options. The District notified the Department of its options. Based on these submissions and determinations, the Department hereby makes the following determination on final eligible costs ("FEC") pursuant to N.J.S.A. 18A:7G-5 and N.J.A.C. 6A:26-3.6.

I. DISTRICT ELECTED OPTIONS:

The District is receiving the following approvals:

Hamburg Borough School District
Project No: 1930-060-21-4000
May 27, 2021

a. **Debt Service Aid**

b. **Determination of entity selected to construct the project is the District**

c. **Determination of FEC**

The District did not appeal the determination of PEC. Therefore, the PEC becomes the FEC.

The District's aid percentage as defined in Section 3 of the Act, N.J.S.A. 18A:7G-3 is shown on table below.

Pursuant to N.J.S.A. 18A:7G-5, the following are FEC for the school facilities project and the State and local share:

Final Eligible Cost Calculations for SP#:					1930-060-21-4000	Hamburg School
	Functional Capacity (FC)	Projected Enrollment (PE)	Unhoused Students (UH)	Area Allowance / FTE Student (AA)	****Maximum or Actual Gross Square Footage (GSF)	Final Eligible Cost (FEC)
*New Construction	0	0	0	0.00	Max: 0	\$ -
					Actual:	\$ -
Other Eligible Costs for Educational Adequacy (Based on \$143/SF)					0	\$ -
**Rehabilitation						\$ 4,201,800.00
TOTAL FEC						\$ 4,201,800.00
Ineligible Excess Costs (Based on \$143/SF)					0	\$ -
Ineligible Excess Costs (Based on estimated actual cost for rehabilitation)						\$ -
TOTAL Ineligible Excess Costs						\$ -
Total Project Cost						\$ 4,201,800.00
*New construction costs are calculated using \$143.00 per square foot times the GSF.						
**The rehabilitation costs are compiled from the architect's line item cost estimate of the scope of work to be performed during the school facilities project.						
FY 21 DAP =					20.8067%	or 40% whichever is greater.
						40.0000%
***State share for grant funding, assuming the district elects to receive a grant pursuant to N.J.S.A. 18A:7G-15 instead of state debt service aid pursuant to N.J.S.A. 18A:7G-9. State share is calculated based on the district aid percentage (DAP) at the time of approval as defined in N.J.S.A. 18A:7G-3.						
****The preliminary eligible costs for new construction will be calculated based on the maximum allowable additional gross square footage or the actual gross square footage, whichever is smaller. The final eligible costs may not equal preliminary eligible costs, pursuant to the district's right to appeal preliminary eligible costs under N.J.A.C. 6A:26-3.6. A change in final eligible costs will mean a change in State and local share of those costs.						

Hamburg Borough School District
Project No: 1930-060-21-4000
May 27, 2021

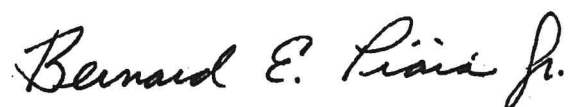
II. CONCLUSIONS:

This letter has provided a determination with respect to FEC. FEC establishes a **maximum** dollar amount of eligible costs. If the local share is less than the dollar amount stated in this letter, the State share will be decreased proportionally. The State share may also be adjusted downward if the total costs to complete the school facilities project are less than the amount of FEC stated in this letter. If the project has additional costs they shall be funded through local share.

Please be advised that no school facilities project will be constructed unless, if there is a local support amount, such local support has received approval as set forth in N.J.A.C. 6A:26-3.7. Districts issuing school bonds to fund any part of the local support must notify the Division of Finance in the Department and the county superintendent of schools when approval is obtained, provide each with the schedule for issuance of school bonds, and notify the county superintendent within 30 days of the issuance of the school bonds. If the District has elected State support in the form of a grant, it must add the New Jersey Economic Development Authority to the parties notified. If the District determines to fund the entire local support through a means other than school bonds, it must obtain approval of necessary line-items in the budget, obtain separate voter or board of school estimate approval of the expenditure of local support, or make withdrawals from capital reserve in accordance with N.J.A.C. 6A:26-3.7 and regulations referenced therein.

Please contact Richard Altringer, R.A., manager, Office of School Facilities
richard.altringer@doe.nj.gov, with any questions regarding this matter.

Sincerely,



Bernard E. Piaia, Jr.
Director, Office of School Facilities

BEP: RPA

c: Commissioner
Assistant Commissioner
Rosalie Lamonte, Sussex County, Executive County Superintendent
William Sabo, School Business Administrator
Joshua Thompson, Parette Somjen Architects
Richard Altringer, Manager, Office of School Facilities

COLLECTIVE BARGAINING AGREEMENT
BETWEEN
THE HAMBURG BOARD OF EDUCATION
AND
THE HAMBURG EDUCATION ASSOCIATION

JULY 1, 2021 TO JUNE 30, 2024

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INTRODUCTION

This Agreement entered into this 1st day of July, 2021, by and between the Hamburg Board of Education, hereinafter called the "BOARD", and the Hamburg Education Association, hereinafter called the "ASSOCIATION", represents the complete and final understanding on all bargainable issues between the BOARD and the ASSOCIATION, for the term of this agreement.

ARTICLE I - RECOGNITION

A. UNIT

The BOARD hereby recognizes the ASSOCIATION as the exclusive and sole representative for collective negotiations concerning grievances and terms and conditions of employment for all certificated full or part-time 10-month teaching staff members and the Child Study Team members under contract, excluding supervisors, administrators, confidential employees, classroom aides and custodians. The term "Bargaining Member" is defined as any person covered under this Collective Bargaining Agreement.

ARTICLE II - GRIEVANCE PROCEDURE

A. DEFINITIONS

1. Grievance

A grievance is a claim by a bargaining member(s) or the ASSOCIATION based upon an alleged violation, misinterpretation or misapplication of any of the provisions of this agreement.

2. Aggrieved Person

An "aggrieved person" is the bargaining member(s) or the ASSOCIATION making the claim.

B. PROCEDURE

- Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure as hereinafter described.

2. Time Limits

- The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may be extended by mutual agreement.
- A grievance must be filed within thirty calendar days after its occurrence.

- If the aggrieved fails to follow the prescribed procedure within the time limits set forth, the grievance becomes void.

4. Year-end Grievance

In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure, the time limits set forth herein shall be reduced by mutual agreement so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as practicable.

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- The arbitrator so selected shall confer with the representatives of the BOARD and the ASSOCIATION and hold a hearing promptly and shall issue a decision no later than twenty (20) days from the date of the close of the hearing or, if oral hearings have been waived, no later than twenty (20) days from the date of which final statements and proofs on the issues were submitted. The arbitrator's decision shall be in writing and shall set forth the findings of fact, reasoning, and conclusions on the issues submitted. The arbitrator shall be without power or authority to make any decisions which require the commission of an act prohibited by law or which is in violation of the terms of this Agreement. The decision of the arbitrator shall be submitted to the BOARD and the ASSOCIATION and shall be advisory only.
- The cost for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses, and the cost of the hearing room, shall be borne equally by the BOARD and the ASSOCIATION. Any other expenses incurred shall be paid by the party incurring same.

C. RIGHTS OF BARGAINING MEMBER TO REPRESENTATION

1. Bargaining member and ASSOCIATION

An aggrieved bargaining member after level one may be self-represented at all other stages of the grievance procedure or by a representative selected or approved by the ASSOCIATION at no cost to the BOARD.

2. Meetings and Hearings

All meetings and hearings under this procedure shall not be conducted in public but shall include only such parties concerned and their designated or selected representatives.

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5. Level one - Vice-Principal or Immediate Superior

A grievance shall first be discussed with the Vice- Principal or immediate supervisor, either directly or through the ASSOCIATION'S designated representative, with the objective of resolving the matter informally.

6. Level two - Superintendent

If the grievant is not satisfied with the disposition of the grievance at level one, or if no decision has been rendered within five (5) school days after the presentation of the grievance, the aggrieved may file the grievance in writing with the ASSOCIATION within five (5) school days after the decision at level one or ten (10) school days after the grievance was presented, whichever is sooner. Within five (5) school days after receiving the written grievance, the ASSOCIATION shall refer the grievance to the SUPERINTENDENT of schools.

7. Level three - Board of Education

If the grievant is not satisfied with the disposition of the grievance at level two, or if no decision has been rendered within ten (10) school days after a discussion with the Superintendent, the grievance will be submitted to the BOARD for a hearing. A BOARD hearing shall be granted within fifteen (15) school days after the grievant's filing for appeal. The BOARD shall render its decision within ten (10) school days after the completion of the hearing. If after a "cooling-off-period" of ten (10) days the grievance remains unresolved, either party may proceed to arbitration.

8. Arbitration

- If the parties are unable to agree upon an arbitrator, a request for a list of arbitrators may be made to the Public Employment Relations Commission in the selection of an arbitrator.

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- Any bargaining member involved in a grievance procedure shall be required to follow administrative directives and BOARD policies while the grievance procedures are being reviewed.

D. SEPARATE GRIEVANCE FILE

All documents, communications, and records dealing with the processing of a grievance shall not be kept in the personnel file of any of the participants, but in the BOARD secretary's grievance file, and the content of which shall be made available to ASSOCIATION representatives.

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ARTICLE III - ASSOCIATION RIGHTS AND PRIVILEGES

A. INFORMATION

The BOARD agrees to make available to the ASSOCIATION, in response to reasonable requests, all information required by the Freedom of Information Act concerning the educational program.

B. RELEASE TIME FOR MEETINGS OUTSIDE OF DISTRICT

With the approval of the Superintendent, any representative of the ASSOCIATION or any bargaining member may participate during working hours in negotiations, grievance proceedings, conferences, or meetings for Hamburg School, and shall suffer no loss in pay.

C. USE OF EQUIPMENT AND FACILITIES

With prior approval of the Superintendent, the ASSOCIATION shall have the right to use school facilities and equipment. The ASSOCIATION shall pay for the reasonable cost of all materials and supplies incident to such use, and for any repairs necessitated as a result thereof.

D. RELEASE TIME FOR MEETINGS INSIDE DISTRICT

Whenever any bargaining member is mutually scheduled by the BOARD, the ASSOCIATION and/or the Superintendent to participate during working hours in negotiations, grievance proceedings, conferences, and/or meetings, that person shall suffer no loss in pay.

ARTICLE V - BARGAINING MEMBER RIGHTS

A. STATUTORY SAVINGS CLAUSE

Nothing contained herein shall be construed to deny or restrict any bargaining member such rights as guaranteed under New Jersey School Laws or other applicable laws and regulations. Those rights guaranteed to bargaining members thereunder shall be deemed to be in addition to those provided in this Agreement.

B. MEETINGS WHICH COULD ADVERSELY AFFECT EMPLOYMENT

Whenever any bargaining member is required to appear before any administrator, BOARD, or any committee member, representative, or agent thereof, concerning any matter which could adversely affect the continuation of the bargaining member's office, position, employment, salary, or any increments pertaining thereto, that bargaining member shall be given prior written notice and shall be entitled to have a representative of the ASSOCIATION present to advise and represent said bargaining member during such meetings or interviews. Any suspension of a bargaining member pending charges shall be with pay. If and when a bargaining member is found guilty all pay received during the suspension shall be returned to the BOARD.

C. EVALUATION OF STUDENTS

The bargaining member shall maintain the exclusive right and responsibility to determine grades and other evaluations of students within the grading policies of the Hamburg School District based upon the bargaining member's professional judgment of available criteria pertinent to any given subject area or activity to which that bargaining member is responsible. No grade or evaluation shall be changed without justification to that bargaining member.

ARTICLE IV - RULES AND REGULATIONS

- A. Proposed new rules or modifications of existing rules covering negotiable working conditions shall be negotiated with the ASSOCIATION before they are established.
- B. All written rules and regulations shall be provided to the ASSOCIATION immediately upon promulgation.

D. CRITICISM OF BARGAINING MEMBERS

Questions or criticisms, by the Superintendent or a supervisor of a bargaining member and/or the instructional methodology of that bargaining member, shall be made in confidence and not in the presence of students, parents, or other public gatherings.

E. PERSONAL RECORDS

All bargaining members shall have the right, upon request, to review the content of their personnel file and to make copies with BOARD equipment of any documents contained therein. Bargaining members shall be entitled to have a representative of the ASSOCIATION present during such reviews. At least once every three (3) years, a bargaining member shall have the right to indicate those documents and/or other materials in the personnel file which are believed to be inappropriate. Said documents shall then be reviewed by the Superintendent/designee and if found obsolete or otherwise inappropriate, these documents shall then be properly discarded or amended in writing.

F. DEROGATORY MATERIAL

1. No material derogatory to a bargaining member's conduct, service, character, or personality shall be placed in the personnel file unless the bargaining member has had an opportunity to review such material. The bargaining member shall acknowledge said opportunity to review such material by affixing the proper signature to the copy to be filed with the expressed understanding that such signature in no way indicates agreement with the contents thereof. The bargaining member shall also have the right to submit a written response to such material which shall then be reviewed by the Superintendent/designee and attached to the file copy.
2. If a bargaining member refuses to sign derogatory material, the Superintendent shall

request that the ASSOCIATION representative and BOARD representative sign the said material, and said material shall then be placed in the file.

G. NO SEPARATE FILE

The BOARD agrees to protect the confidentiality of personnel references, academic credentials, and other similar documents, and shall therefore not establish any separate personnel file.

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ARTICLE VI - NON-DISCRIMINATION

- A. The BOARD and the ASSOCIATION agree that there shall be no discrimination against any employee because of race, creed, color, religion, sex, sexual orientation, national origin, age, disability or political affiliation.
- B. The BOARD and the ASSOCIATION agree that all employees covered under this Agreement have the right without fear of penalty or reprisal to form, join and assist any employee organization or to refrain from any such activity. There shall be no discrimination by the BOARD or the ASSOCIATION against any employee because of the employee's membership or non-membership or activity or non-activity in the ASSOCIATION.

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ARTICLE VII - BARGAINING MEMBER AND WORK LOAD

A. BARGAINING MEMBER DAY

The regular workday for certificated employees shall consist of seven (7) hours and fifteen (15) minutes which shall include instructional, preparational, and a duty-free lunch period. On Fridays or on days preceding holidays or vacation, the employees' day shall end at the close of the pupils' day unless otherwise announced.

B. LUNCH PERIODS

1. All bargaining members shall have a daily duty-free lunch period of at least thirty (30) minutes.
2. Leaving the Building - Bargaining members may leave the building without requesting permission during their scheduled duty-free lunch periods, but must inform the office upon leaving and returning and must sign in and out.

C. MEETINGS

1. Prior to Holidays and Weekends

Every effort shall be made to avoid scheduling meetings, which take place after the regular workday and which require attendance, on Fridays or on any day immediately preceding holidays, or other days upon which bargaining member attendance is not required at school.

2. Summer Months

Bargaining members required to attend Child Study Team I.E.P. meetings during the summer months shall be paid at the rate of \$40.00 per hour.

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3. Faculty

Bargaining members may be required to remain after the end of the regular workday, without additional compensation, to attend up to sixteen (16) after school meetings per school year (no more than one (1) in December and no more than one (1) in June), which shall last one (1) hour each. An agenda will be provided and faculty may leave upon conclusion of the meeting.

D. INCLEMENT WEATHER

Bargaining member attendance shall not be required whenever student attendance is not required due to inclement weather.

E. DEFINITION OF IN-SCHOOL WORK YEAR

The work year shall include days when pupils are in attendance, orientation days, and any other days which bargaining member attendance is required. The bargaining member work year shall be 185 days per school year. This includes a full day preceding the first day of school for the pupils. One-half of the first full day will be for orientation/meetings and the other one-half of the day will be for bargaining member preparation. Two days shall be used for staff professional development. In addition to the regular 185-day year, members of the Child Study Team shall be required to work up to ten (10) additional days as needed throughout the school year and summer to attend to Child Study Team needs. This includes, but is not limited to, completing evaluations, attending meetings, mediations and hearings and participating in other matters as deemed necessary by the Superintendent. If more than ten (10) days are needed, such days must be approved by the BOARD upon the recommendation of the Superintendent. Child Study Team members shall be paid their per diem rate for such additional days.

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F. MONITORING DUTIES

1. The regularly employed teaching staff shall be expected to perform bus duty, cafeteria, playground/recess duties, lunch, detention and study hall duties, and these duties shall be of equal scheduling as determined by the Superintendent. These duties, with the exception of detention, shall not exceed the bargaining member workday as described in Article VII, Section A, BARGAINING MEMBER DAY. Whenever possible, scheduling shall be made at least one (1) month in advance of any duties performed.
2. The regularly employed teaching staff shall be expected to perform detention and homework club duties. These duties shall be on a rotating schedule, Tuesday and Thursday, and shall not exceed 4:00 pm. These duties shall be proportionately scheduled by the Superintendent as determined by the bargaining member work load, which shall be defined as "The direct supervision of children". Whenever possible, scheduling shall be made at least one (1) month in advance of any duties performed. A stipend of \$40.00 will be paid to bargaining members who perform "after school" detention and homework duties.
3. The required supervision of evening duties shall be secured solely through volunteer persons, who shall be compensated as follows:
 - a. Parental/ Informational seminars or meetings: \$90.00.
 - b. Supervision of the students at an evening program: \$65.00.
 - c. Conducting an evening program involving the students, including their supervision: \$90.00.

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the scheduled PLC time. Administration can add input on these topics, and an exit ticket will be provided for each PLC session.

- SY 2021-2022 = 4 PLC days
- SY 2022-2023 = 4 PLC days
- SY 2023-2024 = 6 PLC days

J. BACK TO SCHOOL NIGHT

All regularly employed bargaining members shall attend one Back to School Night at the Superintendent's discretion.

K. PARENT/BARGAINING MEMBER CONFERENCES

All regularly employed bargaining members shall attend two (2) evening parent/bargaining member conferences and two (2) afternoon parent/bargaining member conferences each year as follows: Administration shall select two (2) days, from a week, Monday-Thursday, in the fall. On these two (2) days, there will be an early dismissal for students and conferences will take place between 1:30 PM and 3:00 PM and 4:30 PM and 7:00 PM. The last day of that week shall be an early dismissal for both students and faculty.

L. EARLY DISMISSAL

Early dismissal days shall be scheduled on the last school day prior to Christmas and Thanksgiving. The two (2) days prior to the last school day shall be early dismissals for students. On the last student day of the year, bargaining members shall have a dismissal time as set for single session days for students. The Thursday before Good Friday shall be an early dismissal for both students and faculty.

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d. Field trips:

- Returning after 3:00 PM but before 4:30 PM (No Stipend)
- Returning after 4:30 PM by before 5:30 PM (\$35.00)
- Returning after 5:30 PM by before 8:00 PM (\$80.00)
- Returning after 8:00 PM but before 10:00 PM (\$175.00)
- Overnight (\$250.00)

All bargaining members shall be released from the duty of collecting monies for various programs and/or activities throughout the school year with the exception of the following: Specific classroom activities that would apply just for that grade.

G. PREPARATION TIME

Bargaining members shall have an average of one (1) preparational period per work day, each of which to be at least of a forty (40) minute duration, during which they shall not be assigned any other duties. Every attempt will be made to provide at least one (1) preparational period every work day.

H. TUTORING DUTIES

All bargaining members, when reasonably requested, shall be available during the week to tutor. No bargaining member will be required to stay beyond 3:30 P.M for tutoring.

I. PROFESSIONAL LEARNING COMMUNITIES (PLCs)

During the 2021-2022 and 2022-2023 school years, an early dismissal for students will be given one day each marking period to provide common planning for Bargaining Members. During the 2023-2024 school year, six early dismissals for students will be given to provide these PLC days. Bargaining Members will utilize this time to work on collaborative topics and will provide administration with an outline of what will be done no later than one week prior to

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M. SIGN-IN/SIGN OUT PROCEDURE

The BOARD shall have the right to establish a sign-in/sign-out procedure whereby all bargaining unit members may be required to sign in and/or sign out when they are leaving school premises during the school day.

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ARTICLE VIII - BARGAINING MEMBER EMPLOYMENT

A. NOTIFICATION

Upon employment the Superintendent shall report to the ASSOCIATION in writing the certificates and degrees held, major and minor fields of study, and prior experience of each new bargaining member.

B. NOTIFICATION OF CONTRACT

Tenured and non-tenured bargaining members shall be notified of their contract and salary status for the ensuing year no later than May 15th of the current academic year. Bargaining members shall in turn, notify the BOARD of their intentions for the ensuing year no later than May 31st of that same year.

C. PLACEMENT ON SALARY SCHEDULE

1. Upon initial appointment, a bargaining member's salary or placement on the guide shall be negotiated between the BOARD and the bargaining member candidate.
2. Adjustment of Salary Schedule - Returning bargaining members shall be placed on the proper step of the salary schedule at the beginning of each academic year. Any bargaining member employed prior to February 1st of any academic year shall be given full credit for one (1) year of service toward the next increment step for the following year.

D. EXTRA-CURRICULAR

1. If there are no qualified applicants from within the district, for an extra-curricular position, the BOARD shall advertise for qualified applicants from outside the district. In addition to meeting the BOARD'S qualification, the candidates must satisfy the New Jersey teaching certificate requirements that may apply.

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2. Any outside candidate so selected shall be compensated in accordance with the extra-curricular guides.
3. If the BOARD is unable to employ a qualified candidate from out of the district, the BOARD may assign a qualified bargaining member from within the district. Initial assignments to extra-curricular duties will be based upon the application of the BOARD's qualifying criteria for the position to develop a candidate pool.
4. The candidates will be ranked in descending order with the most qualified #1. The final selection will be made from the pool using reverse seniority against the pool rank order. Selection shall be made from the top three candidates.
5. In District bargaining members shall not be involuntarily assigned to extra-curricular for one year consecutively or alternatively until all qualified candidates in the pool have been assigned and then assignments may be repeated if required. Prior to reassignment, steps 1, 2, 3, and 4 must be repeated. No staff member shall be involuntarily assigned more than two (2) extra-curricular assignments per year.
6. The BOARD reserves the right to establish the qualification criteria for extra-curricular positions in accordance with the provisions of the law.

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ARTICLE IX - SUBSTITUTES

- A. If a qualified substitute is not available, the Superintendent may assign these duties to a regularly employed teaching staff member in addition to his/her regular schedule. Any bargaining member so assigned will be compensated for assuming these duties. The full daily rate as noted below will apply for assuming the duties of the entire class of the absent bargaining member for the full day. For less than the full class compensation shall be equal to the following:

- K-5 (N/Cs) (X) = Y
- 6,7,8 (N/Cs) (P/T) (X) = Y
- N = Number of Students
- Cs = Total class size
- P = Periods
- Y = Amount of Compensation
- X = \$80.00

At no time shall the aggregate amount for each case exceed the total amount negotiated.

B. COVERAGE

The BOARD shall make every reasonable effort to provide substitutes for all personnel in all departments, including special bargaining members and nurses.

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ARTICLE X - BARGAINING MEMBER FACILITIES

A. LISTING OF FACILITIES

During the academic year, the BOARD shall provide the following facilities to all bargaining members:

1. Space in each classroom in which instructional materials and supplies may be stored.
2. A serviceable desk, chair and filing cabinet for exclusive bargaining member use.
3. A working communication system linking the main office with the classroom(s).
4. A lighted and cleaned restroom, separate from the students' restroom.
5. Closet space to store coats and personal articles.
6. Off street parking facilities, when physically available and economically practical, with parking spots to be designated on a seniority basis.

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ARTICLE XI - BARGAINING MEMBER ASSIGNMENT

A. NOTIFICATION DATE FOR PRESENTLY EMPLOYED BARGAINING MEMBERS

Except in cases of emergency, all bargaining members shall be given written notice of their class and/or subject assignments, building assignments, and room assignments for the forthcoming year no later than June 30th of the current academic year.

B. REVISIONS

In the event that changes in such schedules, class and/or subject assignments, building assignments, or room assignments are proposed after June 30th, the bargaining member affected and a representative of the ASSOCIATION shall be notified promptly in writing and upon request of the bargaining member, the changes shall be reviewed between the Superintendent and the bargaining member affected, accompanied by a representative of the ASSOCIATION if so desired by the affected bargaining member.

C. ASSIGNMENT CRITERIA

In order to assure that pupils are taught by bargaining members working within their areas of competence, bargaining members shall only be assigned to teach in areas for which they hold a standard teaching certificate issued by the New Jersey State Board of Education.

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D. EVALUATION PROCEDURE

1. Communication - Prior to any evaluation report, the evaluator shall have had appropriate communication with the bargaining member which shall include all steps in Par. 2, Article XII, Section C, of this agreement.

1. Reports - Evaluation reports shall be presented to each bargaining member by the evaluator in accordance with the following procedures:

- Such reports shall be issued in the name of the evaluator based on a compilation of reports and observations by any or all supervisory personnel who come in contact with the bargaining member in a supervisory capacity.
- Such reports shall be addressed to the bargaining member.
- Such reports shall be written and shall include, when pertinent:
 - Bargaining member strengths evidenced during the period since the previous report.
 - Weaknesses of the bargaining member as evidenced during the period since the previous report.
 - Specific suggestions as to measures which the bargaining member might take to improve performance in each of the areas wherein weaknesses have been indicated.

E. TERMINATION OF EMPLOYMENT

Final evaluation of a bargaining member upon termination of employment shall be concluded prior to separation of employment, and no documents and/or other materials shall be placed in the personnel file of any bargaining member after separation of employment of otherwise, than in accordance with the procedure set forth in this Article.

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ARTICLE XII - NON-TENURED BARGAINING MEMBER EVALUATION

A. FREQUENCY

All non-tenured bargaining members shall be evaluated in accordance with the evaluation requirements as depicted in Achieve NJ. Each evaluation is to be followed by a written evaluation and conference between the bargaining member and the Superintendent/designee for the purpose of identifying deficiencies and extending assistance for the correction and improvement of instruction.

B. GENERAL CRITERIA

- Open Evaluation - All monitoring or observation of the work performance of a bargaining member shall be conducted openly.
- Evaluation by Certificated Supervisors - Bargaining members shall be evaluated only by persons who are currently certified by the New Jersey State Board of Examiners to supervise instruction and who are currently employed on a full-time basis by the BOARD.

C. COPIES OF EVALUATION

A bargaining member shall be given a copy of any class visitation or any evaluation report prepared by an evaluator at least one (1) day before any conference is scheduled to discuss these issues. No such report shall be submitted to the central office, placed in the bargaining member's personnel file, or otherwise acted upon, without prior conference with that bargaining member. No bargaining member shall be required to sign a blank or incomplete evaluation form.

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ARTICLE XIII - EXTENDED LEAVES OF ABSENCE

A. CHILD REARING LEAVE

The BOARD shall grant child rearing leave of absence, without pay, immediately following the conclusion of sick leave associated with childbirth or commencing on a date following the birth of the child, to any tenured employee upon request, in accordance with applicable statutes, regulations and State agency decisions. It is understood that accumulated sick leave may be used only for disability purposes when associated with maternity leave, in accordance with medical verification.

Employees, upon written request, shall be granted a leave of absence, without pay, for child rearing purposes for a maximum of one calendar year following the birth of the child, except such leave shall end the first natural break in the school year (i.e. marking period, semester) following the end of the calendar year. The BOARD, upon request from the employee, may grant up to another year of absence without pay. Employees shall confirm intent to return or request an extension, in writing, at least sixty (60) days prior to the conclusion of the leave. Employees adopting a child shall receive similar leave. Any employee, upon beginning the adoption process, shall notify his/her C.S.A. of his/her intent to apply for a leave of absence upon custody of the child. A sixty-day written notice shall be given. An employee who requests less time will be granted such request if a replacement can be found.

B. BENEFITS

All benefits to which a bargaining member is entitled at the time an approved leave of absence commences shall be suspended during such leave and shall be restored upon return; however, any bargaining member on a leave of absence approved by the BOARD,

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may continue under BOARD health insurance plans for a maximum one school year. Group health care benefit premiums shall be paid by the employee thirty (30) days in advance of the BOARD'S payment schedule. This payment schedule shall be provided by the BOARD Secretary prior to commencement of the approved leave of absence.

ARTICLE XIV- VOLUNTARY TRANSFERS AND REASSIGNMENTS

A. NOTIFICATION OF VACANCIES

1. Date - No later than July 1st of each year, the Superintendent shall make known to the faculty a list of known vacancies. Faculty members will notify the Superintendent within ten (10) days after their notice of contract renewal as to whether or not they accept said renewal.
2. Filing Requests - Bargaining members who request a change in grade and/or subject assignment must file a written statement of such requests with the Superintendent by May 15th, of the current academic year.
3. Written Notification - As soon as reasonable and no later than July 30th, the Superintendent shall present to the ASSOCIATION a system-wide schedule showing the names of all bargaining members who have been reassigned or transferred.

ARTICLE XV - MISCELLANEOUS PROVISIONS

A. SEPARABILITY

If any of the Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, such provisions or applications shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

B. COMPLIANCE BETWEEN INDIVIDUAL CONTRACT AND MASTER AGREEMENT

Any individual contract between the BOARD and an individual bargaining member, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

C. PRIVATE NEGOTIATIONS

The negotiations between the BOARD and the ASSOCIATION shall be conducted in private.

D. MODIFICATION

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

ARTICLE XVI - ABSENCE FOR PERSONAL ILLNESS

A. DEFINITION

Absence is defined as away from post or duty because of personal disability due to illness or injury, or because of exclusion from school by medical authorization because of a contagious disease in the immediate family household.

B. SICK DAYS

1. All bargaining members shall be granted the statutory ten (10) sick days yearly. In addition, there will be two (2) additional accumulative days provided for use as sick and/or family illness.
2. If a tenured bargaining member has exhausted their accumulative sick leave and personal days, they shall be granted, if requested, the ability to use in advance up to twelve (12) sick days from the following year's provision to cover extended illness. If the bargaining member uses the next year's days and leaves for other than retirement reasons, they shall reimburse the BOARD the expenditure granted. The bargaining member shall sign a promissory note at the time payment is made.

C. ACCUMULATION

If fewer than twelve (12) school days of allowed sick leave is taken in any academic year, the number of days not used shall then be cumulative without limit.

D. ABSENCE ON SICK LEAVE

Absence on sick leave shall be charged first to the twelve (12) day allowance for the current academic year until it is fully utilized, and thereafter, to the cumulative credit to the extent that such credit is available to the individual bargaining member.

E. NOTIFICATION OF ACCUMULATION

An individual statement of accumulated sick leave for all employees covered by this agreement shall be provided by the BOARD Secretary to each Individual member at the start of each school year.

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be addressed on any other day." Except in cases of emergency, multiple days requested must have prior approval of the Superintendent. Notification shall be in writing, and shall be presented at least five (5) school days prior to date requested. Response from the Superintendent shall also be in writing and rendered within three (3) school days after the receipt of the request.

B. IN ADDITION TO SICK LEAVE

Leaves taken pursuant to Section A above shall be in addition to any sick leave to which the bargaining member is entitled.

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ARTICLE XVII - TEMPORARY LEAVES OF ABSENCE

A. TYPES OF LEAVE

Each academic year bargaining members shall be entitled to the following temporary leaves of absence with full pay.

1. Death - Up to five (5) days shall be granted at any time in the event of the death of a bargaining member's child, spouse, parent, father-in-law, mother-in-law, brother and sister, grand-parent, grandchild, and two days leave due to death of other family members. This leave is to be started within five working days following the death, unless otherwise approved by the C.S.A. These days shall not be permitted to accumulate.
2. Personal Days - Four (4) days leave of absence for personal, legal, business, household or family matters which require absence during working hours shall be granted during each academic year. Personal days shall be used as whole days and cannot be taken as half or partial days. Two unused personal days per academic year shall be allowed to accumulate and shall then take the status of unused sick days. Except in cases of emergency, personal days shall be used with notification to the Superintendent of at least three (3) work days in advance of the day requested, with only one (1) personal day to be taken on Monday and one (1) personal day to be taken on a Friday per academic year. Except in cases of emergency, personal days shall not be used on the day immediately before or immediately after all school vacations and holidays. The use of an excluded day shall result in the loss of that day's pay. Emergency shall be defined as, "an extraordinary personal occurrence that could not

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ARTICLE XVIII - HEALTH CARE COVERAGE

- A. Effective August 1, 2009, the Hamburg BOARD of Education shall enroll in the New Jersey School Employees Health Benefits Program. Effective August 1, 2009, all full-time employees and their dependents will be eligible for the health benefits in the New Jersey School Employees Health Benefits Program and a Dental Plan as mutually agreed for bargaining members as described in Article I, and eligible dependents, shall be provided by the BOARD.

B. Payroll Deductions

Effective July 1, 2021, all employees currently receiving Direct 10/15 shall contribute at a rate of 25% of the health benefit premium. All others shall contribute as per the provisions of Chapter 44.

* Upon expiration of this contract, this rate becomes negotiable by both parties taking into consideration the PL 2011 Chapter 78 contribution rates in effect at that time. If no successor agreement is reached by 6/30/2024, the contribution rates will be dictated by the law in effect at that time.

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ARTICLE XIX - UNUSED SICK DAYS

A. RETIREMENT BENEFITS

1. Upon actual retirement, pursuant to the requirements of the "Teachers' Pension Annuity Fund" bargaining members who have completed fifteen (15) years service in the Hamburg School District shall be eligible for 100% of their unused sick days at \$80.00 per day to a maximum of \$12,000.00 per employee, provided that the proper filing process to draw pension annuity be completed according to the rules of the Teachers' Pension Annuity Fund. If preceding requirements are not met, the BOARD shall not be obligated to apply this benefit.
2. This benefit shall be paid out no later than the 15th of July of the following fiscal year. However, notice of retirement will be given to the Board Secretary by January 1 of the year in which the retirement will take place, or the payment may be delayed until the following school year.

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bargaining member for any fiscal year. It is further agreed that total reimbursement shall not exceed \$12,000.

2. Claims for reimbursement must be submitted within 20 working days of receipt of transcript by the employee and must be accompanied by proof of payment.
3. Available funds will be distributed at the end of the school year and divided equally among all bargaining members who have taken approved courses, in accordance with the number of credit hours taken.
4. If a bargaining member leaves the district within three (3) years of receiving reimbursement for graduate credit, the bargaining member must refund the district the amount that the employee received as reimbursement during the previous three (3) years. Non-tenured bargaining members who leave the district due to non-renewal will not be subject to this clause. Tenured bargaining members who leave as a result of a Reduction in Force will not be subject to this clause.

C. EXTRA DUTY POSITIONS

When the BOARD and ASSOCIATION mutually agree, the following services shall be offered as extra-duty positions and shall be compensated for at a rate of pay attached hereto and identified as Schedule B. Each bargaining member performing extra duty shall be placed on the proper step each academic year. Notification of extra-duty positions shall be posted no later than July 30, with service to begin on or after September 1.

D. MID YEAR SALARY GUIDE ADJUSTMENT

The BOARD agrees to place a bargaining member on the next salary level with the appropriate salary increase to be effective February 1 of any academic year provided the bargaining member earns the required number of credits to be eligible for that level prior to February 1, and provides an official transcript. It is further understood that said

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ARTICLE XX - SALARIES

A. METHOD OF PAYMENT

1. Ten (10) Month

Bargaining members employed on a ten (10) month basis shall be paid in twenty (20) equal semi-monthly payments on the 15th and last working day of each month.

2. Newly Hired Bargaining Members

Except in cases of emergency, all newly hired bargaining members who start employment on or before the seventh day of the month shall receive their first paycheck in the first pay period of that same month. All newly hired bargaining members who start employment after the seventh day of the month shall receive their first paycheck in the last pay period of that same month.

3. Exceptions

When a pay day falls on or during a school holiday, vacation or weekend, bargaining members shall receive their paycheck on the last previous working day.

4. Final Pay

Bargaining members shall receive their final checks on the last working day in June. The salaries of all personnel covered by this agreement are set forth in Schedule A which is attached hereto and made a part thereof.

B. ADDITIONAL CREDITS

1. All semester hours of graduate credit shall be reimbursed by the BOARD at the Rutgers in state graduate per credit rate. Reimbursement shall not exceed six (6) graduate credits per semester, nor shall it exceed eighteen (18) graduate credits per

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bargaining member must submit to the Superintendent prior to October 31, a written notice that the bargaining member intends to reach the next horizontal salary level by February 1. Otherwise, all salary and/or guide adjustments shall become effective September 1 of the following academic year.

A bargaining member shall provide proof (i.e. transcript, diploma, etc.) in order to receive a mid-year salary guide adjustment.

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ARTICLE XXI - PART-TIME STAFF MEMBERS

A. DEFINITION

Part-time bargaining members shall be defined as, "any bargaining member whose contract is for less than 100% of work time (less than five (5) full days per week)."

B. HEALTH CARE COVERAGE

1. In order to be eligible for health care coverage, part-time bargaining members must be employed at least twenty (20) hours per week, except for those full-time bargaining members reduced to part-time status in the future.
2. The "twenty (20) hours worked" threshold in subparagraph 1. above shall be twenty-five (25) hours per week when the BOARD participates in the New Jersey School Employees Health Benefits Program.

C. SICK LEAVE

This leave will be on a pro-rated basis and based on the number of days worked per week. (Example: 2 days per week = 40% of the number of days will get .4 x 12 = 4.8 or 5 days.

D. PERSONAL DAYS

This leave will be on a pro-rated basis and based on the number of days worked per week. (Example: 2 days per week = 40% of the number of days will get .4 x 4 = 1.6 or 2 days.)

E. DEATH DAYS

This leave will be on a pro-rated basis. (e.g., 40% will get .4 x 5 = 2.0 or 2 days.)

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F. PREPARATION TIME

Part time staff shall receive prep time pro-rated. For calculation of pro-ration, full time preparation time is equal to two hundred (200) minutes per five (5) day week.

G. SCHEDULED TIME

All part-time bargaining members shall be scheduled in a consecutive block of paid time.

H. FAMILY ILLNESS DAYS

This leave will be on a pro-rated basis (e.g., 40% will be 0.4 x 2 = 0.8 or 1 day)

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ARTICLE XXII - LONGEVITY

1. Bargaining members who have completed 16 years of employment in the Hamburg School District shall receive an annual amount of \$1,300.00 over and above the salary guide.
2. Bargaining members who have completed 20 years of employment in the Hamburg School District shall receive an annual amount of \$1,800.00 over and above the salary guide.
3. Bargaining members who have completed 25 years of employment in the Hamburg School District shall receive an annual amount of \$2,300.00 over and above the salary guide.
4. Bargaining members who have completed 30 years of employment in the Hamburg School District shall receive an annual amount of \$2,800.00 over and above the salary guide.

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ARTICLE XXIII - MENTORING

1. Any opening for a "mentor" shall be posted, and the position shall be given to the most qualified applicant, within the present teaching staff, who applies.
2. Any bargaining member who serves as a "mentor" shall receive a stipend in accordance with the New Jersey Department of Education Guidelines. Said stipend will be paid by the BOARD.

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ARTICLE XXIV - REPRESENTATION FEE

A. AMOUNT OF FEE/NOTIFICATION

Prior to the beginning of each membership year, the ASSOCIATION will notify the BOARD in writing of the amount of the regular membership dues, initiation fees and assessments charged by the ASSOCIATION to its own members for that membership year.

B. DEDUCTION AND TRANSMISSION OF FEE

1. Notification - On or about the 15th of September each year the BOARD will submit to the ASSOCIATION, a list of all employees in the bargaining unit.
2. Changes - The ASSOCIATION will notify the BOARD in writing of any changes in the list provided for in paragraph 1, and such changes will be reflected in any deductions made more than 10 days after the BOARD received said notice.
3. New Employees - On or about the last day of each month, beginning with the month this agreement becomes effective, the BOARD will submit to the ASSOCIATION, a list of all employees who begin their employment in a bargaining unit position during the preceding 30-day period. The list will include names, job titles, dates of employment and places of assignment for all such employees. The BOARD will also notify the ASSOCIATION of any change in the status of an employee regarding transfer, leave of absence, return from leave, retirement, resignation, separation from employment and death.

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C. INDEMNIFICATION

The ASSOCIATION shall indemnify and hold the BOARD harmless against any and all claims, demands, suits, and other forms of liability that shall arise out of, or by reason of any action taken by the BOARD for the purpose of complying with any provision of this Article. The ASSOCIATION shall intervene in and defend any administrative or court litigation.

The Board agrees to be bound by the provisions of the WDEA (Workplace Democracy Enhancement Act) N.J. 34:13A or the current law.

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ARTICLE XXV - DURATION OF AGREEMENT

A. DURATION PERIOD

This Agreement shall be effective as of July 1, 2021 and shall continue in effect through June 30, 2024.

B. STATUS OF INCORPORATION

In witness whereof the ASSOCIATION and the BOARD has caused this Agreement to be signed by its President, attested by its Secretary and its corporate seals placed hereon.

HAMBURG EDUCATION ASSOCIATION

By: _____ (President)
By: _____ (Secretary)

HAMBURG BOARD OF EDUCATION

By: _____ (President)
By: _____ (Secretary)

CORPORATE SEALS

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SCHEDULE A: 2021- 2024

SALARY GUIDE (2021-2022)			
New Step	Old Step	B.A.	M.A.
1	2	\$61,612	\$64,932
2	3	\$62,852	\$66,172
3	4	\$64,117	\$67,437
4	5	\$65,407	\$68,727
5	6	\$66,722	\$70,042
6	7	\$68,062	\$71,382
7	8	\$69,427	\$72,747
8	9	\$70,822	\$74,142
9	10	\$72,247	\$75,567
10	11	\$73,702	\$77,022
11	12	\$75,187	\$78,507
12	13	\$76,697	\$80,017
13	14	\$78,232	\$81,552
14	15	\$79,792	\$83,112
15	16	\$81,377	\$84,697
16	17	\$82,877	\$86,197

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SALARY GUIDE (2022-2023)		
Step	B.A.	M.A.
1	\$62,717	\$66,037
2	\$63,957	\$67,277
3	\$65,222	\$68,542
4	\$66,512	\$69,832
5	\$67,827	\$71,147
6	\$69,167	\$72,487
7	\$70,532	\$73,852
8	\$71,927	\$75,247
9	\$73,352	\$76,672
10	\$74,807	\$78,127
11	\$76,292	\$79,612
12	\$77,802	\$81,122
13	\$79,337	\$82,657
14	\$80,897	\$84,217
15	\$82,482	\$85,802
16	\$83,982	\$87,302

SALARY GUIDE (2023-2024)		
Step	B.A.	M.A.
1	\$64,053	\$67,373
2	\$65,293	\$68,613
3	\$66,558	\$69,878
4	\$67,848	\$71,168
5	\$69,163	\$72,483
6	\$70,503	\$73,823
7	\$71,868	\$75,188
8	\$73,263	\$76,583
9	\$74,688	\$78,008
10	\$76,143	\$79,463
11	\$77,628	\$80,948
12	\$79,138	\$82,458
13	\$80,673	\$83,993
14	\$82,233	\$85,553
15	\$83,818	\$87,138
16	\$85,318	\$88,638

No increment shall be paid in 2024-2025 until the parties reach an agreement on a successor agreement.

SCHEDULE B: 2021-2024 EXTRA DUTY POSITIONS

ACTIVITY	EXPERIENCE LEVEL					
	1	2	3	4	5	6
Academic Club	\$1,013	\$1,126	\$1,238	\$1,350	\$1,407	\$1,463
Art Club	\$1,013	\$1,126	\$1,238	\$1,350	\$1,407	\$1,463
Athletic Coordinator	\$1,688	\$1,801	\$1,913	\$2,026	\$2,082	\$2,139
A.V.A.	\$1,238	\$1,350	\$1,463	\$1,575	\$1,632	\$1,688
Band	\$1,013	\$1,126	\$1,238	\$1,350	\$1,407	\$1,463
Basketball	\$1,688	\$1,801	\$1,913	\$2,026	\$2,082	\$2,139
Basketball Assistant	\$1,463	\$1,575	\$1,688	\$1,801	\$1,856	\$1,913
Chorus	\$1,013	\$1,126	\$1,238	\$1,350	\$1,407	\$1,463
Computer Tech Advisor	\$1,350	\$1,463	\$1,575	\$1,688	\$1,745	\$1,801
Cross Country	\$1,013	\$1,126	\$1,238	\$1,350	\$1,407	\$1,463
Cross Country (Assistant)	\$788	\$900	\$1,013	\$1,126	\$1,181	\$1,238
Drama	\$1,463	\$1,575	\$1,688	\$1,801	\$1,856	\$1,913
Drama (Assistant)	\$1,126	\$1,238	\$1,350	\$1,463	\$1,519	\$1,575
Elghth Grade Advisor	\$1,398	\$1,510	\$1,623	\$1,736	\$1,791	\$1,848
Field Hockey	\$732	\$844	\$956	\$1,069	\$1,126	\$1,181
Environmental Club	\$1,013	\$1,126	\$1,238	\$1,350	\$1,407	\$1,463
Natl Junior Honor Society	\$1,013	\$1,126	\$1,238	\$1,350	\$1,407	\$1,463
Safety Patrol	\$844	\$956	\$1,069	\$1,181	\$1,238	\$1,294
School Literary Magazine	\$900	\$1,013	\$1,126	\$1,238	\$1,294	\$1,350
Soccer	\$1,575	\$1,688	\$1,801	\$1,913	\$1,969	\$2,026
Soccer (Assistant)	\$1,350	\$1,463	\$1,575	\$1,688	\$1,745	\$1,801
Track	\$1,013	\$1,126	\$1,238	\$1,350	\$1,407	\$1,463
Track (Assistant)	\$900	\$1,013	\$1,126	\$1,238	\$1,294	\$1,350
TREP\$ Advisor	\$1,013	\$1,126	\$1,238	\$1,350	\$1,407	\$1,463
Volleyball	\$1,013	\$1,126	\$1,238	\$1,350	\$1,407	\$1,463
Volleyball (Assistant)	\$900	\$1,013	\$1,126	\$1,238	\$1,294	\$1,350
Yearbook	\$1,463	\$1,575	\$1,688	\$1,801	\$1,856	\$1,913

Any individual moving from Head Coach (Advisor) to Assistant shall receive credit on the guide for each year of service as an assistant.

Any individual moving from Assistant Coach (Advisor) to Head Coach (Advisor) shall receive credit on the guide for one year for every two years served PLUS 1. For example, if an individual served 4 years as an assistant, he/she shall be put on step 3 (4 divided by 2 plus 1) of the Head Coach (Advisor) line of the guide.

Curriculum Writing: \$ 500 per subject (inclusive of typed copy).

** No Bargaining member will be assigned the administrative role of Child Study Team Coordinator.

Stipend / Hourly Positions

- Bargaining member In Charge (\$1,000) The rate will not increase based on experience level.
- Testing Coordinator (\$1,000) The rate will not increase based on experience level.

EMPLOYMENT AGREEMENT

FREDERICK BABCOCK

This Agreement is made this **22nd day of June, 2021** at the Borough of Hamburg, County of Sussex and the State of New Jersey between the Board of Education of the Borough of Hamburg and **Frederick Babcock**

Position

The Board employs **Frederick Babcock** as **Custodian** in the Hamburg Public School to perform the duties pursuant to the orders, advice and direction of the Superintendent or his/her designee.

Terms

The terms of this agreement shall begin on **July 1, 2021 and end on June 30, 2022** at a salary of **\$ 55,385.00**. This agreement may be terminated without cause by either party at any time with giving a fourteen (14) day notice to either party. This agreement may be terminated summarily for good cause. At the termination of this agreement in any manner, the payment of salary earned to date of such termination, shall be in full satisfaction of all claims against the Board under this agreement.

Work Hours

The work day shall consist of eight (8) hours inclusive of one half hour lunch and two fifteen minute breaks. Overtime (time in excess of forty (40) hours per week) shall be paid with the approval of the Superintendent or his/her designee at the rate of one and one half (1.5x) of the employees' hourly rate. In the event the overtime work is required on a Sunday or holiday, the rate will be twice (2x) the employees' hourly rate. Employee must work the full regular scheduled reporting day to qualify for overtime. Proper documentation of hours worked shall be required to be verified prior to payment. All claims for payment of overtime shall be submitted to the business office by the first of every month, for payment to be made on the fifteenth of the month for the prior month's overtime. Summer hours shall be from 7:00 am to 3:00 pm daily, Monday through Friday, or other such hours as authorized by the Superintendent or his/her designee.

Medical/Dental Benefits

As provided by Section 6 of P.L. 2010, c. 2 and N.J.S.A. 52:14-17.46.9, the Board, as a participating School Employees Health Benefits Program Employer ("SEHBP"), agrees that Employee shall be entitled to medical/dental benefits upon the same terms and conditions as those benefits are provided pursuant to any currently enforceable collective negotiations agreement between the Board and the Hamburg Education Association, and the respective payment obligations of Employee shall be consistent with the terms of the collective negotiations agreement binding on the Board.

FREDERICK BABCOCK

Additionally, the terms of your medical contribution, as stated in your contract, will be revised to state that your rate of contribution will be in accordance with Chapter 78, P.L.2011. In June 2011, the governor signed this law into effect thus requiring Hamburg School to align all contracts with the provisions of the law for all contracts effective July 1, 2012. If you chose to continue receiving health care coverage through your employment at Hamburg School, your contribution rate will be determined in accordance with the law.

Holidays

The employee shall be entitled to the thirteen (13) legal holidays with pay as follows:

- | | |
|------------------------------|----------------------|
| 1. Independence Day | 2. Labor Day |
| 3. Veterans Day | 4. Thanksgiving Day |
| 5. Friday after Thanksgiving | 6. Christmas Eve Day |
| 7. Christmas Day | 8. New Years Eve Day |
| 9. New Years Day | 10. President's Day |
| 11. Martin Luther King, Jr. | 12. Good Friday |
| 13. Memorial Day | |

If the holiday falls on a weekend, the employee shall be able to use the day later in the year, subject to the approval of the Superintendent. Holidays shall not accumulate or carry forward into the next school year.

Vacation

The vacation schedule depicted below shall apply after the following number of years of service have been completed in the Hamburg School System:

Less than one (1) year	One (1) day per month (prorated) limited to nine (9) days
Following completion of year one (1)	Two (2) weeks vacation (10 days)
Following completion of year five (5)	Three (3) weeks vacation (15 days)
Following completion of year fifteen (15)	Four (4) weeks vacation (20 days) **
Following completion of year twenty (20)	Five (5) weeks vacation (25 days)

**** Frederick Babcock will have Four (4) weeks vacation (20 days) during the July 1, 2021-June 30, 2022 contract term.**

Vacation days shall not be allowed to accumulate or carry forward into the next school year. Unused vacation days at school year end shall be lost and no claim for payment shall be allowed. Vacation days shall not be allowed the week immediately preceding the opening of school or during the week following student/teacher departure.

FREDERICK BABCOCK

Sick Leave

Frederick Babcock shall have twelve (12) sick days per academic year. Absences exceeding three (3) consecutive school days may require the employee to provide a physician's certificate to the Superintendent. The Superintendent may require a physician's certificate of illness when sick leave exceeds twelve (12) school days in an academic year. Sick leave shall be allowed to accumulate without limit.

Upon retirement from the Hamburg Public School, **Frederick Babcock** will be eligible for compensation for unused sick leave pursuant to the following conditions:

- a) The employee has completed twenty (20) years of service with the Hamburg Public School District.
- b) A notice of retirement is provided to the Board of Education no later than January 1 of the academic year in which employment will end.
- c) The retirement application is filed in accordance with the Public Employees' Retirement System.
- d) Unused sick days will be bought back at the rate of \$ 50 per day for 80 percent of the accrued sick days with the total payment not to exceed \$ 5,000.

Personal Days

Frederick Babcock shall have up to four (4) personal days per academic year. Notification to the Superintendent must be made at least three (3) days prior to taking such leave, except in cases of emergency. Unused personal days at school year end shall be lost and no claim for payment shall be allowed. Personal days shall not be allowed to accumulate or carry forward into the next school year.

Bereavement

Frederick Babcock shall have up to (5) days leave with pay due to the death of a member of his immediate family. The term "immediate family" shall be defined as spouse, child, parent and grandchild. The bereavement days must be used within (5) working days following the death of the family member. Up to (3) days leave with pay due to the death of other family members. The term "other family members" shall be defined as sibling, grandparent, mother-in-law and father-in-law and the days must be used within three (3) working days following the death of the other family members. Bereavement days shall not be allowed to accumulate or carry forward into the next school year.

Longevity

Longevity shall apply after the following number of years of service have been completed in the Hamburg Public School System and shall be added to and included in the contracted base salary as follows:

16 years of service:	\$ 750 **
20 years of service:	\$ 1,000
25 years of service:	\$ 1,250
30 years of service:	\$ 1,500

****FY 2021-2022 longevity for Frederick Babcock.**

Snow Removal

Frederick Babcock shall be required to be available for snow removal. Snow will be removed within twelve (12) hours of falling. The employee may be called for snow removal on weekends and when school is not in session. The employee will be paid overtime for snow removal if weekend work is required or if the snow removal requires the shift to be extended beyond eight (8) continuous hours. Additionally, a shift may be reduced if snow removal begins prior to start.

Weekend Surveillance/Boiler Check

Boilers are to be checked daily when school is not in session. In the event the covering employee is not available to provide weekend surveillance/boiler check, the employee shall be responsible to find another employee to secure the necessary coverage. A \$200 per month stipend shall be paid for this duty. Surveillance scheduled on holidays will carry the rate of twice (2x) the employee's hourly rate not to exceed 1 hour.

Clothing Allowance

The Board shall reimburse each employee up to one-hundred-fifty dollars (\$150) annually for the purchase of work shoes that the manufacturer notes as slip resistant shoe and work appropriate pants. Work shirts will be provided. Clothing allowance reimbursement shall be provided each employee upon presentation of receipts to the Superintendent.

Witness our hands this **22nd day of June, 2021.**

EMPLOYEE

PRESIDENT- HAMBURG BOARD OF EDUCATION

ATTEST – BOARD SECRETARY

DATED

22 June 2021
DATED

22 June 2021
DATED

**Hamburg Board of Education
30 Linwood Avenue
Hamburg, New Jersey 07419**

EMPLOYMENT AGREEMENT

BRIAN BOBROWSKI

This Agreement is made this **22nd day of June, 2021** at the Borough of Hamburg, County of Sussex and the State of New Jersey between the Board of Education of the Borough of Hamburg and **Brian Bobrowski**

Position

The Board employs **Brian Bobrowski** as **Buildings & Grounds Supervisor** in the Hamburg Public School to perform the duties pursuant to the orders, advice and direction of the Superintendent or his/her designee.

Terms

The terms of this agreement shall begin on **July 1, 2021** and end on **June 30, 2022** at a salary of **\$77,250.00**. This agreement may be terminated without cause by either party at any time with giving a thirty (30) day notice to either party. This agreement may be terminated summarily for good cause. At the termination of this agreement in any manner, the payment of salary earned to date of such termination, shall be in full satisfaction of all claims against the Board under this agreement.

Work Hours

The work day shall consist of eight (8) hours/day, (6:00 am – 2:00 pm) inclusive of a paid 30 minute lunch and two fifteen minute breaks. Overtime (time in excess of forty (40) hours per week) shall be paid with the approval of the Superintendent or his/her designee at the rate of one and one half (1.5x) of the employees' hourly rate (Monday-Saturday). In the event the overtime work is required on a Sunday or holiday, the rate will be twice (2x) the employees' hourly rate. Employee must work the full regular scheduled reporting day to qualify for overtime. Proper documentation of hours worked shall be required to be verified prior to payment. All claims for payment of overtime shall be submitted to the business office by the first of every month, for payment to be made on the fifteenth of the month for the prior month's overtime. Summer hours shall be from 7:00 am to 3:00 pm daily, Monday through Friday, or other such hours as authorized by the Superintendent or his/her designee.

Medical/Dental Benefits

As provided by Section 6 of P.L. 2010, c. 2 and N.J.S.A. 52:14-17.46.9, the Board, as a participating School Employees Health Benefits Program Employer ("SEHBP"), agrees that Employee shall be entitled to medical/dental benefits upon the same terms and conditions as those benefits are provided pursuant to any currently enforceable collective negotiations agreement between the Board and the Hamburg Education Association, and the respective payment obligations of Employee shall be consistent with the terms of the collective negotiations agreement binding on the Board.

Additionally, the terms of your medical contribution, as stated in your contract, will be revised to state that your rate of contribution will be in accordance with Chapter 78, P.L.2011. In June 2011, the governor signed this law into effect thus requiring Hamburg School to align all contracts with the provisions of the law for all contracts effective July 1, 2012. If you chose to continue receiving

BRIAN BOBROWSKI

health care coverage through your employment at Hamburg School, your contribution rate will be determined in accordance with the law.

Holidays

The employee shall be entitled to the thirteen (13) legal holidays with pay as follows:

- | | |
|------------------------------|----------------------|
| 1. Independence Day | 2. Labor Day |
| 3. Veterans Day | 4. Thanksgiving Day |
| 5. Friday after Thanksgiving | 6. Christmas Eve Day |
| 7. Christmas Day | 8. New Years Eve Day |
| 9. New Years Day | 10. President's Day |
| 11. Martin Luther King, Jr. | 12. Good Friday |
| 13. Memorial Day | |

If the holiday falls on a weekend, the employee shall be able to use the day later in the year, subject to the approval of the Superintendent. Holidays shall not accumulate or carry forward into the next school year.

Vacation

The vacation schedule depicted below shall apply after the following number of years of service have been completed in the Hamburg School System:

Less than one (1) year	20 days (pro-rated)
Contractual year two through ten (2-10)	Four (4) weeks vacation (20 days) **
Contractual year eleven forward (11)	Five (5) weeks vacation (25 days)

****Brian Bobrowski will have Four (4) weeks vacation (20 days) during the July 1, 2021-June 30, 2022 contract term.**

Vacation days shall not be allowed to accumulate or carry forward into the next school year. Unused vacation days at school year end shall be lost and no claim for payment shall be allowed. Vacation days shall not be allowed the week immediately preceding the opening of school or during the week following student/teacher departure.

Sick Leave

Brian Bobrowski shall have twelve (12) sick days per academic year. Absences exceeding three (3) consecutive school days may require the employee to provide a physician's certificate to the Superintendent. The Superintendent may require a physician's certificate of illness when sick leave exceeds twelve (12) school days in an academic year. Sick leave shall be allowed to accumulate without limit.

Upon retirement from the Hamburg Public School, **Brian Bobrowski** will be eligible for compensation for unused sick leave pursuant to the following conditions:

BRIAN BOBROWSKI

- a) The employee has completed twenty (20) years of service with the Hamburg Public School District.
- b) A notice of retirement is provided to the Board of Education no later than January 1 of the academic year in which employment will end.
- c) The retirement application is filed in accordance with the Public Employees' Retirement System.
- d) Unused sick days will be bought back at the rate of \$50 per day for 80 percent of the accrued sick days with the total payment not to exceed \$ 5,000.

Personal Days

Brian Bobrowski shall have up to four (4) personal days (pro-rated) per academic year. Notification to the Superintendent must be made at least three (3) days prior to taking such leave, except in cases of emergency. Unused personal days at school year end shall be lost and no claim for payment shall be allowed. Personal days shall not be allowed to accumulate or carry forward into the next school year.

Bereavement

Brian Bobrowski shall have up to (5) days leave with pay due to the death of a member of his immediate family. The term "immediate family" shall be defined as spouse, child, parent and grandchild. The bereavement days must be used within (5) working days following the death of the family member. Up to (3) days leave with pay due to the death of other family members. The term "other family members" shall be defined as sibling, grandparent, mother-in-law and father-in-law and the days must be used within three (3) working days following the death of the other family members. Bereavement days shall not be allowed to accumulate or carry forward into the next school year.

Longevity

Longevity shall apply after the following number of years of service have been completed in the Hamburg Public School System and shall be added to and included in the contracted base salary as follows:

16 years of service:	\$ 750
20 years of service:	\$ 1,000
25 years of service:	\$ 1,250
30 years of service:	\$ 1,500

Snow Removal

Brian Bobrowski shall be required to be available for snow removal. Snow will be removed within twelve (12) hours of falling. The employee may be called for snow removal on weekends and when school is not in session. The employee will be paid overtime for snow removal if weekend work is required or if the snow removal requires the shift to be extended beyond eight (8) continuous hours. Additionally, a shift may be reduced if snow removal begins prior to start.

Weekend Surveillance/Boiler Check

Boilers are to be checked daily when school is not in session. Weekend Surveillance/Boiler Check is on a rotating schedule by month. In the event the covering employee is not available to provide weekend Surveillance/Boiler Check, the employee shall be responsible to find another employee to secure the necessary coverage. A \$200 per month stipend shall be paid for this duty. Surveillance scheduled on holidays will carry the rate of twice (2x) the employee's hourly rate not to exceed 1 hour.

Clothing Allowance

The Board shall reimburse each employee up to one-hundred-fifty dollars (\$150) annually for the purchase of work shoes that the manufacturer notes as slip resistant shoe and work appropriate pants. Clothing allowance reimbursement shall be provided each employee upon presentation of receipts to the Superintendent.

Witness our hands this **22nd day of June, 2021.**

EMPLOYEE

DATED

PRESIDENT- HAMBURG BOARD OF EDUCATION

22 June 2021
DATED

ATTEST - BOARD SECRETARY

22 June 2021
DATED

**Hamburg Board of Education
30 Linwood Avenue
Hamburg, New Jersey 07419**

EMPLOYMENT AGREEMENT

THOMAS NIEDJIEWICK

This Agreement is made this **22nd day of June, 2021** at the Borough of Hamburg, County of Sussex and the State of New Jersey between the Board of Education of the Borough of Hamburg and **Thomas Niedjiewick**

Position

The Board employs **Thomas Niedjiewick** as **Custodian** in the Hamburg Public School to perform the duties pursuant to the orders, advice and direction of the Superintendent or his/her designee.

Terms

The terms of this agreement shall begin on **July 1, 2021** and end on **June 30, 2022** at a salary of **\$64,830.00**. This agreement may be terminated without cause by either party at any time with giving a fourteen (14) day notice to either party. This agreement may be terminated summarily for good cause. At the termination of this agreement in any manner, the payment of salary earned to date of such termination, shall be in full satisfaction of all claims against the Board under this agreement.

Work Hours

The work day shall consist of eight (8) hours inclusive of one half hour lunch and two fifteen minute breaks. Overtime (time in excess of forty (40) hours per week) shall be paid with the approval of the Superintendent or his/her designee at the rate of one and one half (1.5x) of the employees' hourly rate. In the event the overtime work is required on a Sunday or holiday, the rate will be twice (2x) the employees' hourly rate. Employee must work the regularly scheduled reporting day to qualify for overtime. Proper documentation of hours worked shall be required to be verified prior to payment. All claims for payment of overtime shall be submitted to the business office by the first of every month, for payment to be made on the fifteenth of the month for the prior month's overtime. Summer hours shall be from 7:00 am to 3:00 pm daily, Monday through Friday, or other such hours as authorized by the Superintendent or his/her designee.

Medical/Dental Benefits

As provided by Section 6 of P.L. 2010, c. 2 and N.J.S.A. 52:14-17.46.9, the Board, as a participating School Employees Health Benefits Program Employer ("SEHBP"), agrees that Employee shall be entitled to medical/dental benefits upon the same terms and conditions as those benefits are provided pursuant to any currently enforceable collective negotiations agreement between the Board and the Hamburg Education Association, and the respective payment obligations of Employee shall be consistent with the terms of the collective negotiations agreement binding on the Board.

Additionally, the terms of your medical contribution, as stated in your contract, will be revised to state that your rate of contribution will be in accordance with Chapter 78, P.L.2011. In June 2011, the governor signed this law into effect thus requiring Hamburg School to align all contracts with the provisions of the law for all contracts effective July 1, 2012. If you chose to continue receiving health care coverage through your employment at Hamburg School, your contribution rate will be determined in accordance with the law.

Holidays

The employee shall be entitled to the thirteen (13) legal holidays with pay as follows:

- | | |
|------------------------------|----------------------|
| 1. Independence Day | 2. Labor Day |
| 3. Veterans Day | 4. Thanksgiving Day |
| 5. Friday after Thanksgiving | 6. Christmas Eve Day |
| 7. Christmas Day | 8. New Years Eve Day |
| 9. New Years Day | 10. President's Day |
| 11. Martin Luther King, Jr. | 12. Good Friday |
| 13. Memorial Day | |

If the holiday falls on a weekend, the employee shall be able to use the day later in the year, subject to the approval of the Superintendent. Holidays shall not accumulate or carry forward into the next school year.

Vacation

The vacation schedule depicted below shall apply after the following number of years of service have been completed in the Hamburg School System:

Less than one (1) year	One (1) day per month (prorated) limited to nine (9) days
Following completion of year one (1)	Two (2) weeks vacation (10 days)
Following completion of year five (5)	Three (3) weeks vacation (15 days)
Following completion of year fifteen (15)	Four (4) weeks vacation (20 days)
Following completion of year twenty (20)	Five (5) weeks vacation (25 days)**

****Thomas Niedjiewick will have five (5) weeks vacation (25 days) during the July 1, 2021-June 30, 2022 contract term.**

Vacation days shall not be allowed to accumulate or carry forward into the next school year. Unused vacation days at school year end shall be lost and no claim for payment shall be allowed. Vacation days shall not be allowed the week immediately preceding the opening of school or during the week following student/teacher departure.

Sick Leave

Thomas Niedjiewick shall have twelve (12) sick days per academic year. Absences exceeding three (3) consecutive school days may require the employee to provide a physician's certificate to the Superintendent. The Superintendent may require a physician's certificate of illness when sick leave exceeds twelve (12) school days in an academic year. Sick leave shall be allowed to accumulate without limit.

Upon retirement from the Hamburg Public School, **Thomas Niedjiewick** will be eligible for compensation for unused sick leave pursuant to the following conditions:

- a) The employee has completed twenty (20) years of service with the Hamburg Public School District.
- b) A notice of retirement is provided to the Board of Education no later than January 1 of the academic year in which employment will end.
- c) The retirement application is filed in accordance with the Public Employees' Retirement System.
- d) Unused sick days will be bought back at the rate of \$ 50 per day for 80 percent of the accrued sick days with the total payment not to exceed \$ 5,000.

Personal Days

Thomas Niedjiewick shall have up to four (4) personal days per academic year. Notification to the Superintendent must be made at least three (3) days prior to taking such leave, except in cases of emergency. Unused personal days at school year end shall be lost and no claim for payment shall be allowed. Personal days shall not be allowed to accumulate or carry forward into the next school year.

Bereavement

Thomas Niedjiewick shall have up to (5) days leave with pay due to the death of a member of his immediate family. The term "immediate family" shall be defined as spouse, child, parent and grandchild. The bereavement days must be used within (5) working days following the death of the family member. Up to (3) days leave with pay due to the death of other family members. The term "other family members" shall be defined as sibling, grandparent, mother-in-law and father-in-law and the days must be used within three (3) working days following the death of the other family members. Bereavement days shall not be allowed to accumulate or carry forward into the next school year.

Longevity

Longevity shall apply after the following number of years of service have been completed in the Hamburg Public School System and shall be added to and included in the contracted base salary as follows:

16 years of service:	\$ 750
20 years of service:	\$ 1,000
25 years of service:	\$ 1,250 **
30 years of service:	\$ 1,500

**** FY 2021-2022 longevity for Thomas Niedjiewick**

Snow Removal

Thomas Niedjiewick shall be required to be available for snow removal. Snow will be removed within twelve (12) hours of falling. The employee may be called for snow removal on weekends and when school is not in session. The employee will be paid overtime for snow removal if weekend work is required or if the snow removal requires the shift to be extended beyond eight (8) continuous hours. Additionally, a shift may be reduced if snow removal begins prior to start.

Weekend Surveillance/Boiler Check

Boilers are to be checked daily when school is not in session. In the event the covering employee is not available to provide weekend surveillance/boiler check, the employee shall be responsible to find another employee to secure the necessary coverage. A \$200 per month stipend shall be paid for this duty. Surveillance scheduled on holidays will carry the rate of twice (2X) the employees' hourly rate not to exceed 1(one) hour.

Clothing Allowance

The Board shall reimburse each employee up to one-hundred-fifty dollars (\$150) annually for the purchase of work shoes that the manufacturer notes as a slip resistant shoe and work appropriate pants. Work shirts will be provided. Clothing allowance reimbursement shall be provided each employee upon presentation of receipts to the Superintendent or his/her designee. .

Witness our hands this **22nd day of June, 2021.**

EMPLOYEE

DATED

PRESIDENT- HAMBURG BOARD OF EDUCATION

22 June 2021
DATED

ATTEST - BOARD SECRETARY

22 June 2021
DATED

**Hamburg Board of Education
30 Linwood Avenue
Hamburg, New Jersey 07419**

EMPLOYMENT AGREEMENT

WILLIAM WYMAN

This Agreement is made this 22nd day of June, 2021 at the Borough of Hamburg, County of Sussex and the State of New Jersey between the Board of Education of the Borough of Hamburg and William Wyman

Position

The Board employs William Wyman as Custodian in the Hamburg Public School to perform the duties pursuant to the orders, advice and direction of the Superintendent or his/her designee.

Terms

The terms of this agreement shall begin on July 1, 2021 and end on June 30, 2022 at a salary of \$ 43,500.00. This agreement may be terminated without cause by either party at any time with giving a fourteen (14) day notice to either party. This agreement may be terminated summarily for good cause. At the termination of this agreement in any manner, the payment of salary earned to date of such termination, shall be in full satisfaction of all claims against the Board under this agreement.

Work Hours

The work day shall consist of eight (8) hours inclusive of one half hour lunch and two fifteen minute breaks. Overtime (time in excess of forty (40) hours per week) shall be paid with the approval of the Superintendent or his/her designee at the rate of one and one half (1.5x) of the employees' hourly rate. In the event the overtime work is required on a Sunday or holiday, the rate will be twice (2x) the employees' hourly rate. Employee must work the full regularly scheduled reporting day to qualify for over time. Proper documentation of hours worked shall be required to be verified prior to payment. All claims for payment of overtime shall be submitted to the business office by the first of every month, for payment to be made on the fifteenth of the month for the prior month's overtime. Summer hours shall be from 7:00 am to 3:00 pm daily, Monday through Friday, or other such hours as authorized by the Superintendent or his/her designee.

Medical/Dental Benefits

As provided by Section 6 of P.L. 2010, c. 2 and N.J.S.A. 52:14-17.46.9, the Board, as a participating School Employees Health Benefits Program Employer ("SEHBP"), agrees that Employee shall be entitled to medical/dental benefits upon the same terms and conditions as those benefits are provided pursuant to any currently enforceable collective negotiations agreement between the Board and the Hamburg Education Association, and the respective payment obligations of Employee shall be consistent with the terms of the collective negotiations agreement binding on the Board.

Additionally, the terms of your medical contribution, as stated in your contract, will be revised to state that your rate of contribution will be in accordance with Chapter 78, P.L.2011. In June 2011, the governor signed this law into effect thus requiring Hamburg School to align all contracts with the provisions of the law for all contracts effective July 1, 2012. If you chose to continue receiving health care coverage through your employment at Hamburg School, your contribution rate will be determined in accordance with the law.

Holidays

The employee shall be entitled to the thirteen (13) legal holidays with pay as follows:

- | | |
|------------------------------|----------------------|
| 1. Independence Day | 2. Labor Day |
| 3. Veterans Day | 4. Thanksgiving Day |
| 5. Friday after Thanksgiving | 6. Christmas Eve Day |
| 7. Christmas Day | 8. New Years Eve Day |
| 9. New Years Day | 10. President's Day |
| 11. Martin Luther King, Jr. | 12. Good Friday |
| 13. Memorial Day | |

If the holiday falls on a weekend, the employee shall be able to use the day later in the year, subject to the approval of the Superintendent. Holidays shall not accumulate or carry forward into the next school year.

Vacation

The vacation schedule depicted below shall apply after the following number of years of service have been completed in the Hamburg School System:

Less than one (1) year	One (1) day per month (prorated) limited to 9 (nine) days
Following completion of year one (1)	Two (2) weeks vacation (10 days)
Following completion of year five (5)	Three (3) weeks vacation (15 days)**
Following completion of year fifteen (15)	Four (4) weeks vacation (20 days)
Following completion of year twenty (20)	Five (5) weeks vacation (25 days)

**** William Wyman will have three (3) weeks vacation (15 days) during the July 1, 2021-June 30, 2022 contract term.**

Vacation days shall not be allowed to accumulate or carry forward into the next school year. Unused vacation days at school year end shall be lost and no claim for payment shall be allowed. Vacation days shall not be allowed the week immediately preceding the opening of school or during the week following student/teacher departure.

Sick Leave

William Wyman shall have twelve (12) sick days per academic year. Absences exceeding three (3) consecutive school days may require the employee to provide a physician's certificate to the Superintendent. The Superintendent may require a physician's certificate of illness when sick leave exceeds twelve (12) school days in an academic year. Sick leave shall be allowed to accumulate without limit.

Upon retirement from the Hamburg Public School, **William Wyman** will be eligible for compensation for unused sick leave pursuant to the following conditions:

- a) The employee has completed twenty (20) years of service with the Hamburg Public School District.
- b) A notice of retirement is provided to the Board of Education no later than January 1 of the academic year in which employment will end.
- c) The retirement application is filed in accordance with the Public Employees' Retirement System.
- d) Unused sick days will be bought back at the rate of \$ 50 per day for 80 percent of the accrued sick days with the total payment not to exceed \$ 5,000.

Personal Days

William Wyman shall have up to four (4) personal days per academic year. Notification to the Superintendent must be made at least three (3) days prior to taking such leave, except in cases of emergency. Unused personal days at school year end shall be lost and no claim for payment shall be allowed. Personal days shall not be allowed to accumulate or carry forward into the next school year.

Bereavement

William Wyman shall have up to (5) days leave with pay due to the death of a member of his immediate family. The term "immediate family" shall be defined as spouse, child, parent and grandchild. The bereavement days must be used within (5) working days following the death of the family member. Up to (3) days leave with pay due to the death of other family members. The term "other family members" shall be defined as sibling, grandparent, mother-in-law and father-in-law and the days must be used within three (3) working days following the death of the other family members. Bereavement days shall not be allowed to accumulate or carry forward into the next school year.

Longevity

Longevity shall apply after the following number of years of service have been completed in the Hamburg Public School System and shall be added to and included in the contracted base salary as follows:

16 years of service:	\$ 750
20 years of service:	\$ 1,000
25 years of service:	\$ 1,250
30 years of service:	\$ 1,500

Snow Removal

William Wyman shall be required to be available for snow removal. Snow will be removed within twelve (12) hours of falling. The employee may be called for snow removal on weekends and when school is not in session. The employee will be paid overtime for snow removal if weekend work is required or if the snow removal requires the shift to be extended beyond eight (8) continuous hours. Additionally, a shift may be reduced if snow removal begins prior to start.

Weekend Surveillance/Boiler Check

Boilers are to be checked daily when school is not in session. In the event the covering employee is not available to provide weekend surveillance/boiler check, the employee shall be responsible to find another employee to secure the necessary coverage. A \$200 per month stipend shall be paid for this duty. Surveillance scheduled on holidays will carry the rate of twice (2x) the employees' hourly rate not to exceed 1 (one) hour.

Clothing Allowance

The Board shall reimburse each employee up to one-hundred-fifty dollars (\$150) annually for the purchase of work shoes that the manufacturer notes as a slip resistant shoe and work appropriate pants. Work shirts will be provided. Clothing allowance reimbursement shall be provided each employee upon presentation of receipts to the Superintendent or his/her designee.

Witness our hands this **22nd day of June, 2021.**

EMPLOYEE

PRESIDENT- HAMBURG BOARD OF EDUCATION

ATTEST - BOARD SECRETARY

DATED

22 June 2021
DATED

22 June 2021
DATED

**Hamburg Board of Education
30 Linwood Avenue
Hamburg, New Jersey 07419**

EMPLOYMENT AGREEMENT

ANN BREMER

ARTICLE I

This agreement is made this **22nd day of June, 2021** at the Borough of Hamburg, County of Sussex and State of New Jersey and between the Board of Education of the Borough of Hamburg and **Ann Bremer**.

ARTICLE II

This Board employs **Ann Bremer** as a **Part Time Confidential Administrative Assistant to the School Business Administrator** in the Hamburg Public School to perform the duties pursuant to the orders, advice and direction of the Business Administrator/Board Secretary or his designee.

ARTICLE III

The work day shall consist of five (5.8) hours (five hours and forty-eight minutes), inclusive of a half hour lunch. Overtime shall be with the approval of the Business Administrator/Board Secretary. The work day shall end on Fridays and days before holidays in accordance with the Hamburg Education Association Collective Bargaining Agreement or a half hour (1/2 hour) after dismissal. During summer and when school is in recess, the work day hours shall be four (4) hours and twenty (20) minutes per day.

ARTICLE IV

Ann Bremer shall not be required to attend school when closed due to inclement weather or other emergencies and such days shall not be charged to her leave time.

ARTICLE V

The following days shall be legal holidays with pay:

- | | |
|------------------------------|----------------------|
| 1. Independence Day | 2. Labor Day |
| 3. Veterans Day | 4. Thanksgiving Day |
| 5. Friday after Thanksgiving | 6. Christmas Eve Day |
| 7. Christmas Day | 8. New Years Eve Day |
| 9. New Years Day | 10. President's Day |
| 11. Martin Luther King, Jr. | 12. Good Friday |
| 13. Memorial Day | |

If a holiday falls on a weekend or when students are present the employee may select another day. The day selected shall be with the approval of the Business Administrator/Board Secretary.

ANN BREMER

ARTICLE VI

Ann Bremer shall not be required to attend school when closed for the December winter break and such days shall not be charged to her leave time.

ARTICLE VII

Ann Bremer shall have twelve (12) sick days per academic year. In addition, there will be two (2) additional accumulative days provided for use as family illness days. In all absences exceeding three (3) consecutive school days, the employee shall upon returning, file a physician's certificate of illness with the Business Administrator/Board Secretary. The Business Administrator/Board Secretary may require a physician's certificate of illness when sick leave exceeds twelve (12) school days in an academic year. Sick leave shall be allowed to accumulate without limit.

Upon retirement from the Hamburg Public School, **Ann Bremer** will be eligible for compensation for unused sick leave pursuant to the following conditions:

- a) Twenty (20) years of service to the Hamburg Public School has been completed.
- b) Notice of retirement is provided to the Board of Education not later than January 1 of the academic year in which employment will end
- c) Applications are filed to draw retirement in accordance with the Public Employees' Retirement System.
- d) Payment will be made at the rate of \$75.00 (seventy five dollars) per day for one hundred (100) percent of the accrued days with the total payment not to exceed \$10,000.00 (ten thousand dollars).

ARTICLE VIII

Ann Bremer shall have four (4) personal days per academic year. Notification must be made to the Business Administrator/Board Secretary at least three (3) days prior to taking such leave except in cases of emergency. Personal days shall not be allowed to accumulate. Two (2) unused personal days may be allowed to carry over and accumulate as sick leave per annum.

ARTICLE IX

1. **Ann Bremer** shall have up to five (5) days leave with pay due to the death of a member of her immediate family. The term "immediate family" shall include the employee's spouse, child, parent, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, daughter-in-law, son-in-law and grandchild. Benefit must be used within five (5) working days following the death. Days shall not be allowed to accumulate

2. **Ann Bremer** shall have up to three (3) days leave with pay due to the death of other family members. The term "other family members" shall include grandparent, nephew, niece, aunt, uncle, cousin of an employee. This may be extended by the Board of Education by one day upon request because of distance to allow adequate travel by the quickest

ANN BREMER

conveyance. Benefit must be used within three (3) working days following the death. Days shall not be allowed to accumulate.

ARTICLE X

Ann Bremer shall have fifteen (15) vacation days per academic year. Use of vacation days shall require prior approval of the Business Administrator/Board Secretary or designee. In the event employment is terminated by either party, prior to the completion of the contract period, the vacation days shall be pro-rated accordingly. Vacation is to be taken during the year earned. Vacation days shall not be allowed to accumulate.

The vacation schedule depicted below shall apply after the following number of years of services have been completed in the Hamburg School System:

Following completion of year five (5)	Three (3) weeks vacation (15 days)**
Following completion of year fifteen (15)	Four (4) weeks vacation (20 days)
Following completion of year twenty (20)	Five (5) weeks vacation (25 days)

**** Ann Bremer will have three (3) weeks vacation (15 days) during the July 1, 2021-June 30, 2022 contract term.**

ARTICLE XI

Ann Bremer shall be paid a salary of **\$30,070.00** per annum for the period beginning on July 1, 2021 and ending June 30, 2022. Longevity shall be in effect for the above period according to the following schedule. After the following number of years have been completed in the Hamburg School, the following shall apply:

16 years of service:	\$ 1,250.00
20 years of service:	\$ 1,750.00
25 years of service:	\$ 2,250.00
30 years of service:	\$ 2,750.00

Longevity shall be paid above and beyond the contracted salary for the contract period.

ANN BREMER

Article XII

The terms of this Agreement shall be from **July 1, 2021 to June 30, 2022**. This agreement may be terminated without cause by either party at any time on a thirty (30) day notice to either party. This Agreement may be terminated summarily for good cause. At the termination of this agreement in any manner, the payment of salary earned to date of such termination shall be in full satisfaction of all claims against the Board under this Agreement.

Witness our hands this 22nd day of June 2021.

EMPLOYEE

DATED

PRESIDENT- HAMBURG BOARD OF EDUCATION

22 June 2021
DATED

ATTEST – BOARD SECRETARY

22 June 2021
DATED

**Hamburg Board of Education
30 Linwood Avenue
Hamburg, New Jersey 07419**

EMPLOYMENT AGREEMENT

TONI C. DYKSTRA

ARTICLE I

This agreement is made this **22nd day of June, 2021** at the Borough of Hamburg, County of Sussex and State of New Jersey between the Board of Education of the Borough of Hamburg and **Toni C. Dykstra**.

ARTICLE II

This Board employs **Toni C. Dykstra** as a full time **Confidential Administrative Clerk** in the Hamburg Public School to perform the duties pursuant to the orders, advice and direction of the Business Administrator/Board Secretary or his designee.

ARTICLE III

The work day shall consist of eight (8) hours, which is inclusive of a half hour lunch. Overtime shall be with the approval of the Superintendent or his designee. The work day shall end on Fridays and days before holidays in accordance with the Hamburg Education Association Collective Bargaining Agreement or a half hour (1/2 hour) after dismissal. During summer and when school is in recess, the work day hours shall be six (six) hours per day.

ARTICLE IV

Toni C. Dykstra shall not be required to attend school when closed due to inclement weather or other emergencies and such days shall not be charged to her leave time.

ARTICLE V

The following days shall be paid legal holidays:

- | | |
|------------------------------|----------------------|
| 1. Independence Day | 2. Labor Day |
| 3. Veterans Day | 4. Thanksgiving Day |
| 5. Friday after Thanksgiving | 6. Christmas Eve Day |
| 7. Christmas Day | 8. New Years Eve Day |
| 9. New Years Day | 10. Presidents Day |
| 11. Martin Luther King, Jr. | 12. Good Friday |
| 13. Memorial Day | |

If a holiday falls on a weekend or when students are present the employee may select another day. The day selected shall be with the approval of the Business Administrator/Board Secretary.

TONI C. DYKSTRA

ARTICLE VI

Toni C. Dykstra shall not be required to attend school when closed for the December winter break and such days shall not be charged to her leave time.

ARTICLE VII

Toni C. Dykstra shall have twelve (12) sick days per academic year. In addition, there will be two (2) additional accumulative days provided for use as family illness days. In all absences exceeding three (3) consecutive school days, the employee shall upon returning, file a physician's certificate of illness with the Business Administrator/Board Secretary. The Business Administrator/Board Secretary may require a physician's certificate of illness when sick leave exceeds twelve (12) school days in an academic year. Sick leave shall be allowed to accumulate without limit.

Upon retirement from the Hamburg Public School, **Toni C. Dykstra** will be eligible for compensation for unused sick leave pursuant to the following conditions:

- a) Twenty (20) years of service to the Hamburg Public School has been completed.
- b) Notice of retirement is provided to the Board of Education not later than January 1 of the academic year in which employment will end
- c) Applications are filed to draw retirement in accordance with the Public Employees' Retirement System.
- d) Payment will be made at the rate of \$75.00 (seventy five dollars) per day for one hundred (100) percent of the accrued days with the total payment not to exceed \$10,000.00 (ten thousand dollars).

ARTICLE VIII

Toni C. Dykstra shall have four (4) personal days per academic year. Notification must be made to the Business Administrator/Board Secretary at least three (3) days prior to taking such leave except in cases of emergency. Two (2) unused personal days may be allowed to carry over and accumulate as sick leave per annum.

ARTICLE IX

1. **Toni C. Dykstra** shall have up to five (5) days leave with pay due to the death of a member of her immediate family. The term "immediate family" shall include the employee's spouse, child, parent, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, daughter-in-law, son-in-law and grandchild. Benefit must be used within five (5) working days following the death. Days shall not be allowed to accumulate
2. **Toni C. Dykstra** shall have up to three (3) days leave with pay due to the death of other family members. The term "other family members" shall include grandparent, nephew, niece, aunt, uncle, cousin of an employee. This may be extended by the Board of Education by one day upon request because of distance to allow adequate travel time by the quickest

TONI C. DYKSTRA

conveyance. Benefit must be used within three (3) working days following the death. Days shall not be allowed to accumulate.

ARTICLE X

Toni C. Dykstra shall have fifteen (15) vacation days per academic year. Use of vacation days shall require prior approval of the Business Administrator/Board Secretary or designee. In the event employment is terminated by either party, prior to the completion of contract period, the vacation days shall be pro-rated accordingly. Vacation is to be taken during the year earned. Vacation days shall not be allowed to accumulate.

The vacation schedule depicted below shall apply after the following number of years of services have been completed in the Hamburg School System:

Following completion of year five (5)	<u>Three (3) weeks vacation (15 days)**</u>
Following completion of year fifteen (15)	Four (4) weeks vacation (20 days)
Following completion of year twenty (20)	Five (5) weeks vacation (25 days)

**** Toni Dykstra will have three (3) weeks vacation (15 Days) during the July 1, 2021-June 30, 2022 contract term.**

ARTICLE XI

Health Benefits: As provided by Section 6 of P.L. 2010, c. 2 and N.J.S.A. 52:14-17.46.9, the Board, as a participating School Employees Health Benefits Program Employer ("SEHBP"), agrees that **Toni C. Dykstra** shall be entitled to health benefits upon the same terms and conditions as those benefits are provided pursuant to any currently enforceable collective negotiations agreement between the Board and the Hamburg Education Association, and the respective payment obligations of **Toni C. Dykstra** shall be consistent with the terms of the collective negotiations agreement binding on the Board.

Additionally, the terms of your medical contribution, as stated in your contract, will be revised to state that your rate of contribution will be in accordance with Chapter 78, P.L.2011. In June 2011, the governor signed this law into effect thus requiring Hamburg School to align all contracts with the provisions of the law for all contracts effective July 1, 2012. If you chose to continue receiving health care coverage through your employment at Hamburg School, your contribution rate will be determined in accordance with the law.

TONI DYKSTRA

ARTICLE XII

Toni C. Dykstra shall be paid a salary of **\$49,620.00** per annum for the period beginning July 1, 2021 and ending June 30, 2022. Longevity shall be in effect for the above period according to the following schedule. After the following number of years have been completed in the Hamburg School, the following shall apply:

16 years of service: \$ 1,250.00
20 years of service: \$ 1,750.00
25 years of service: \$ 2,250.00
30 years of service: \$ 2,750.00

Longevity shall be paid above and beyond the contracted salary for the contract period.

Article XIII

The terms of this Agreement shall be from **July 1, 2021 to June 30, 2022.**

This agreement may be terminated without cause by either party at any time on a thirty (30) day notice to either party. This Agreement may be terminated summarily for good cause. At the termination of this agreement in any manner, the payment of salary earned to date of such termination shall be in full satisfaction of all claims against the Board under this Agreement.

Witness our hands this 22nd day of June, 2021.

EMPLOYEE

DATED

PRESIDENT- HAMBURG BOARD OF EDUCATION

22 June 2021
DATED

ATTEST – BOARD SECRETARY

22 June 2021
DATED

**Hamburg Board of Education
30 Linwood Avenue
Hamburg, New Jersey 07419**

EMPLOYMENT AGREEMENT

LOUISE A. MURPHY

ARTICLE I

This Agreement is made the **22nd day of June, 2021** at the Borough of Hamburg, County of Sussex and the State of New Jersey, between the Board of Education of the Borough of Hamburg and **Louise A. Murphy**.

ARTICLE II

The Board of Education employs **Louise A. Murphy as Administrative Assistant to the Chief School Administrator** in the Hamburg Public School to perform the duties pursuant to the orders, advice and direction of the Superintendent or his designee.

ARTICLE III

The work day shall consist of 8 (eight) hours, inclusive of a half-hour lunch. Overtime shall be with the approval of the Superintendent or his designee. The work day shall end on Fridays and days before holidays in accordance with the Hamburg Education Association Collective Bargaining Agreement or a half hour (1/2 hour) after dismissal. During the summer and when school is in recess, the work day hours shall be 6 (six) hours per day.

ARTICLE IV

Health Benefits: As provided by Section 6 of P.L. 2010, c. 2 and N.J.S.A. 52:14-17.46.9, the Board, as a participating School Employees Health Benefits Program Employer ("SEHBP"), agrees that Employee shall be entitled to health benefits upon the same terms and conditions as those benefits are provided pursuant to any currently enforceable collective negotiations agreement between the Board and the Hamburg Education Association, and the respective payment obligations of Employee shall be consistent with the terms of the collective negotiations agreement binding on the Board.

Additionally, the terms of your medical contribution, as stated in your contract, will be revised to state that your rate of contribution will be in accordance with Chapter 78, P.L.2011. In June 2011, the governor signed this law into effect thus requiring Hamburg School to align all contracts with the provisions of the law for all contracts effective July 1, 2012. If you chose to continue receiving health care coverage through your employment at Hamburg School, your contribution rate will be determined in accordance with the law.

ARTICLE V

The following days shall be legal holidays with pay:

- | | |
|------------------------------|----------------------|
| 1. Independence Day | 2. Labor Day |
| 3. Veterans Day | 4. Thanksgiving Day |
| 5. Friday after Thanksgiving | 6. Christmas Eve Day |
| 7. Christmas Day | 8. New Years Eve Day |
| 9. New Years Day | 10. Presidents Day |
| 11. Martin Luther King, Jr. | 12. Good Friday |
| 13. Memorial Day | |

If the holiday falls on a weekend or when students are present the employee may select another day. The day selected shall be with the approval of the Superintendent.

ARTICLE VI

Louise A. Murphy shall not be required to attend school when closed for the December winter break and such days shall not be charged to her leave time.

ARTICLE VII

Louise A. Murphy shall have twelve (12) sick days per academic year. In addition, there will be two (2) additional accumulative days provided for use as family illness days. In all absences on sick leave exceeding three (3) consecutive school days, the employee shall upon returning, be required to file a physician's certificate of illness with the Superintendent. The Superintendent may require a physician's certificate of illness when sick leave exceeds twelve (12) school days in an academic year. Sick days shall accumulate without limit.

ARTICLE VIII

1. Louise A. Murphy shall have four (4) personal days per academic year. Notification to the Superintendent must be made at least three (3) days prior to taking such leave except in cases of emergency. Two (2) unused personal days may be allowed to accumulate as sick leave per academic year.
2. Louise A. Murphy shall have up to five (5) days leave with pay due to a death in her immediate family. The term immediate family shall include: spouse, child, parent, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, daughter-in law, son-in-law and grandchild. Benefit must be used within fourteen (14) working days following death. Days shall not be allowed to accumulate.
3. Louise A. Murphy shall have up to (3) days leave with pay due to the death of other family members. The term other family members shall include: grandparent, nephew, niece, aunt, uncle and cousin. This may be extended by the Board of Education by one day upon request because of distance to allow adequate travel time by the quickest conveyance. Benefit must be used within fourteen (14) workings days following death. Days shall not be allowed to accumulate.

LOUISE A. MURPHY

ARTICLE IX

Louise A. Murphy shall have three (3) professional courtesy days per academic year. Days shall not be allowed to accumulate.

ARTICLE X

Louise A. Murphy shall not be required to attend school when school is closed due to inclement weather or other emergencies and such days shall not be charged to her leave time.

ARTICLE XI

Louise A. Murphy shall have eighteen (18) vacation days per academic year. Vacation is to be taken during the year earned. Except in cases of emergency, scheduling of vacation time is to be arranged in advance with the Superintendent or his designee. In the event employment is terminated by either party, prior to completion of the contract period vacation days shall be pro-rated accordingly. Prior year vacation days are to be used by August 31st of the current academic year. Vacation days shall not be allowed to accumulate.

ARTICLE XII

Louise A. Murphy upon retirement from the Hamburg Public School will be eligible for compensation for unused sick leave pursuant to the following conditions:

1. Twenty (20) years of service to the Hamburg School has been completed.
2. Notice of retirement is provided to the Board of Education not later than January 1st of the academic year in which employment will end.
3. Applications are filed to draw retirement in accordance with the Public Employees' Retirement System.
4. Payment will be made at a rate of \$ 75.00 (seventy-five dollars) per day for one hundred (100) percent of the accrued days, with the total payment not to exceed \$ 10,000.00 (ten thousand dollars).
5. This benefit shall be paid over a two (2) year period at one half in July in the first and second year immediately following retirement.

ARTICLE XIII

Louise A. Murphy shall be paid an annual salary for the above described position, of **\$ 64,048.00** for the period of **July 1, 2021 to June 30, 2022**. Longevity shall be in effect for the above period according to the following schedule. After the following number of years have been completed in the Hamburg School System the following shall apply:

16 years of service: \$ 1,250.00
20 years of service: \$ 1,750.00
25 years of service: \$ 2,250.00
30 years of service: \$ 2,750.00

Longevity shall be paid above and beyond the contracted salary for the contract period.

ARTICLE XIV

The terms of this agreement shall be from July 1, 2021 to June 30, 2022. This Agreement may be terminated without cause by either party at any time on a thirty (30) day notice to either party. This Agreement may be terminated summarily for a good cause. At the termination of this agreement in any manner, the payment of salary earned to date of such termination shall be in full satisfaction of all claims against the Board under this Agreement.

Witness our hands this 22nd day of June, 2021.

Employee

Dated

President- Hamburg Board of Education

22 June 2021
Dated

Attest-Board Secretary

22 June 2021
Dated

Hamburg Board of Education
30 Linwood Ave
Hamburg, New Jersey 07419

EMPLOYMENT AGREEMENT

AMELIA M. ZUMMO

ARTICLE I

This agreement is made this **22nd day of June 2021** at the Borough of Hamburg, County of Sussex and State of New Jersey between the Board of Education of the Borough of Hamburg and **Amelia M. Zummo**.

ARTICLE II

This Board employs **Amelia M. Zummo** as **Child Study Team Secretary** in the Hamburg Public School to perform the duties pursuant to the orders, advice and direction of the Superintendent or his designee.

ARTICLE III

The work day shall consist of seven and one half (7 ½) hours and shall include a thirty (30) minute paid lunch. Overtime shall be with the approval of the Superintendent or his designee. The work day shall end on Fridays and days before holidays in accordance with the Hamburg Education Association Collective Bargaining Agreement or a half hour (1/2 hour) after dismissal. During summer and when school is in recess, the work day hours shall be six (6) hour per day.

ARTICLE IV

The following days shall be legal holidays with pay:

- | | |
|---------------------|-------------------------------|
| 1. Independence Day | 7. Presidents Day |
| 2. Labor Day | 8. Good Friday |
| 3. Veterans Day | 9. Memorial Day |
| 4. Thanksgiving Day | 10. Friday after Thanksgiving |
| 5. Christmas Day | 11. Christmas Eve Day |
| 6. New Years Day | 12. New Years Eve Day |
| | 13. Martin Luther King, Jr. |

If a holiday falls on a weekend or when students are present the employee may select another day. The day selected shall be with the approval of the Superintendent.

AMELIA M. ZUMMO

ARTICLE V

Health Benefits: As provided by Section 6 of P.L. 2010, c. 2 and N.J.S.A. 52:14-17.46.9, the Board, as a participating School Employees Health Benefits Program Employer ("SEHBP"), agrees that **Amelia M. Zummo** shall be entitled to health benefits upon the same terms and conditions as those benefits are provided pursuant to any currently enforceable collective negotiations agreement between the Board and the Hamburg Education Association, and the respective payment obligations of **Amelia M. Zummo** shall be consistent with the terms of the collective negotiations agreement binding on the Board.

Additionally, the terms of your medical contribution, as stated in your contract, will be revised to state that your rate of contribution will be in accordance with Chapter 78, P.L.2011. In June 2011, the governor signed this law into effect thus requiring Hamburg School to align all contracts with the provisions of the law for all contracts effective July 1, 2012. If you chose to continue receiving health care coverage through your employment at Hamburg School, your contribution rate will be determined in accordance with the law.

ARTICLE VI

Amelia M. Zummo shall not be required to attend school when closed for the December winter break and such days shall not be charged to her leave time.

ARTICLE VII

Amelia M. Zummo shall have twelve (12) sick days per academic year. In addition, there will be two (2) additional accumulative days provided for use as family illness days. In all absences exceeding three (3) consecutive school days, the employee shall upon returning, file a physician's certificate of illness with the Superintendent. The Superintendent may require a physician's certificate of illness when sick leave exceeds twelve (12) school days in an academic year. Sick leave shall be allowed to accumulate without limit.

ARTICLE VIII

- a) **Amelia M. Zummo** shall have four (4) personal days per academic year. Notification must be made to the Superintendent at least three (3) days prior to taking such leave except in cases of emergency. Two (2) unused personal days shall be allowed to accumulate as sick leave per academic year.
- b) **Amelia M. Zummo** shall have up to five (5) days leave with pay due to the death of a member of her immediate family. The term "immediate family" shall include the employee's spouse, child, parent, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, daughter-in-law, son-in-law and grandchild. Benefit must be used within five (5) working days following the death. Days shall not be allowed to accumulate
- c) **Amelia M. Zummo** shall have up to three (3) days leave with pay due to the death of other family members. The term "other family members" shall include grandparent,

AMELIA M. ZUMMO

nephew, niece, aunt, uncle, cousin of an employee. This may be extended by the Board of Education by one day upon request because of distance to allow adequate travel by the quickest conveyance. Benefit must be used within three (3) working days following the death. Days shall not be allowed to accumulate.

ARTICLE IX

Amelia M. Zummo shall have twenty four (24) vacation days per academic year. Except in cases of emergency scheduling of vacation time is to be arranged in advance with the Superintendent or his designee. In the event employment is terminated by either party, prior to the completion of the contract period, the vacation days shall be pro-rated accordingly. Vacation is to be taken during the year earned. Vacation days shall not be allowed to accumulate.

ARTICLE X

Amelia M. Zummo shall not be required to attend school when closed due to inclement weather or other emergencies and such days shall not be charged to her leave time.

ARTICLE XI

Amelia M. Zummo upon retirement from the Hamburg Public School will be eligible for compensation for unused sick leave pursuant to the following conditions:

- a) Twenty (20) years of service to the Hamburg Public School has been completed.
- b) Notice of retirement is provided to the Board of Education not later than January 1 of the academic year in which employment will end
- c) Applications are filed to draw retirement in accordance with the Public Employees' Retirement System.
- d) Payment will be made at the rate of \$75.00 (seventy five dollars) per day for one hundred (100) percent of the accrued days with the total payment not to exceed \$ 10,000.00 (ten thousand dollars).

ARTICLE XII

Amelia M. Zummo shall be paid a salary for the above described position of **\$ 56,666.00** for the period beginning July 1, 2021 and ending June 30, 2022.

Longevity shall be in effect for the above period according to the following schedule.

After the following number of years have been completed in the Hamburg School District the following shall apply:

16 years of service:	\$ 1,400.00
20 years of service:	\$ 1,900.00
25 years of service	\$ 2,400.00
30 years of service	\$ 2,900.00 **

**** FY 2021-2022 longevity for Amelia Zummo**

Longevity shall be paid above and beyond the contracted salary for the contract period.

AMELIA M. ZUMMO

Article XIII

The terms of this Agreement shall be from **July 1, 2021 to June 30, 2022.**

This agreement may be terminated without cause by either party at any time on a thirty (30) day notice to either party. This Agreement may be terminated summarily for good cause. At the termination of this agreement in any manner, the payment of salary earned to date of such termination shall be in full satisfaction of all claims against the Board under this Agreement.

Witness our hands this 22nd day of June, 2021.

EMPLOYEE

DATED

PRESIDENT- HAMBURG BOARD OF EDUCATION

22 June 2021
DATED

ATTEST – BOARD SECRETARY

22 June 2021
DATED

**Hamburg Board of Education
30 Linwood Avenue
Hamburg, New Jersey 07419**

EMPLOYMENT AGREEMENT

CHRISTINE LICATA

ARTICLE I

This agreement is made this **22nd day of June, 2021** at the Borough of Hamburg, County of Sussex and State of New Jersey and between the Board of Education of the Borough of Hamburg and **Christine Licata**.

ARTICLE I

This Board employs **Christine Licata** as a **Treasurer of School Monies** to perform the duties to New Jersey State Law (Title 18A) in accordance with the attached job description.

ARTICLE III

Salary for the position of Treasurer of School Monies shall be **\$6,192 .00 per annum** for the contract period **July 1, 2021 to June 30, 2022**.

ARTICLE IV

The terms of this Agreement shall be from **July 1, 2021** to **June 30, 2022**.

This agreement may be terminated without cause by either party at any time on a thirty (30) day notice to either party. This Agreement may be terminated summarily for good cause. At the termination of this agreement in any manner, the payment of salary earned to date of such termination shall be in full satisfaction of all claims against the Board under this Agreement.

Witness our hands this 22nd day of June 2021.

EMPLOYEE

DATED

PRESIDENT- HAMBURG BOARD OF EDUCATION

22 June 2021
DATED

ATTEST – BOARD SECRETARY

22 June 2021
DATED

2Hamburg Board of Education
30 Linwood Avenue
Hamburg, New Jersey 07416

EMPLOYMENT AGREEMENT

ARTICLE I

This Agreement is made this 22nd day of June, 2021 at the Borough of Hamburg, County of Sussex and State of New Jersey between the Board of Education of the Borough of Hamburg and Andrea Budzelova.

ARTICLE II

The Board employs Andrea Budzelova as a Classroom Aide in the Hamburg Public School to perform the duties pursuant to the orders, advice, and direction of the Superintendent or his designee, in accordance with the rules, regulations and policies of the Board.

ARTICLE III

Andrea Budzelova shall be paid an annual salary of \$20,405, \$22.30 per hour, to be paid twice a month, on the 15th and the last day of the month. The work day shall consist of five (5) hours per day, exclusive of a thirty (30) minute unpaid lunch, twenty five (25) hours per week. The work schedule shall be at 183 days per academic year and shall include 3 in-service days. As this is a part time position, no medical/dental benefits will be provided.

ARTICLE IV

Andrea Budzelova shall receive ten (10) sick days per academic year. The unused portion of such leave, at the end of each school year, shall be cumulative to the extent permitted by N.J.S.A. 18A.

ARTICLE V

Andrea Budzelova shall receive three (3) personal days per academic year and shall not be allowed to accumulate.

ARTICLE VI

Andrea Budzelova shall receive up to three (3) days leave with pay due to the death of a member of the immediate family. The term "immediate family" shall be defined as: spouse, child, parent and grandchild. This leave must be used within five (5) working days following the death.

Andrea Budzelova shall receive one (1) day leave, with pay, due to the death of other family members. The term "other family members" shall be defined as: sibling, grandparent, mother-in-law, and father-in-law. This leave must be used within five (5) working days following the death.

ARTICLE VII

Andrea Budzelova shall be reimbursed for one seminar and/or one workshop per academic year. The cost of the seminar/workshop, inclusive of mileage paid at the Board approved rate, shall not exceed One Hundred and Fifty (\$150.00) dollars. The seminar/workshop, must be relevant to employment duties and prior approval must be received by the Superintendent or his designee.

2Hamburg Board of Education
30 Linwood Avenue
Hamburg, New Jersey 07416

ARTICLE VIII

DURATION: The terms of this Agreement shall be from September 1, 2021 to June 30, 2022. This Agreement may be terminated without cause by either party at any time on a fourteen (14) day notice to either party. This Agreement may be terminated summarily for a good cause. At the termination of this Agreement, in any manner, the payment of salary earned to date of such termination, shall be in full satisfaction of all claims against the Board under this Agreement.

WITNESS our hands this 22nd day of June, 2021.

Employee

Dated

President-Hamburg Board of Education

22 June 2021
Dated

Attest-Board Secretary

22 June 2021
Dated

2Hamburg Board of Education
30 Linwood Avenue
Hamburg, New Jersey 07416

EMPLOYMENT AGREEMENT

ARTICLE 1

This Agreement is made this 22nd day of June, 2021 at the Borough of Hamburg, County of Sussex and State of New Jersey between the Board of Education of the Borough of Hamburg and Judith Clark.

ARTICLE II

The Board employs Judith Clark as a Classroom Aide in the Hamburg Public School to perform the duties pursuant to the orders, advice, and direction of the Superintendent or his designee, in accordance with the rules, regulations and policies of the Board.

ARTICLE III

Judith Clark shall be paid an annual salary of \$13,058, \$14.27 per hour, to be paid twice a month, on the 15th and the last day of the month. The work day shall consist of five (5) hours per day, exclusive of a thirty (30) minute unpaid lunch, twenty five (25) hours per week. The work schedule shall be at 183 days per academic year and shall include 3 in-service days. As this is a part time position, no medical/dental benefits will be provided.

ARTICLE IV

Judith Clark shall receive ten (10) sick days per academic year. The unused portion of such leave, at the end of each school year, shall be cumulative to the extent permitted by N.J.S.A. 18A.

ARTICLE V

Judith Clark shall receive three (3) personal days per academic year and shall not be allowed to accumulate.

ARTICLE VI

Judith Clark shall receive up to three (3) days leave with pay due to the death of a member of the immediate family. The term "immediate family" shall be defined as: spouse, child, parent and grandchild. This leave must be used within five (5) working days following the death.

Judith Clark shall receive one (1) day leave, with pay, due to the death of other family members. The term "other family members" shall be defined as: sibling, grandparent, mother-in-law, and father-in-law. This leave must be used within five (5) working days following the death.

ARTICLE VII

Judith Clark shall be reimbursed for one seminar and/or one workshop per academic year. The cost of the seminar/workshop, inclusive of mileage paid at the Board approved rate, shall not exceed One Hundred and Fifty (\$150.00) dollars. The seminar/workshop, must be relevant to employment duties and prior approval must be received by the Superintendent or his designee.

2Hamburg Board of Education
30 Linwood Avenue
Hamburg, New Jersey 07416

ARTICLE VIII

DURATION: The terms of this Agreement shall be from September 1, 2021 to June 30, 2022. This Agreement may be terminated without cause by either party at any time on a fourteen (14) day notice to either party. This Agreement may be terminated summarily for a good cause. At the termination of this Agreement, in any manner, the payment of salary earned to date of such termination, shall be in full satisfaction of all claims against the Board under this Agreement.

WITNESS our hands this 22nd day of June, 2021.

Employee

Dated

President-Hamburg Board of Education

22 June 2021
Dated

Attest-Board Secretary

22 June 2021
Dated

Hamburg Board of Education
30 Linwood Avenue
Hamburg, New Jersey 07416

EMPLOYMENT AGREEMENT

ARTICLE 1

This agreement is made this 22nd day of June 2021 at the Borough of Hamburg, County of Sussex and State of New Jersey between the Board of Education of the Borough of Hamburg and Colleen D'Aprile.

ARTICLE II

The Board employs Colleen D'Aprile as a Classroom Aide in the Hamburg Public School to perform the duties pursuant to the orders, advice, and direction of the Superintendent or his designee, in accordance with the rules, regulations and policies of the Board.

ARTICLE III

Colleen D'Aprile shall be paid an annual salary of \$10,161.00, \$13.88 per hour, to be paid twice a month, on the 15th and the last day of the month. The work day shall consist of four (4) hours per day, twenty (20) hours per week. The work schedule shall be 183 days per academic year and shall include 3 in-service days. As this is a part time position, no medical/dental benefits will be provided.

ARTICLE IV

Colleen D'Aprile shall receive ten (10) sick days per academic year. The unused portion of such leave, at the end of each school year, shall be cumulative to the extent permitted by N.J.S.A. 18A.

ARTICLE V

Colleen D'Aprile shall receive three (3) personal days per academic year and shall not be allowed to accumulate.

ARTICLE VI

Colleen D'Aprile shall receive up to three (3) days leave with pay due to the death of a member of the immediate family. The term "immediate family" shall be defined as: spouse, child, parent and grandchild. This leave must be used within five (5) working days following the death.

Colleen D'Aprile shall receive one (1) day leave, with pay, due to the death of other family members. The term "other family members" shall be defined as: sibling, grandparent, mother-in-law, and father-in-law. This leave must be used within five (5) working days following the death.

ARTICLE VII

Colleen D'Aprile shall be reimbursed for one seminar and/or one workshop per academic year. The cost of the seminar/workshop, inclusive of mileage paid at the Board approved rate, shall not exceed One Hundred and Fifty (\$150.00) dollars. The seminar/workshop, must be relevant to employment duties and prior approval must be received by the Superintendent or his designee.

Hamburg Board of Education
30 Linwood Avenue
Hamburg, New Jersey 07416

ARTICLE VIII

DURATION: The terms of this Agreement shall be from September 1, 2021 to June 30, 2022. This Agreement may be terminated without cause by either party at any time on a fourteen (14) day notice to either party. This Agreement may be terminated summarily for a good cause. At the termination of this Agreement, in any manner, the payment of salary earned to date of such termination, shall be in full satisfaction of all claims against the Board under this Agreement.

WITNESS our hands this 22nd day of June, 2021.

Employee

Dated

President-Hamburg Board of Education

22 June 2021
Dated

Attest-Board Secretary

22 June 2021
Dated

2Hamburg Board of Education
30 Linwood Avenue
Hamburg, New Jersey 07416

EMPLOYMENT AGREEMENT

ARTICLE 1

This Agreement is made this 22nd day of June, 2021 at the Borough of Hamburg, County of Sussex and State of New Jersey between the Board of Education of the Borough of Hamburg and Anthony DeSino.

ARTICLE II

The Board employs Anthony DeSino as a Classroom Aide in the Hamburg Public School to perform the duties pursuant to the orders, advice, and direction of the Superintendent or his designee, in accordance with the rules, regulations and policies of the Board.

ARTICLE III

Anthony DeSino shall be paid an annual salary of \$13,552, \$14.81 per hour, to be paid twice a month, on the 15th and the last day of the month. The work day shall consist of five (5) hours per day, exclusive of a thirty (30) minute unpaid lunch, twenty five (25) hours per week. The work schedule shall be at 183 days per academic year and shall include 3 in-service days. As this is a part time position, no medical/dental benefits will be provided.

ARTICLE IV

Anthony DeSino shall receive ten (10) sick days per academic year. The unused portion of such leave, at the end of each school year, shall be cumulative to the extent permitted by N.J.S.A. 18A.

ARTICLE V

Anthony DeSino shall receive three (3) personal days per academic year and shall not be allowed to accumulate.

ARTICLE VI

Anthony DeSino shall receive up to three (3) days leave with pay due to the death of a member of the immediate family. The term "immediate family" shall be defined as: spouse, child, parent and grandchild. This leave must be used within five (5) working days following the death.

Anthony DeSino shall receive one (1) day leave, with pay, due to the death of other family members. The term "other family members" shall be defined as: sibling, grandparent, mother-in-law, and father-in-law. This leave must be used within five (5) working days following the death.

ARTICLE VII

Anthony DeSino shall be reimbursed for one seminar and/or one workshop per academic year. The cost of the seminar/workshop, inclusive of mileage paid at the Board approved rate, shall not exceed One Hundred and Fifty (\$150.00) dollars. The seminar/workshop, must be relevant to employment duties and prior approval must be received by the Superintendent or his designee.

2Hamburg Board of Education
30 Linwood Avenue
Hamburg, New Jersey 07416

ARTICLE VIII

DURATION: The terms of this Agreement shall be from September 1, 2021 to June 30, 2022. This Agreement may be terminated without cause by either party at any time on a fourteen (14) day notice to either party. This Agreement may be terminated summarily for a good cause. At the termination of this Agreement, in any manner, the payment of salary earned to date of such termination, shall be in full satisfaction of all claims against the Board under this Agreement.

WITNESS our hands this 22nd day of June, 2021.

Employee

Dated

President-Hamburg Board of Education

22 June 2021
Dated

Attest-Board Secretary

22 June 2021
Dated

2Hamburg Board of Education
30 Linwood Avenue
Hamburg, New Jersey 07416

EMPLOYMENT AGREEMENT

ARTICLE I

This Agreement is made this 22nd day of June, 2021 at the Borough of Hamburg, County of Sussex and State of New Jersey between the Board of Education of the Borough of Hamburg and Maureen Evans.

ARTICLE II

The Board employs Maureen Evans as a Classroom Aide in the Hamburg Public School to perform the duties pursuant to the orders, advice, and direction of the Superintendent or his designee, in accordance with the rules, regulations and policies of the Board.

ARTICLE III

Maureen Evans shall be paid an annual salary of \$13,552, \$14.81 per hour, to be paid twice a month, on the 15th and the last day of the month. The work day shall consist of five (5) hours per day, exclusive of a thirty (30) minute unpaid lunch, twenty five (25) hours per week. The work schedule shall be at 183 days per academic year and shall include 3 in-service days. As this is a part time position, no medical/dental benefits will be provided.

ARTICLE IV

Maureen Evans shall receive ten (10) sick days per academic year. The unused portion of such leave, at the end of each school year, shall be cumulative to the extent permitted by N.J.S.A. 18A.

ARTICLE V

Maureen Evans shall receive three (3) personal days per academic year and shall not be allowed to accumulate.

ARTICLE VI

Maureen Evans shall receive up to three (3) days leave with pay due to the death of a member of the immediate family. The term "immediate family" shall be defined as: spouse, child, parent and grandchild. This leave must be used within five (5) working days following the death.

Maureen Evans shall receive one (1) day leave, with pay, due to the death of other family members. The term "other family members" shall be defined as: sibling, grandparent, mother-in-law, and father-in-law. This leave must be used within five (5) working days following the death.

ARTICLE VII

Maureen Evans shall be reimbursed for one seminar and/or one workshop per academic year. The cost of the seminar/workshop, inclusive of mileage paid at the Board approved rate, shall not exceed One Hundred and Fifty (\$150.00) dollars. The seminar/workshop, must be relevant to employment duties and prior approval must be received by the Superintendent or his designee.

2Hamburg Board of Education
30 Linwood Avenue
Hamburg, New Jersey 07416

ARTICLE VIII

DURATION: The terms of this Agreement shall be from September 1, 2021 to June 30, 2022. This Agreement may be terminated without cause by either party at any time on a fourteen (14) day notice to either party. This Agreement may be terminated summarily for a good cause. At the termination of this Agreement, in any manner, the payment of salary earned to date of such termination, shall be in full satisfaction of all claims against the Board under this Agreement.

WITNESS our hands this 22nd day of June, 2021.

Employee

Dated

President-Hamburg Board of Education

22 June 2021
Dated

Attest-Board Secretary

22 June 2021
Dated

2Hamburg Board of Education
30 Linwood Avenue
Hamburg, New Jersey 07416

EMPLOYMENT AGREEMENT

ARTICLE 1

This Agreement is made this 22nd day of June, 2021 at the Borough of Hamburg, County of Sussex and State of New Jersey between the Board of Education of the Borough of Hamburg and Ashley Green.

ARTICLE II

The Board employs Ashley Green as a Classroom Aide in the Hamburg Public School to perform the duties pursuant to the orders, advice, and direction of the Superintendent or his designee, in accordance with the rules, regulations and policies of the Board.

ARTICLE III

Ashley Green shall be paid an annual salary of \$16,745, \$18.30 per hour, to be paid twice a month, on the 15th and the last day of the month. The work day shall consist of five (5) hours per day, exclusive of a thirty (30) minute unpaid lunch, twenty five (25) hours per week. The work schedule shall be at 183 days per academic year and shall include 3 in-service days. As this is a part time position, no medical/dental benefits will be provided.

ARTICLE IV

Ashley Green shall receive ten (10) sick days per academic year. The unused portion of such leave, at the end of each school year, shall be cumulative to the extent permitted by N.J.S.A. 18A.

ARTICLE V

Ashley Green shall receive three (3) personal days per academic year and shall not be allowed to accumulate.

ARTICLE VI

Ashley Green shall receive up to three (3) days leave with pay due to the death of a member of the immediate family. The term "immediate family" shall be defined as: spouse, child, parent and grandchild. This leave must be used within five (5) working days following the death.

Ashley Green shall receive one (1) day leave, with pay, due to the death of other family members. The term "other family members" shall be defined as: sibling, grandparent, mother-in-law, and father-in-law. This leave must be used within five (5) working days following the death.

ARTICLE VII

Ashley Green shall be reimbursed for one seminar and/or one workshop per academic year. The cost of the seminar/workshop, inclusive of mileage paid at the Board approved rate, shall not exceed One Hundred and Fifty (\$150.00) dollars. The seminar/workshop, must be relevant to employment duties and prior approval must be received by the Superintendent or his designee.

2Hamburg Board of Education
30 Linwood Avenue
Hamburg, New Jersey 07416

ARTICLE VIII

DURATION: The terms of this Agreement shall be from September 1, 2021 to June 30, 2022. This Agreement may be terminated without cause by either party at any time on a fourteen (14) day notice to either party. This Agreement may be terminated summarily for a good cause. At the termination of this Agreement, in any manner, the payment of salary earned to date of such termination, shall be in full satisfaction of all claims against the Board under this Agreement.

WITNESS our hands this 22nd day of June, 2021.

Employee

Dated

President-Hamburg Board of Education

22 June 2021
Dated

Attest-Board Secretary

22 June 2021
Dated

2Hamburg Board of Education
30 Linwood Avenue
Hamburg, New Jersey 07416

EMPLOYMENT AGREEMENT

ARTICLE I

This Agreement is made this 22nd day of June, 2021 at the Borough of Hamburg, County of Sussex and State of New Jersey between the Board of Education of the Borough of Hamburg and Antoinette Ratzer.

ARTICLE II

The Board employs Antoinette Ratzer as a Classroom Aide in the Hamburg Public School to perform the duties pursuant to the orders, advice, and direction of the Superintendent or his designee, in accordance with the rules, regulations and policies of the Board.

ARTICLE III

Antoinette Ratzer shall be paid an annual salary of \$13,414, \$14.66 per hour, to be paid twice a month, on the 15th and the last day of the month. The work day shall consist of five (5) hours per day, exclusive of a thirty (30) minute unpaid lunch, twenty five (25) hours per week. The work schedule shall be at 183 days per academic year and shall include 3 in-service days. As this is a part time position, no medical/dental benefits will be provided.

ARTICLE IV

Antoinette Ratzer shall receive ten (10) sick days per academic year. The unused portion of such leave, at the end of each school year, shall be cumulative to the extent permitted by N.J.S.A. 18A.

ARTICLE V

Antoinette Ratzer shall receive three (3) personal days per academic year and shall not be allowed to accumulate.

ARTICLE VI

Antoinette Ratzer shall receive up to three (3) days leave with pay due to the death of a member of the immediate family. The term "immediate family" shall be defined as: spouse, child, parent and grandchild. This leave must be used within five (5) working days following the death.

Antoinette Ratzer shall receive one (1) day leave, with pay, due to the death of other family members. The term "other family members" shall be defined as: sibling, grandparent, mother-in-law, and father-in-law. This leave must be used within five (5) working days following the death.

ARTICLE VII

Antoinette Ratzer shall be reimbursed for one seminar and/or one workshop per academic year. The cost of the seminar/workshop, inclusive of mileage paid at the Board approved rate, shall not exceed One Hundred and Fifty (\$150.00) dollars. The seminar/workshop, must be relevant to employment duties and prior approval must be received by the Superintendent or his designee.

2Hamburg Board of Education
30 Linwood Avenue
Hamburg, New Jersey 07416

ARTICLE VIII

DURATION: The terms of this Agreement shall be from September 1, 2021 to June 30, 2022. This Agreement may be terminated without cause by either party at any time on a fourteen (14) day notice to either party. This Agreement may be terminated summarily for a good cause. At the termination of this Agreement, in any manner, the payment of salary earned to date of such termination, shall be in full satisfaction of all claims against the Board under this Agreement.

WITNESS our hands this 22nd day of June, 2021.

Employee

Dated

President-Hamburg Board of Education

22 June 2021
Dated

Attest-Board Secretary

22 June 2021
Dated

2Hamburg Board of Education
30 Linwood Avenue
Hamburg, New Jersey 07416

EMPLOYMENT AGREEMENT

ARTICLE 1

This Agreement is made this 22nd day of June, 2021 at the Borough of Hamburg, County of Sussex and State of New Jersey between the Board of Education of the Borough of Hamburg and Suzanne Venezia.

ARTICLE II

The Board employs Suzanne Venezia as a Classroom Aide in the Hamburg Public School to perform the duties pursuant to the orders, advice, and direction of the Superintendent or his designee, in accordance with the rules, regulations and policies of the Board.

ARTICLE III

Suzanne Venezia shall be paid an annual salary of \$13,058, \$14.27 per hour, to be paid twice a month, on the 15th and the last day of the month. The work day shall consist of five (5) hours per day, exclusive of a thirty (30) minute unpaid lunch, twenty five (25) hours per week. The work schedule shall be at 183 days per academic year and shall include 3 in-service days. As this is a part time position, no medical/dental benefits will be provided.

ARTICLE IV

Suzanne Venezia shall receive ten (10) sick days per academic year. The unused portion of such leave, at the end of each school year, shall be cumulative to the extent permitted by N.J.S.A. 18A.

ARTICLE V

Suzanne Venezia shall receive three (3) personal days per academic year and shall not be allowed to accumulate.

ARTICLE VI

Suzanne Venezia shall receive up to three (3) days leave with pay due to the death of a member of the immediate family. The term "immediate family" shall be defined as: spouse, child, parent and grandchild. This leave must be used within five (5) working days following the death.

Suzanne Venezia shall receive one (1) day leave, with pay, due to the death of other family members. The term "other family members" shall be defined as: sibling, grandparent, mother-in-law, and father-in-law. This leave must be used within five (5) working days following the death.

ARTICLE VII

Suzanne Venezia shall be reimbursed for one seminar and/or one workshop per academic year. The cost of the seminar/workshop, inclusive of mileage paid at the Board approved rate, shall not exceed One Hundred and Fifty (\$150.00) dollars. The seminar/workshop, must be relevant to employment duties and prior approval must be received by the Superintendent or his designee.

2Hamburg Board of Education
30 Linwood Avenue
Hamburg, New Jersey 07416

ARTICLE VIII

DURATION: The terms of this Agreement shall be from September 1, 2021 to June 30, 2022. This Agreement may be terminated without cause by either party at any time on a fourteen (14) day notice to either party. This Agreement may be terminated summarily for a good cause. At the termination of this Agreement, in any manner, the payment of salary earned to date of such termination, shall be in full satisfaction of all claims against the Board under this Agreement.

WITNESS our hands this 22nd day of June, 2021.

Employee

Dated

President-Hamburg Board of Education

22 June 2021
Dated

Attest-Board Secretary

22 June 2021
Dated

2Hamburg Board of Education
30 Linwood Avenue
Hamburg, New Jersey 07416

EMPLOYMENT AGREEMENT

ARTICLE I

This Agreement is made this 22nd day of June, 2021 at the Borough of Hamburg, County of Sussex and State of New Jersey between the Board of Education of the Borough of Hamburg and Lori Zwerver.

ARTICLE II

The Board employs Lori Zwerver as a Classroom Aide in the Hamburg Public School to perform the duties pursuant to the orders, advice, and direction of the Superintendent or his designee, in accordance with the rules, regulations and policies of the Board.

ARTICLE III

Lori Zwerver shall be paid an annual salary of \$13,058, \$14.27 per hour, to be paid twice a month, on the 15th and the last day of the month. The work day shall consist of five (5) hours per day, exclusive of a thirty (30) minute unpaid lunch, twenty five (25) hours per week. The work schedule shall be at 183 days per academic year and shall include 3 in-service days. As this is a part time position, no medical/dental benefits will be provided.

ARTICLE IV

Lori Zwerver shall receive ten (10) sick days per academic year. The unused portion of such leave, at the end of each school year, shall be cumulative to the extent permitted by N.J.S.A. 18A.

ARTICLE V

Lori Zwerver shall receive three (3) personal days per academic year and shall not be allowed to accumulate.

ARTICLE VI

Lori Zwerver shall receive up to three (3) days leave with pay due to the death of a member of the immediate family. The term "immediate family" shall be defined as: spouse, child, parent and grandchild. This leave must be used within five (5) working days following the death.

Lori Zwerver shall receive one (1) day leave, with pay, due to the death of other family members. The term "other family members" shall be defined as: sibling, grandparent, mother-in-law, and father-in-law. This leave must be used within five (5) working days following the death.

ARTICLE VII

Lori Zwerver shall be reimbursed for one seminar and/or one workshop per academic year. The cost of the seminar/workshop, inclusive of mileage paid at the Board approved rate, shall not exceed One Hundred and Fifty (\$150.00) dollars. The seminar/workshop, must be relevant to employment duties and prior approval must be received by the Superintendent or his designee.

2Hamburg Board of Education
30 Linwood Avenue
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ARTICLE VIII

DURATION: The terms of this Agreement shall be from September 1, 2021 to June 30, 2022. This Agreement may be terminated without cause by either party at any time on a fourteen (14) day notice to either party. This Agreement may be terminated summarily for a good cause. At the termination of this Agreement, in any manner, the payment of salary earned to date of such termination, shall be in full satisfaction of all claims against the Board under this Agreement.

WITNESS our hands this 22nd day of June, 2021.

Employee

Dated

President-Hamburg Board of Education

22 June 2021
Dated

Attest-Board Secretary

22 June 2021
Dated

Hamburg Board of Education Budget Transfers printed on 6/4/2021
 Report Includes Effective Dates from May 01, 2021 to May 31, 2021

<u>Date</u>	<u>Source Account/Title</u>	<u>Target Account/Title</u>	<u>Comments</u>	<u>Amount</u>
05/31/21	11-000-230-331-000-100 LEGAL FEES	11-000-230-590-005-100 CLASSIFIED ADS	KS APPROVED TRANS 5/31/21	3,000.00
05/31/21	11-000-230-331-000-100 LEGAL FEES	11-000-230-339-000-100 OTHER PURCH/PROF	KS APPROVED TRANS 5/31/21	1,000.00
05/31/21	11-000-230-331-000-100 LEGAL FEES	11-000-230-332-000-100 AUDIT FEES	KS APPROVED TRANS 5/31/21	4,000.00
05/31/21	11-000-291-270-000-000 GROUP HEALTH INSURANCE	12-000-400-390-000-000 PURCH PROF/TECH SRVS	KS APPROVED TRANS 5/31/2021	2,000.00
05/31/21	11-000-291-270-000-000 GROUP HEALTH INSURANCE	12-000-300-732-000-000 NON-INSTR EQUIPMENT	KS APPROVED TRANS 5/31/2021	9,000.00
05/31/21	11-000-291-270-000-000 GROUP HEALTH INSURANCE	11-000-263-420-000-000 CARE & UPKEEP OF GRDS	KS APPROVED TRANS 5/31/2021	1,000.00
05/31/21	11-000-291-270-000-000 GROUP HEALTH INSURANCE	11-000-262-621-000-000 NATURAL GAS	KS APPROVED TRANS 5/31/2021	2,000.00
05/31/21	11-000-291-270-000-000 GROUP HEALTH INSURANCE	11-000-262-610-000-000 CUSTODIAL SUPPLIES	KS APPROVED TRANS 5/31/2021	8,000.00
05/31/21	11-000-291-270-000-000 GROUP HEALTH INSURANCE	11-000-262-490-001-000 RENTALS	KS APPROVED TRANS 5/31/2021	1,000.00
05/31/21	11-000-291-270-000-000 GROUP HEALTH INSURANCE	11-190-100-610-001-000 GENERAL SUPPLIES	KS APPROVED TRANS 5/31/2021	50,000.00
The total of all transfers within fund 10 is:				81,000.00

K. Signaue 6-4-21

Proposed Hamburg Elementary School

2021-2022 Price List

Breakfast

Student Breakfast	\$1.65	Adult Breakfast	\$2.25
Reduced Breakfast	\$0		

Lunch

Student Lunch	\$3.25	Adult Lunch	\$3.95
Student Entrée Only	\$2.75	Reduced Lunch	\$0
Extra Entrée with Lunch	\$2.25		

Beverages

Milk	\$0.60	100% Juice 4 oz.	\$0.60
Bottled Water 8oz./16 oz.	\$0.60/\$1.00	Propel	\$1.50

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A-la-Carte Snacks

Fresh or Chilled Fruit	\$0.75	Soft Pretzel	\$0.75
Baked Chips	\$1.00	Fresh Baked Cookie	\$0.50
Vegetable Side	\$0.75	Ice Cream	\$1.30
		Rice Krispie Treat	\$1.25
		Pop Tart	\$1.25

[illegible]

MINUTES OF REGULAR MEETING

May 25, 2021

AT 7:00 P.M. Held Electronically via Remote Access

PRESENT: David Dreifus, Michael Frangipane, Timothy Gillen, Tricia Schels, Brianne Zicarelli, Sheila Frayko, Vice President, Robert Jones, President

ABSENT: Francis Brunke, John Conklin

23 Members of the Public

The Board President **opened the meeting at 7:00 P.M.**, with the Flag Salute and Pledge of Allegiance, which was followed by the following statement:

"This meeting is being conducted in compliance with the "Open Public Meeting Act-Chapter 231-Public Laws of 1975". Advance written notice of at least 48 hours was given specifying the time, date, and to the extent known, the agenda and stating whether formal action may or may not be taken and has been properly posted at the school, mailed to the Clerk/Administrator, mailed to the New Jersey Herald and the Sunday Herald and the Star Ledger."

PRESENTATION

Mrs. Sigman reviewed the Kindergarten – Grade 4 Reading Program Survey [**DOCUMENT PRB1**]. Some discussion ensued.

Mrs. Sigman discussed with the Board the "Home District Benefits". A discussion ensued between Mrs. Sigman and various Board members.

APPROVAL OF THE MINUTES

On motion by Mrs. Frayko, seconded by Mr. Dreifus, and carried by the following voice vote, **approved the 27 April 2021 Public Hearing on the FY 2021-22 Budget and Regular Board meeting minutes.**

Yes	-	6
No	-	0
Abstain	-	Mrs. Zicarelli

MINUTES OF REGULAR MEETING

May 25, 2021

CORRESPONDENCE

A letter dated 5 May 2021 from the New Jersey Department of Education approving the Hamburg Borough Elementary School Telephone System Replacement Project.

A Preliminary Eligible Cost (PEC) letter dated 18 May 2021 from New Jersey Department of Education that started the entire proposed referendum project (\$4,201,800) is eligible for State Debt Service aid up to 40% of the cost, should the referendum pass. The estimated tax impact for this referendum (as prepared by Phoenix Advisors) based on a 15 and 20 year payback was reviewed by the Board Secretary (attached). Some discussion ensued.

No other correspondence was received from the public.

OPEN TO THE PUBLIC

At this time, members of the public are invited to address the Board. Please note that public comments on the agenda items will be made in accordance with Policy 0167 – Public Presentation at Board Meetings. Each statement made by all participants may be limited to three minutes in duration. If you would like to address the Board, please raise your hand to be called upon. Once called, please state your name and address before making your statement to the Board.

On motion by Mrs. Frayko, seconded by Mr. Dreifus, and carried unanimously by voice vote, **opened the meeting to the public for comment at 7:26 P.M.**

No one addressed the Board.

On motion by Mrs. Frayko, seconded by Mr. Dreifus, and carried unanimously by voice vote, **closed the meeting to the public for comment at 7:26 P.M.**

COMMITTEE REPORTS

State & County School Boards – No report.

Sussex County Educational Services Commission – No report.

Liaison with the Hamburg Borough Council – Mrs. Frayko had no report.

MINUTES OF REGULAR MEETING

May 25, 2021

Building & Grounds –

Mr. Gillen reviewed the 19 May 2021 Building & Ground meeting notes.

On motion by Mr. Gillen, seconded by Mrs. Frayko, and carried unanimously by roll call vote, after some discussion, **approved the purchase of a new Telephone, Intercom and Clock system from RFP Solutions, Inc. under the Camden County Educational Services Commission Cooperative Pricing Agreement #66CCEPS, Bid# CCESC FY20-06, in the amount of \$104,622.37 [DOCUMENT A], to start on or after 1 July 2021 and authorize the Interim Business Administrator to execute any change orders that may be needed to complete this project.**

On motion by Mr. Gillen, seconded by Mrs. Frayko, and carried unanimously by roll call vote, **approved the purchase of a new Camera/IP Video system from Open Systems Integrators, Inc. under the Educational Services Commission of New Jersey Cooperative Pricing Agreement #65-MCESCCPS, Bid # MRESC 19/20-38 and #65-MCESCCPS, Bid # MRESC 20/21-13, in the amount of \$62,380 and \$38,690 as depicted on [DOCUMENT B], to start on or after 1 July 2021 and authorize the Interim Business Administrator to execute any change orders that may be needed to complete this project.**

On motion by Mr. Gillen, seconded by Mrs. Frayko, and carried unanimously by roll call vote, **adopted the following Resolution:**

**RESOLUTION DETERMINING TO ACCEPT THE PRELIMINARY
ELIGIBLE COST DETERMINATIONS OF THE DEPARTMENT
OF EDUCATION FOR STATE PROJECT #1930-060-21-4000
FOR IMPROVEMENTS TO THE HAMBURG ELEMENTARY
SCHOOL**

WHEREAS, The Board of Education of the Borough of Hamburg in the County of Sussex, New Jersey (the “Board”) received a Preliminary Eligible Cost letter, dated May 18, 2021 (the “Preliminary Eligible Cost Letter”), from the New Jersey Department of Education approving the Board’s school facilities project for the improvement of the Hamburg Elementary School, State Project No. 1930-060-21-4000 (the “Project”), and determining the eligible costs of the Project; now, therefore,

BE IT RESOLVED BY THE BOARD OF EDUCATION OF THE BOROUGH OF HAMBURG IN THE COUNTY OF SUSSEX, NEW JERSEY as follows:

MINUTES OF REGULAR MEETING

May 25, 2021

1. The Board hereby acknowledges receipt of the Preliminary Eligible Cost Letter for the Project from the Department of Education. The Board elects to receive debt service aid pursuant to Section 9 of the Educational Facilities Construction and Financing Act, N.J.S.A. 18A:7G-1 *et seq.* The Board agrees to accept the determination of the preliminary eligible costs made by the Department of Education as final eligible costs and not to appeal. The Business Administrator/Board Secretary is authorized and directed to notify the Department of Education of the Board's election with respect to the eligible costs and its election to receive debt service aid by completing and returning the attachment A to the PEC Letter, in substantially the form attached hereto.

2. This resolution shall take effect immediately.

Education & Policy –

On motion by Mrs. Schels, seconded by Mrs. Frayko, and carried unanimously by roll call vote, approved the second reading of the following Policies/Regulations and NCLB Act to ESSA Policy and Regulation Guides:

P0145	Board Member Resignation and Removal [M] [Rev]
P0164.6	Remote Public Meetings During a Declared Emergency [M] [New]
P1642	Earned Sick Leave Law [M] [Rev]
P1643	Family Leave [M] [New]
P3431.1	Family Leave [M] [Abolished]
P4431.1	Family Leave [M] [Abolished]
P3431.3	NJ Family Leave Insurance Program [Abolished]
P4431.3	NJ Family Leave Insurance Program [Abolished]
P&R5330.01	Administration of Medical Cannabis [M] [Rev]
P7425	Lead Testing of Water in Schools [M] [Revised]
R7425	Lead Testing of Water in Schools [M] [New]
P&R7430	School Safety [M] [Abolished]

No Child Left Behind Act [NCLB] to Every Student Succeeds Act [ESSA] Policy and Regulation Guides

P2415	Every Student Succeeds Act [M] [Revised]
P2415.01	Academic Standards, Academic Assessments, and Accountability [M] [Abolished]
P2415.02	Title I – Fiscal Responsibilities [M] [Revised]
P2415.03	Highly Qualified Teachers [M] [Abolished]
P2415.05	Student Surveys, Analysis, and/or Evaluation [M] [Revised]
P&R2415.20	Every Student Succeeds Act Complaints [M] [Revised]

MINUTES OF REGULAR MEETING

May 25, 2021

P4125 Employment of Support Staff Members [M] [Revised]
P6360 Political Contributions [M] [Revised]
P8330 Student Records [M] [Revised]
P9713 Recruitment by Special Interest Groups [M] [Revised]

On motion by Mrs. Schels, seconded by Mrs. Frayko, and carried unanimously by roll call vote, after some discussion, **approved the purchase of “Into Reading” Program for Kindergarten through Grade 4 at a cost of \$44,997.97.**

Negotiations & Personnel –

On motion by Mrs. Frayko, seconded by Mr. Dreifus, and carried unanimously by roll call vote, **approved the following FY 2021-22 Professional Services Annual Appointment Resolution, as follows A – P:**

WHEREAS, there exists a need for various professional services, and

WHEREAS, the Public-School Contracts Law (NJSA 18A:18A-5) requires that a resolution authorizing the contracting of professional services without competitive bids and adopted:

NOW, THERFORE, BE IT RESOLVED, by the Board of Education of the Borough of Hamburg that the following professional services be contracted by the Hamburg Borough Board of Education for the 2021-22 school year without competitive bidding as a professional service in accordance with 18A:18A-15 of the Public Schools Contracts Law, not to exceed a contractual amount of \$200,000 as follows:

- a) Cleary, Giacobbe, Alfieri & Jacobs, Matthew Giacobbe, Esq., Board Attorney & Negotiator - \$150 per hour, plus reimbursable expenses as depicted in [DOCUMENT C]
- b) McManimon, Scotland & Baumann, LLC, Andrea L. Kahn Esq., Board Attorney & Bond counsel - \$195 per hour and other fees reimbursable expenses as depicted in [DOCUMENT D]
- c) Nisivoccia LLC, Valerie A. Dolan, Board Auditor, - \$32,468, as depicted in [DOMUMENT E], including the Peer Review Summary Report.
- d) Parette Somjen, Greg Somjen, Board Architect, - \$167 per hour and other reimbursable expenses as depicted in [DOCUMENT F]

MINUTES OF REGULAR MEETING

May 25, 2021

- e) J&B Therapy, LLC, - \$92.00 per hour for OT & PT, \$87.50 for Speech Services, \$93.00 for LDTC Services, BCBA Services \$93.00, \$405.00 per LDTC evaluation and other reimbursable expenses as depicted in [DOCUMENT G]
- f) Gurbir S. Saluja, M.D., and Manmohan Saluja, M.D., School Physicians,
- \$2,500 per annum as depicted in [DOCUMENT H]
- g) Arthur J. Gallagher Risk Management Services, Inc., George Morville, Agent/Risk Management Consultant for the New Jersey Schools Insurance Group.
- h) Fortitude Insurance Group, Mitchell Mund, Agent, Dental Insurance Broker
- i) Phoenix Advisors, LLC-Municipal Advisor Services as per the Board adoption resolution approved on 23 February 2021 and to approve FY 2021-22 Continuing Disclosure Agent services in the amount of \$1,000 as depicted in [DOCUMENT I]
- j) CDK Systems, Inc. - Financial Software Provider.
- k) R&L Data, Inc.- Payroll Software Provider.
- l) Educational Data Services, Inc. - Cooperative Bidding Service
- m) The Educational Services Commission of NJ Cooperative
- n) The Hunterdon County Ed. Services Commission-Cooperative
- o) The Camden County Educational Services Commission Pricing Cooperative
- p) The New Jersey School Boards Association Cooperative Pricing System

On motion by Mrs. Frayko, seconded by Mr. Gillen, and carried unanimously by roll call vote, approved: Pamela Blauvelt as Grade 4 teacher beginning 1 September 2021 at \$60,655* [BA Step 2]. This position is eligible for benefits. *This salary is listed under the 2018-2021 Hamburg CBA (subject to change).

MINUTES OF REGULAR MEETING

May 25, 2021

On motion by Mrs. Frayko, seconded by Mr. Frangipane, and carried unanimously by roll call vote, **approved the contract for William Sabo as Interim Business Administrator/Board Secretary 1 July 2021 through 30 June 2022 at an hourly rate of seventy-seven (\$77) and to work approximately sixteen (16) hours per week with the approval of Dr. Carrick, ESC – Sussex. This position is not eligible for benefits. [DOCUMENT NP1].**

On motion by Mrs. Frayko, seconded by Mr. Gillen, and carried unanimously by roll call vote, **approved the FY 2021-2022 Employment Contract for a term of 1 July 2021 through 30 June 2022 between the Board and Mr. Robert J. Baumgartner as Vice-Principal at an annual salary of \$97,072 and other benefits as per [DOCUMENT NP2].**

Finance Committee –

On motion by Mr. Dreifus, seconded by Mrs. Frayko, and carried unanimously by roll call vote, after some discussion **approved, accepted, announced and/or certified items a through f:**

- a. **Approved the April 2021 bills in the amount of \$565,527.55 and the bills from May 1 to May 25, 2021 in the amount of \$546,729.17.**
- b. **Approved the bills for the Cafeteria Account in the amount of \$160.80.**
- c. **Accepted the Board Secretary's and Treasurer's Reports for 30 April 2021.**
- d. **Approved the Transfers made by the Superintendent after the 27 April 2021 Board Meeting, with fund 10 debits totaling \$34,000 as depicted on [DOCUMENT J] and the Board acknowledges that these transfers may increase/decrease the maximum dollar limit established as part of the 2020-2021 budget process for various professional services.**
- e. **Pursuant to N.J.A.C. 6A:23A-16.10, the Board Administrator/Board Secretary certifies that as of 30 April 2021, no budgetary line item account has been over-expended violating N.J.A.C. 6A:23-2.12(a).**
- f. **Pursuant to N.J.A.C. 6A:23A-16.10, the Board of Education certifies that no major account has been over–expended and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.**

Business Administrator/Board Secretary

30 April 2021
DATE

MINUTES OF REGULAR MEETING

May 25, 2021

OLD BUSINESS

Mr. Dreifus reported on the recent New Jersey School Boards Association's Annual Delegate Assembly that was held virtually via remote access. Some discussion ensued.

NEW BUSINESS

No New Business

BOARD SECRETARY'S REPORT

On motion by Mr. Gillen, seconded by Mrs. Frayko, and carried unanimously by roll call vote, **adopted the following Resolution:**

Be it resolved that the amount of district taxes needed to meet the obligations of the Hamburg Borough Board of Education from 1 July 2021 to 30 June 2022 is \$5,257,913 and Hamburg Borough is hereby requested to put into the hands of the Business Administrator the monthly dollar amount as depicted on [DOCUMENT K], by the 15th of each month, commencing on 15 July 2021 and authorize the Business Administrator to work with the municipality if there is a need to deviate from the tax requisition schedule.

On motion by Mr. Gillen, seconded by Mrs. Frayko, and carried unanimously by roll call vote, **approved the FY 2020-21 Federal Grant-ESEA/IDEA expenditure [modified due to staffing changes] as depicted on [DOCUMENT L].**

On motion by Mr. Gillen, seconded by Mrs. Frayko, and carried unanimously by roll call vote, **approved the submission of the Elementary & Secondary School Emergency Relief Fund II [ESSER2] application, with a project period of 13 March 2021 through 30 September 2023, as depicted on [DOCUMENT M].**

On motion by Mr. Gillen, seconded by Mrs. Frayko, and carried unanimously by roll call vote, after some discussion, **adopted Resolution # FY 21-22 FSMC#1: To approve the FY 2021-22 Food Service Management Company contract with Maschio's Food Services, Inc. for a flat management fee of \$8,460.72 based upon the estimated total cost of the contract of \$90,071.50 as referenced on the projected FY 2021-22 Projected Operating Statement [Form #23CR-public, revised 3/2021] [DOCUMENT N] [Note: FY 2019-19 was the Base Year and FY 2021-22 is renewal #3 out of a maximum of 4 possible renewals] and authorize the Board President and the Interim Business Administrator to submit and execute all documents regarding this renewal.**

MINUTES OF REGULAR MEETING

May 25, 2021

On motion by Mr. Gillen, seconded by Mrs. Frayko, and carried unanimously by roll call vote, **approved the purchase, under State of New Jersey BPA (G-2075 Contract with Kyocera Document Solutions, of a Kyocera TASKalfa 6053i copier in the amount of \$8,448 [which includes miscellaneous accessories] as depicted on [DOCUMENT R] and to declare the TA-5551ci copier purchased in 2015 as surplus and to dispose of the copier as appropriate.**

SUPERINTENDENT'S REPORT

On motion by Mrs. Frayko, seconded by Mr. Dreifus, and carried unanimously by roll call vote, as per the Superintendent's recommendation, **approved Student #28740 to attend the Windsor School for the 2021-2022 school Year [July 2021 – June 2022] at a cost of \$69,930 [210 days] inclusive of any needed services, plus transportation.**

On motion by Mrs. Frayko, seconded by Mr. Dreifus, and carried unanimously by roll call vote, as per the Superintendent's recommendation, **approved Student #31516 to attend the Windsor School for the 2021-2022 school Year [July 2021 – June 2022] at a cost of \$69,930 [210 days] inclusive of any needed services, plus transportation.**

On motion by Mr. Gillen, seconded by Mrs. Frayko, and carried unanimously by roll call vote, as per the Superintendent's recommendation, **approved the combined Professional Development, Field Trip, Substitute and Facility Use as depicted on [DOCUMENT O].**

On motion by Mrs. Frayko, seconded by Mr. Gillen, and carried by the following roll call vote, as per the Superintendent's recommendation, **approved the Grade 8 students and 6 staff members to go to Six Flags/Great Adventure as a class trip on Friday, June 4, 2021. Transportation to be paid by school, admission to be paid with Grade 8 class funds.**

On motion by Mrs. Frayko, seconded by Mrs. Schels, and carried by the following roll call vote, per the Superintendent's recommendation, **approved the Field Trip Blanket List for the 2021-2022 school year as depicted on [DOCUMENT P].**

On motion by Mrs. Frayko, seconded by Mr. Gillen, and carried by the following roll call vote, as per the Superintendent's recommendation, **accepted the report of Zero [0] instances of Harassment, Intimidation or Bullying [HIB] from 26 April 2021 through 21 May 2021.**

On motion by Mrs. Frayko, seconded by Mr. Gillen, and carried by the following roll call vote, as per the Superintendent's recommendation, **approved Michele Sealander to utilize up to 275 summer technology hours for updates/improvements at an hourly rate of \$25.75 per hour.**

MINUTES OF REGULAR MEETING

May 25, 2021

On motion by Mr. Gillen, seconded by Mrs. Frayko, and carried by the following roll call vote, as per the Superintendent's recommendation, **approved items a-d:**

a. Staff for the Hamburg School Extended School Year Program [July 5-29, Monday – Thursday]:

- Amy Breitenbach Special Education Teacher @ \$40.20/hour, not to exceed 40 hours.
- Michelle Clark Special Education Teacher @ \$40.20/hour, not to exceed 40 hours.
- Susan Hearn Special Education Teacher @ \$40.20/hour, not to exceed 40 hours.
- Kathy Westerfield, School Nurse @ \$37.15/hour, not to exceed 40 hours.
- Maureen Evans, paraprofessional @ \$14.22/hour, not to exceed 40 hours.

b. Additional Summer Staff:

- Veronica Danko, Office Assistant to check in deliveries @ \$14.55/hour, not to exceed 50 hours.
- Antoinette Ratzer, Office Assistant to check in deliveries @ \$14.07/hour, not to exceed 50 hours.

c. Staff for the Hamburg School Summer Academy Program funded with ESSER-II funding [July 5-29, Tuesday – Thursday]:

- Veronica Danko, General Education Teacher @ \$40.20/ hour, not to exceed 40 hours.
- Pamela Blauvelt, General Education Teacher @ \$30.00/hour, not to exceed 40 hours.
- McKenzie Cuccia, General Education Teacher @ \$30.00/hour, not to exceed 40 hours.
- Katie Smeilus, General Education Teacher @ \$30.00/hour, not to exceed 40 hours.
- Joseph DiLascio, General Education Teacher @ \$30.00/hour, not to exceed 40 hours.

d. Summer/Substitute Custodians

- Dorothy Smalley @ \$14.07/hour
- Jennifer Smalley @ \$14.07/hour
- Jessica Smalley @ \$13.67/hour

MINUTES OF REGULAR MEETING

May 25, 2021

- ***Charlotte Flatt @ \$12.00/hour**
- ***Troy McCurry @ \$12.00/hour**
- ***Josiah Simmons @ \$12.00/hour**
- ***Isaiah Simmons @ \$12.00/hour**
- ***Pending receipt of paperwork**

On motion by Mr. Gillen, seconded by Mrs. Frayko, and carried by the following roll call vote, as per the Superintendent's recommendation, **approved the cost of \$195 per class for Educere Virtual Education to support learning loss for students in Grades 4 – 8 [to be paid with ESSER-II funding].**

On motion by Mr. Gillen, seconded by Mrs. Frayko, and carried by the following roll call vote, as per the Superintendent's recommendation, **approved Haley Pollison as substitute teaching pending approval of all documentation.**

On motion by Mrs. Frayko, seconded by Mr. Gillen, and carried by the following roll call vote, as per the Superintendent's recommendation, **approved Third grades Virtual Field Trip to Quiet Valley Farm at a cost of \$50.00. [This money is a credit from last year's trip cancellation].**

Mrs. Sigman reported on the Fire/Evacuation/Safety Drills as follows:

- **4/29/2021 – Shelter-in-Place w/Lockdown Bathroom Procedure Discussion - 10 min**
- **4/30/2021 – Non-Evacuation Fire Drill – 5 Min**

Mrs. Sigman reported:

- **#FinishStrong Initiative – Extended Instructional Day from 1 June 2021 through 14 June 2021. June 15, 16, and 17 are early dismissal days. [Attached to the minutes].**
- **Hamburg School Virtual Field Trips – Mrs. Sigman thanked the staff for all of their time and effort for bringing the student's virtual field trips to fruition. A brief discussion ensued.**

MINUTES OF REGULAR MEETING

May 25, 2021

EXECUTIVE SESSION

On motion by Mr. Gillen, seconded by Mrs. Frayko, and carried unanimously by voice vote, **closed the meeting to the public at 8:17 P.M.**

TO EXECUTIVE SESSION

WHEREAS, pursuant to N.J.S.A. 10:4-12(b), the Board of Education may exclude the public from that portion of a public meeting at which the Board discusses any of the matters described at N.J.S.A. 10:4-12(b)(1)-(9);

NOW, THEREFORE, BE IT RESOLVED that the Board of Education shall forthwith enter into closed session to discuss the following matter(s) concerning:

- ☐ Matters rendered confidential by state or federal law
- ☐ Personnel
- ☐ Appointment of a public official
- ☐ Matters covered by the attorney-client privilege –
- ☒ Pending or anticipated litigation – **Update Case 2016-17 #3.**
- ☐ Pending or anticipated contract negotiations
- ☐ Protection of the safety or property of the public
- ☐ Matters which would constitute an unwarranted invasion of privacy
- ☐ Matters in which the release of information would impair a right to receive Funds from the United States Government
- ☒ Matters concerning collective negotiations and/or the negotiation of terms and Conditions of employment of employees of the Board of Education –**Proposed HEA 2021-4 Contract.**
- ☐ Possible imposition of a civil penalty or suspension

BE IT FURTHER RESOLVED that said discussion may be disclosed to the public when the reasons for discussing and acting upon it in closed session no longer exist. Action may be taken upon return from executive session.

Mrs. Schels excused herself from the Executive Session at 8:32 P.M.

On motion by Mr. Gillen, seconded by Mrs. Frayko, and carried unanimously by voice vote, **that the Board returned to Regular Session at 9:10 P.M.**

On motion by Mrs. Frayko, seconded by Mr. Gillen, and carried unanimously by roll call vote, **approved the 2021-2024 Memorandum of Agreement between the Hamburg Education Association and the Hamburg Board of Education as depicted on [DOCUMENT NP3].**

MINUTES OF REGULAR MEETING

May 25, 2021

Mrs. Frayko noted that the teachers are to review the proposed contract and if acceptable, then the Hamburg Board of Education will have the proposed contract on 22 June 2022 Board agenda for action.

On motion by Mr. Gillen, seconded by Mr. Frangipane, and carried unanimously by voice vote, **that the Board adjourned the meeting at 9:15 P.M.**

Respectfully submitted,

William Sabo
Interim Business Administrator/
Board Secretary