

## Memorandum of Agreement

January 13, 2026

The negotiations committees of the Glassboro Board of Education (herein the "Board") and the Glassboro Education Association (herein the "Association") agree to the terms of this MOA as set forth below. The parties acknowledge that these terms and conditions of employment are subject to ratification by the Board and the membership of the Association, and the mediator retains jurisdiction until ratification. All parties agree to support and recommend these terms and conditions to their respective parties for ratification.

All issues not mentioned herein are withdrawn. All other language in the expired agreement shall continue in the new contract and will remain status quo. All terms and conditions previously agreed to shall remain settled and incorporated into the new Agreement, and are attached hereto as Appendix A. Salary guides shall be subject to mutual agreement of the parties.

The contract should cover the period of July 1, 2025 through June 30, 2028.

### Salary

The salary increases for teaching and secretarial staff shall be as follows:

2025-2026	3.6
2026-2027	3.7%
2027-2028	3.7%

The above increases shall be retroactive to July 1, 2025, and are inclusive of increment.

The salary increases for transportation staff shall be as follows:

2025-2026	3.9%
2026-2027	3.9%
2027-2028	3.9%

The above increases shall be retroactive to July 1, 2025, and are inclusive of increment.

### Schedule E

Increase sports salary guides at Step 4 by 3.6% in 2025-2026; 3.7% in 2026-2027; 3.7% in 2027-2028.

Individuals not at Step 4 shall move through the guide and Steps 1-3 shall be eliminated once everyone moves from them.

Under Band – Change the title of Front Line to Color Guard Instructor, add Percussion Instructor, and include a stipend of \$4455 each.

Article IX – Health Benefits

Health insurance buy out will be capped at \$2300 – 2025-2026; \$2400 – 2026-2027;

\$2500 – 2027-2028

Dental insurance buy out will be capped at \$150 – 2025-2026; \$150 – 2026-2027;

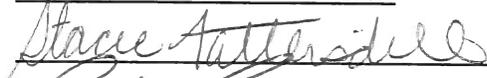
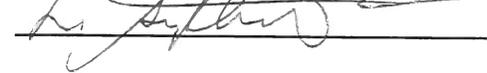
\$150 – 2027-2028

Article VII – Salaries

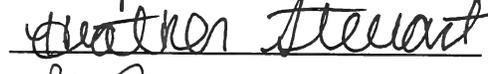
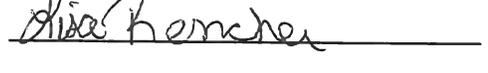
Add Adult Evening Middle/High School salary to the contract and include a salary of \$45 per hour and 30 minutes of preparation time per week.

Add High School Graduation Secretary and Senior Trip Secretary to the contract and include a stipend of \$500 each.

Glassboro Board of Education

  
  
  
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Glassboro Education Association

  
  
  
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GEA/GBOE Tentative Contractual Language Agreements  
As of March 26, 2025

The GEA tentatively agrees to the following GBOE Proposals:

- BOE 1      Article X.A.1.ii  
Delete the last sentence.
- ~~In the case of a superintendent, the approval shall be obtained from the board of education; and~~
- BOE 2      Article XVI (H)  
Add: If the case manager does not work the mandated ten days, they will not be paid for those days they do not work.
- BOE 6      Schedule D
- Delete the following clubs:  
Auditorium Manager  
Engineering Club  
Fitness Club  
Foreign Exchange Club  
French Club  
Italian Club  
Science (Aperion)  
Stage Crew  
Publications & Yearbook & Yearbook Manager – are now combined under “Yearbook”

The GBOE tentatively agrees to the following GEA Proposals:

- GEA 22      Article IX Health Benefits  
Disability Insurance Increase
- Provide Disability Insurance Increase from \$18 to \$20
- GEA 28      Article XVI – Assignment of Certificated Personnel
- D. “Assignment Shall Mean: 2. Change Intermediate School Level to Middle School Level”

GEA 29 Article XXIX – Severance Pay for Unit Members

Change D to C and Change E to D

GEA 32 Article VII – Salaries

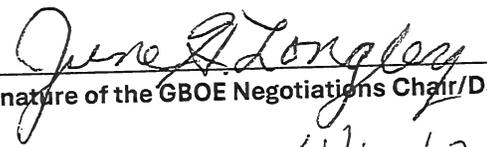
Change – B. PAYMENTS AND DEDCUTIONS – Delete #'s 4,5,6,7 and make 8 become the new #4

GEA 33 Article VII Salaries

F. BEDSIDE INSTRUCTION – Change this to say: F. HOMEBOUND INSTRUCTION

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 4/16/2025  
Signature of the GEA Negotiations Chair/Date  
SW 4/16/25

 4/16/25  
Signature of the GBOE Negotiations Chair/Date

Glassboro Board of Education and Glassboro Education Association

Tentative Agreements #1 – April 16, 2025

Proposal Number	Proposal Summary	Signature: Board	Signature: Assoc.
A-22	Increase Disability Insurance from \$18 to \$20		
A-28 <i>28</i>	Shop for a new Dental Plan		
A-29 <i>29</i>	"Members must submit receipts and the reimbursement shall be capped at \$300"		
B-1	Delete last sentence of X(A)(1)(ii)		

*June Dingley*  
*L. Sykes*

GEA/GBOE Tentative Contractual Language Agreements  
of April 16, 2025

The GBOE tentatively agrees to the following GEA Proposals:

- GEA 35 Article XVI Assignment of Certificated Personnel  
Add: G. If notification by the Board regarding an involuntary transfer where a change of building is made after August 15, the affected teacher will be paid \$100 for time to move buildings. Also, change G. to H. and H. to I.
- GEA 38 Certificates needed for continuous employment shall be reimbursed up to a maximum of \$200 per year.
- GEA 42 Article XXVII – Vacation
- A.2.c Third Year:  $\frac{1}{4}$  not 114 vacation allowance
- Change: Secretaries have the option of receiving payment of 100% of their per diem rate for four days (replace with FIVE days) in each school year of unused vacation days in a fiscal year after five days are rolled over.
- GEA 4 Withdraw  
GEA 23 Withdraw  
GEA 53 Withdraw

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Wayne E. Rulon 5/28/2025

Wayne E. Rulon 5/28/2025  
Signature of the GEA Negotiations Chair/Date

L. [Signature]

Jane Rongley  
Signature of the GBOE Negotiations Chair/Date

GEA/GBOE Tentative Contractual Language Agreements  
Of May 19, 2025

The GBOE tentatively agrees to the following GEA Proposals:

- GEA 3      Article IX Health Benefits  
Change: 2004-2005 to "Current Contractual Plan"
- GEA 16      Teacher Salary Guide  
Incentivize Longevity amounts as follows: Year 20: \$1,500, Year 25: \$2,000  
Upon incentivizing longevity for all current employees, we agree to sunset  
this practice and no longer offer longevity to any employee hired after  
9/1/2025.
- GEA 57      Bullock Camping Trip – The Current Camping Trip Stipend of \$3,194 was  
based on the trip being an overnight trip.  
New Stipend - \$750 per advisor (there are two).  
All teachers that attend are to be paid the negotiated GEA Hourly Rate for the  
time worked beyond their contract. This is approximately 3:30pm-7:30pm,  
but may be later based on traffic, etc.
- GEA 12      Withdraw  
GEA 44      Withdraw

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*Wayne E. Rulon* 5/28/25  
*Wayne E. Rulon* 5/28/25  
Signature of the GEA Negotiations Chair/Date

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*Jane Fongley*  
*Jane Fongley*  
Signature of the GBOE Negotiations Chair/Date

GEA/GBOE Tentative Contractual Language Agreements  
Of May 28, 2025

The GBOE tentatively agrees to the following GEA Proposals:

- GEA 2 Article IV Salaries  
Add "**contracted hourly rate**" at the following locations:
- Page 7 D. Department Chairperson Other: The music directors of Band, Orchestra, and Choir who must supervise extra assignments off-campus, will be reimbursed at the "**contracted hourly rate**".
  - Page 7 F. Bedside Instruction: The pay for bedside instruction shall be "**contracted hourly rate**".
  - Page 8 J. Detention Supervisor Saturday School Supervisor: The Detention Supervisor and the Saturday School Supervisor rate of pay will be the "**contracted hourly rate**".
  - Page 8 K. Workshop Presenter: Workshop Presenter pay shall be paid at the "**contracted hourly rate**" including two (2) hour preparation time for each one (1) hour of presenting.
  - Page 18 ARTICLE XVII – CLASS LOAD AND DUTIES C. The Board will provide the greater of 40 minutes or one instructional period of preparation time at every grade level. Any regular classroom teacher who loses their preparation time as defined in the CBA due to substituting for teachers who are absent shall, after the first such coverage, be paid an additional sum of the "**contracted hourly rate**" for the duration of this agreement.
  - Page 19 ARTICLE XVII – CLASS LOADS AND DUTIES H. Teachers will not be assigned, nor are they expected to discharge, any duties outside their contractual day unless such duties are compensated at the "**contractual hourly rate**".

- GEA 3 Article VII Salaries  
Page 5 – Increase the hourly rate to \$45 per hour for the duration of the agreement.

- GEA 9 Schedule E Athletic Salary Guide  
Under Schedule E. Athletic Salary Guide, Under Band Add:  
~~Color Guard~~, Percussion Instructor positions  
Band Front Instructor

- GEA 20 Article X Reimbursement for Professional Courses  
(Page 10) Tuition reimbursement for college classes based on Rowan Rates
- Increase maximum amount of tuition to be paid per school year to \$80,000
  - One class per semester



GEA/GBOE Tentative Contractual Language Agreements  
Of June 11, 2025

The GBOE tentatively agrees to the following GEA Proposals:

GEA 37 Article VII Salaries  
Page 9 Add: Any summer work completed shall be paid at a daily rate of 1/186 of annual salary.

GEA 41 Article VII Salaries  
Page 8 | SECRETARIAL SALARIES AND PLACEMENT  
1. Delete Class B Secretary column completely making all secretaries Class A. Those current Class B Secretaries will be placed on the Class A column at their closest current salary with devaluation.

without  
SM  
W.P.

Wayne E. Rubin 6/16/2025  
Signature of the GEA Negotiations Chair/Date

Heather Stewart 6/16/25

L. J. [Signature]  
SAA

Signature of the GBOE Negotiations Chair/Date

Jane P. Longley

Members of the Association shall be permitted to contribute any number of leave days they wish to a bank of days available to any employee who has exhausted their paid leave days. The pool of donated days shall be known as the "Sick Leave Bank." Participation in the Sick Leave Bank is strictly voluntary

Pursuant to N.J.S.A. 18A:30-11, the Sick Leave Bank shall be administered by a Committee, which shall be composed of three (3) members annually selected by the Board of Education and three (3) members annually selected by the Association. The Sick Leave Bank shall operate as follows:

A. Eligibility to participate in the Sick Leave Bank:

1. All employees covered by this agreement, as enumerated in Article I(A), shall be eligible to donate sick leave days to the Sick Leave Bank after one (1) full year of employment with the district, unless otherwise authorized by a majority of the Committee.
2. All Sick Leave Bank days must be donated and used in whole-day units.

a. Contributions and withdrawals to the Sick Leave Bank by part-time employees shall be calculated as whole days, despite these days otherwise constituting less than whole-day increments in other contexts.

3. Any employee seeking to use days accumulated by the Sick Leave Bank must have, prior to their request, donated at least one (1) day to the Sick Leave Bank.

B. An employee seeking to use Sick Leave Bank days must submit a written request to the Committee that the employee has exhausted (or will exhaust) all of their paid leave days. All requests shall specify the number of sick leave days sought by the employee.

1. An employee may request a maximum of ninety (90) days from the Sick Leave Bank in any request.
2. Should an employee require more days than specified in a prior Sick Leave Bank request, nothing shall prevent that employee from making a subsequent request.
3. Any allocation or denial of Sick Leave Bank days to a requesting employee shall be determined exclusively by the Committee on a case-by-case basis. Such determination may not be the subject of a grievance.

4. If, at any time, an employee returns to work after utilizing days from the Sick Leave Bank, the employee shall be required to reapply for permission to use sick leave days for any subsequent absence during that school year, or in following school years.

5. Verification of continued illness or injury will be required at reasonable intervals as determined by the Committee, and includes, but is not limited to, a diagnosis from a qualified medical professional that indicates that the employee suffers from a serious or life-threatening medical condition that will have a dire medical impact on the employee.

C. Any unused days donated to the Sick Leave Bank shall carry over from year-to-year until all days have been used by either the employee making the initial request or another employee.

D. The Committee shall keep a log of the number of days donated, the number of days used, and the number of days carried forward from year-to-year.

E. An employee shall be entitled to no more than one hundred and fifty (150) days from the Sick Leave Bank in a school year, and there shall not be any automatic carryover of an

approval for leave granted by the Sick Leave Bank into subsequent school year. Application for Sick Leave Bank days in subsequent years may only be made following the exhaustion of the requesting employee's paid leave for that year.

Nothing in this section shall be construed or inferred as a waiver of the Board's, or a participating employee's, rights and obligations under N.J.S.A. 18A:1-1, et seq. or N.J.A.C. 6A:1-1, et seq

GEA/GBOE Tentative Contractual Language Agreements  
Of June 16, 2025

The GBOE tentatively agrees to the following GEA Proposals:

- GEA 10 ~~Add:~~  
High School Graduation Secretary ~~\$500~~  
Senior Trip Secretary ~~\$500~~
- GEA 21 Sick Bank Language – see attached
- GEA 31 Article XXIX Severance Pay for Unit Members  
Page 27. A. Change \$85 per day to \$90 Per day.
- GEA 50 Article X. Reimbursement for Professional Courses  
Page 11 C. Change \$40 to \$60
- GEA 56 Article VI FORMAL GREIVANCE PROCEDURE  
Pages 3-4. Replace current language with the following:
- Leave at 20 days
  - #4 move to another spot in article such as between 6-10
  - 2.b – increase 8 to 10 days
  -
- GEA 54 Article XXII Secretarial/Transportation Personnel Daily Hours, Snow Days,  
Office Closures and Work Year Reduction  
Page 21. C. WORK YEAR REDUCTION/INCREASE 2, MECHANICS  
Add e. Mechanics working on a holiday shall be paid double time.
- GEA 55 Article XXII Secretarial/Transportation Personnel Daily Hours, Snow Days,  
Office Closures and Work Year Reduction  
Page 21 C. WORK YEAR REDUCTION/INCREASE 2. MECHANICS  
Change e. to f. Mechanics will be provided with approved uniforms

GEA Withdraws #8 #13 #19 #36

  
Signature of the GEA Negotiations Chair/Date

  
8/16/2025

  
Signature of the GBOE Negotiations Chair/Date