

Sidebar Agreement Between
The Paterson Charter Education Association

And

Paterson Charter School For Science and Technology

The Parties agree to modify the 2022-2027 Collective Negotiations Agreement as follows:

1. The Salary Guides in Schedule A, Part 1 (Teachers – BA), Part 2 (Teachers – MA) and Part 3 (Teachers – PhD) shall be replaced with the attached salary guides (Exhibit A).
2. The changes are effective as of January 1, 2024
3. For the 2023-2024 school year, adjustments will only be applied to the current employees who were employed as of June 30, 2022.
4. Certificated Longevity shall be replaced with the attached guide (Exhibit B)
5. Article VIII.C shall be modified to read “All teachers shall be provided with two (2) daily preparation periods. One (1) of the preparation periods may be used ~~as common planning time or a professional learning committee up to once per week for a PLC or a meeting~~ **as needed.**”

This agreement is subject to ratification by the members of the Paterson Charter Education Association and approval by the Board of Trustees.


Shawn Ziem
PCEA President

Dated: 1/18/2024


Riza Gurcanli
Lead Person

Dated: 01/18/2024

EXHIBIT A

Schedule A - Revised Teacher Salary Guide

Part 1 - Teachers, BA

2023-24	
Step	Salary
1	60,285
2	61,800
3	63,320
4	64,835
5	66,350
6	67,865
7	69,380
8	70,895
9	72,410
10	73,925
11	75,440
12	76,955
13	76,955
14	76,955
15	76,955
16	76,955
17	76,955
18	76,955
19	76,955
20	76,955

2024-25	
Step	Salary
1	60,745
2	62,255
3	63,765
4	65,275
5	66,800
6	68,325
7	69,850
8	71,375
9	72,900
10	74,425
11	75,950
12	77,475
13	79,000
14	79,000
15	79,000
16	79,000
17	79,000
18	79,000
19	79,000
20	79,000

2025-26	
Step	Salary
1	61,435
2	62,930
3	64,425
4	65,920
5	67,420
6	68,920
7	70,420
8	71,920
9	73,420
10	73,925
11	75,425
12	76,925
13	78,425
14	79,925
15	79,925
16	79,925
17	79,925
18	79,925
19	79,925
20	79,925

2026-27	
Step	Salary
1	62,200
2	63,700
3	65,200
4	66,700
5	68,200
6	69,700
7	71,200
8	72,700
9	74,200
10	75,700
11	77,200
12	78,700
13	80,200
14	81,700
15	83,200
16	83,200
17	83,200
18	83,200
19	83,200
20	83,200

Part 2 - Teachers, MA

2023-24	
Step	Salary
1	63,285
2	64,800
3	66,320
4	67,835
5	69,350
6	70,865
7	72,380
8	73,895
9	75,410
10	76,925
11	78,440
12	79,955
13	79,955
14	79,955
15	79,955
16	79,955
17	79,955
18	79,955
19	79,955
20	79,955

2024-25	
Step	Salary
1	63,745
2	65,255
3	66,765
4	68,275
5	69,800
6	71,325
7	72,850
8	74,375
9	75,900
10	77,425
11	78,950
12	80,475
13	82,000
14	82,000
15	82,000
16	82,000
17	82,000
18	82,000
19	82,000
20	82,000

2025-26	
Step	Salary
1	64,435
2	65,930
3	67,425
4	68,920
5	70,420
6	71,920
7	73,420
8	74,920
9	76,420
10	76,925
11	78,425
12	79,925
13	81,425
14	82,925
15	82,925
16	82,925
17	82,925
18	82,925
19	82,925
20	82,925

2026-27	
Step	Salary
1	65,200
2	66,700
3	68,200
4	69,700
5	71,200
6	72,700
7	74,200
8	75,700
9	77,200
10	78,700
11	80,200
12	81,700
13	83,200
14	84,700
15	86,200
16	86,200
17	86,200
18	86,200
19	86,200
20	86,200

EXHIBIT A

Part 3 - Teachers, Ph.D.

2023-24	
Step	Salary
1	67,285
2	68,800
3	70,320
4	71,835
5	73,350
6	74,865
7	76,380
8	77,895
9	79,410
10	80,925
11	82,440
12	83,955
13	83,955
14	83,955
15	83,955
16	83,955
17	83,955
18	83,955
19	83,955
20	83,955

2024-25	
Step	Salary
1	67,745
2	69,255
3	70,765
4	72,275
5	73,800
6	75,325
7	76,850
8	78,375
9	79,900
10	81,425
11	82,950
12	84,475
13	86,000
14	86,000
15	86,000
16	86,000
17	86,000
18	86,000
19	86,000
20	86,000

2025-26	
Step	Salary
1	68,435
2	69,930
3	71,425
4	72,920
5	74,420
6	75,920
7	77,420
8	78,920
9	80,420
10	80,925
11	82,425
12	83,925
13	85,425
14	86,925
15	86,925
16	86,925
17	86,925
18	86,925
19	86,925
20	86,925

2026-27	
Step	Salary
1	69,200
2	70,700
3	72,200
4	73,700
5	75,200
6	76,700
7	78,200
8	79,700
9	81,200
10	82,700
11	84,200
12	85,700
13	87,200
14	88,700
15	90,200
16	90,200
17	90,200
18	90,200
19	90,200
20	90,200

EXHIBIT B

Revised Longevity

<i># of years served</i>	<i>Longevity</i>
0	
1	150
2	300
3	450
4	600
5	1,875
6	2,275
7	2,700
8	3,150
9	3,625
10	5,000
11	5,525
12	6,075
13	6,650
14	7,250
15	10,750
16	12,250
17	14,000
18	16,000
19	18,250
20	20,750