

HBOE/HEA MARCH 2025 SIDEBAR AGREEMENT

SCHEDULE N

Amendment to Section 1: “High School Activities and Clubs” Factor Guide

Page 32 of the 2021-2024 HBOE/HEA Agreement

1. <u>High School Activities and Clubs</u>	<u>Factor</u>
Educational TV and Media	0.063
Audiovisual	0.063
Freshman Class Advisor	0.022
Sophomore Class Advisor	0.022
Junior Class Advisor (2)	0.035
Senior Class Advisor (2)	0.052
Literary Magazine	0.034
National Honor Society	0.051
Newspaper	0.063
School Play Director	0.080
School Play Musical Director	0.070
School Play Producer	0.044
School Play Set Design/Construction	0.035
School Play House Manager	0.015
School Play Choreographer	0.060
Student Council	0.060
Scholarship Coordinator	0.072
Yearbook	0.091
Marching Band	0.080
Asst. Marching Band (Comettes)	0.062
Academic Decathlon Coach	0.072
F.B.L.A. Advisor	0.051
Interact Club	0.051
Weight Room Monitor – 1 per season	0.030
Model United Nations	0.071
Spanish Honor Society	0.051
Robotics	0.051
	0.051
L.A.S.A.	0.051
Gay/Straight Alliance (G.S.A.)	<u>0.051</u>
<u>Future Engineers</u>	<u>0.051</u>
<u>E-Sports</u>	

SCHEDULE N
Amendment to Section 2: “Middle School Activities & Clubs”
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2.	<u>Middle School Activities and Clubs</u>	<u>Factor</u>
	Yearbook	0.060
	Literary Magazine	0.022
	Chorus	0.029
	Newspaper	0.034
	Dramatics – 2	
	Head Dramatics	0.060
	Asst Dramatics	0.042
	Educational TV & Media	0.062
	Junior Honor Society	0.034
	Student Council	0.034
	Dance Club	0.030
	Robotics – 2	
	Head Robotics	0.042
	Asst Robotics	0.021
	Gay/Straight Alliance (G.S.A.)	0.051
	<u>ReACT</u>	<u>0.051</u>

SCHEDULE M
Amendment to Section 5: “Athletic Coaches” & “Athletic Coaching Factors”
Page 33-34 of the 2021-2024 HBOE/HEA Agreement

5. Athletic Coaches
Head coaches shall be compensated in accordance with the following factors.
Assistant coaches shall be compensated at sixty-five percent (65%) of the rate for head coaches. A head coach for both boys’ and girls’ varsity teams of the same sport, simultaneously, shall be compensated at 1.5 times the head coach’s rate.

ATHLETIC COACHING FACTORS

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Track Coordinator (Acts as Head Coach for Boys and Girls Cross Country, Boys and Girls Winter Track and Boys and Girls Spring Track).	0.481	0.520	0.562
Football	0.190	0.222	0.240
Basketball	0.167	0.176	0.190
Wrestling			
Baseball	0.154	0.161	0.167
Softball			
Soccer			
Spring Track			
Cross Country	0.130	0.141	0.154
Volleyball			
Tennis			
Field Hockey			
Ice Hockey			
Winter Track			
Swimming			
<u>Girl's Flag</u>			
<u>Football</u>			
Bowling	0.103	0.111	0.120
Golf			
Fall Cheer	0.080	0.087	0.095
Winter Cheer			
Crew			
Middle School Teams	0.034	0.037	0.040
<u>Elementary School</u> <u>Teams</u>			

All articles and sections of articles that are not modified herein shall continue unchanged from the 2021-2024 HBOE/HEA Agreement.

IN WITNESS WHEREOF, the parties here unto set their hands and seal this on _____ day of _____ 2025.

HACKENSACK BOARD OF EDUCATION

Jennifer Harris, Board President Lydia Singh, Board Secretary

HACKENSACK EDUCATION ASSOCIATION

Caseen Gaines, Association President Antoinette Walker-Hazel, Negotiations Co-Chair