

MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN
TEANECK PUBLIC LIBRARY BOARD OF TRUSTEES
AND
TEANECK PUBLIC LIBRARY STAFF ASSOCIATION

This Memorandum of Agreement, entered into on this 16th day of February, 2022, by and between the TEANECK PUBLIC LIBRARY BOARD OF TRUSTEES (hereinafter referred to as the "Library") and the Teaneck Public Library Staff Association (hereinafter referred to as the "Union").

For and in consideration of the mutual promises and conditions hereinafter contained, the parties agree to amend the parties Collective Negotiation Agreement dated September 10, 2020 for the previous term January 1, 2020 through December 31, 2021, as follows:

1. Term: The new CNA shall remain in effect for a four (4) year term, from January 1, 2022 through December 31, 2025.
2. Salaries:
 - a. Effective January 1, 2022, the maximum salaries as set forth on Salary Schedules 1 and 2 as of January 1, 2021 shall be increased by 1.9%.
 - b. Effective January 1, 2023, the maximum salaries as set forth on Salary Schedules 1 and 2 as of January 1, 2022 shall be increased by 1.9%.
 - c. Effective January 1, 2024, the maximum salaries as set forth on Salary Schedules 1 and 2 as of January 1, 2023 shall be increased by 2.0%.
 - d. Effective January 1, 2025, the maximum salaries as set forth on Salary Schedules 1 and 2 as of January 1, 2024 shall be increased by 2.0%.
3. All members still progressing through the Steps shall not receive the percentage raises set forth above until they attain the maximum salary ranges.
4. The minimum salary Step for Librarian and Library Assistant shall be adjusted as follows:
 - a. Minimum Salary for Librarians and Library Assistants in Schedules 1 and 2 shall be replaced by the "old" Step 1, eliminating the "old" Minimum.
 - b. The new Step 1 will be the former Step 2.
 - c. After Step 1 for Librarians, the salary will revert to Step 1 for Senior Librarian and continue through the Senior Librarian steps.

- d. After Step 1 for Library Assistants, the salary will revert to Step 1 for Senior Library Assistant and continue through the Senior Library Assistant Steps.
5. Salary percentage increases shall apply to full and part-time employees, which includes retroactive pay, if applicable, but excludes random or seasonal employees.
6. The foregoing provisions shall be subject to the ratification/approval by the Board of Trustees of the Teaneck Public Library and by the membership of the Union. Upon ratification/approval by both parties, the Teaneck Public Library shall prepare a revised Collective Negotiation Agreement reflecting the changes and the revised salary schedule for each year. The signatories to this Memorandum agree to recommend to their respective principals the ratification/approval of this Memorandum.
7. All provisions of the current collection negotiation agreement, not changed or otherwise modified herein, shall remain in effect.
8. Any matters proposed by either party during these negotiations not otherwise incorporated herein, shall be deemed withdrawn.

IN WITNESS WHEREOF, the negotiating representatives of the respective parties have signed below on this 16th day of February, 2022.

WITNESS:

Teaneck Public Library Board of Trustees

By: 3/11/22

By: [Signature]

Teaneck Public Library Staff
Association

By: [Signature]

DEAN B. KAZINCI
Township Manager
Township of Teaneck
818 Teaneck Road
Teaneck, NJ 07666

2/16/2022

By: [Signature] TPLSA President &
negotiating committee

[Signature]

Margaret Frankel negotiating committee

SCHEDULE 1 (FOR EMPLOYEES HIRED ON OR AFTER 1/1/2012)

2022 SALARY GUIDE

	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5	Maximum
Building Service Worker	\$37,160	\$38,418	\$39,677	\$40,935	\$42,192	\$43,956	\$48,039
Building Maintenance Worker	\$37,160	\$38,418	\$39,677	\$40,935	\$42,192	\$43,956	\$48,039
Sr. Maintenance Repairer LPL	\$51,611	\$54,097	\$57,403	\$60,178	\$63,090	\$66,148	\$73,134
Library Assistant	\$41,130	\$42,349	After Step 1 begin Step 1 of Salary for Senior Library Assistant				
Senior Library Assistant	\$43,432	\$44,714	\$46,001	\$47,286	\$48,576	\$49,856	\$53,932
Principal Library Assistant	\$46,973	\$48,536	\$50,090	\$51,646	\$53,201	\$54,762	\$59,375
Principal Library Account Clerk	\$46,973	\$48,536	\$50,090	\$51,646	\$53,201	\$54,762	\$59,375
Supervising Library Assistant	\$55,977	\$57,267	\$58,543	\$59,820	\$61,091	\$62,376	\$68,518
Librarian	\$56,605	\$58,244	After Step 1 begin Step 1 of Salary for Senior Librarian				
Senior Librarian	\$57,286	\$60,366	\$62,568	\$66,529	\$69,609	\$72,565	\$79,949
Non-Guide	Low	High					
Supervising Librarian	\$69,662	\$103,190					
Principal Librarian	\$61,199	\$103,190					
Supervising Mtc. Repairer LCL	\$44,270	\$73,457					

SCHEDULE 1 (FOR EMPLOYEES HIRED ON OR AFTER 1/1/2012)

2023 SALARY GUIDE

	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5	Maximum
Building Service Worker	\$37,160	\$38,418	\$39,677	\$40,935	\$42,192	\$43,956	\$48,951
Building Maintenance Worker	\$37,160	\$38,418	\$39,677	\$40,935	\$42,192	\$43,956	\$48,951
Sr. Maintenance Repairer LPL	\$51,611	\$54,097	\$57,403	\$60,178	\$63,090	\$66,148	\$74,523
Library Assistant	\$41,130	\$42,349	After Step 1 begin Step 1 of Salary for Senior Library Assistant				
Senior Library Assistant	\$43,432	\$44,714	\$46,001	\$47,286	\$48,576	\$49,856	\$54,956
Principal Library Assistant	\$46,973	\$48,536	\$50,090	\$51,646	\$53,201	\$54,762	\$60,503
Principal Library Account Clerk	\$46,973	\$48,536	\$50,090	\$51,646	\$53,201	\$54,762	\$60,503
Supervising Library Assistant	\$55,977	\$57,267	\$58,543	\$59,820	\$61,091	\$62,376	\$69,819
Librarian	\$56,605	\$58,244	After Step 1 begin Step 1 of Salary for Senior Librarian				
Senior Librarian	\$57,286	\$60,366	\$62,568	\$66,529	\$69,609	\$72,565	\$81,468
Non-Guide	Low	High					
Supervising Librarian	\$69,662	\$105,151					
Principal Librarian	\$61,199	\$105,151					
Supervising Mtc. Repairer LCL	\$44,270	\$74,852					

SCHEDULE 1 (FOR EMPLOYEES HIRED ON OR AFTER 1/1/2012)

2024 SALARY GUIDE

	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5	Maximum
Building Service Worker	\$37,160	\$38,418	\$39,677	\$40,935	\$42,192	\$43,956	\$49,930
Building Maintenance Worker	\$37,160	\$38,418	\$39,677	\$40,935	\$42,192	\$43,956	\$49,930
Sr. Maintenance Repairer LPL	\$51,611	\$54,097	\$57,403	\$60,178	\$63,090	\$66,148	\$76,014
Library Assistant	\$41,130	\$42,349	After Step 1 begin Step 1 of Salary for Senior Library Assistant				
Senior Library Assistant	\$43,432	\$44,714	\$46,001	\$47,286	\$48,576	\$49,856	\$56,055
Principal Library Assistant	\$46,973	\$48,536	\$50,090	\$51,646	\$53,201	\$54,762	\$61,713
Principal Library Account Clerk	\$46,973	\$48,536	\$50,090	\$51,646	\$53,201	\$54,762	\$61,713
Supervising Library Assistant	\$55,977	\$57,267	\$58,543	\$59,820	\$61,091	\$62,376	\$71,216
Librarian	\$56,605	\$58,244	After Step 1 begin Step 1 of Salary for Senior Librarian				
Senior Librarian	\$57,286	\$60,366	\$62,568	\$66,529	\$69,609	\$72,565	\$83,097
Non-Guide	Low	High					
Supervising Librarian	\$69,662	\$107,254					
Principal Librarian	\$61,199	\$107,254					
Supervising Mtc. Repairer LCL	\$44,270	\$76,349					

SCHEDULE 1 (FOR EMPLOYEES HIRED ON OR AFTER 1/1/2012)

2025 SALARY GUIDE

	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5	Maximum
Building Service Worker	\$37,160	\$38,418	\$39,677	\$40,935	\$42,192	\$43,956	\$50,929
Building Maintenance Worker	\$37,160	\$38,418	\$39,677	\$40,935	\$42,192	\$43,956	\$50,929
Sr. Maintenance Repairer LPL	\$51,611	\$54,097	\$57,403	\$60,178	\$63,090	\$66,148	\$77,534
Library Assistant	\$41,130	\$42,349	After Step 1 begin Step 1 of Salary for Senior Library Assistant				
Senior Library Assistant	\$43,432	\$44,714	\$46,001	\$47,286	\$48,576	\$49,856	\$57,177
Principal Library Assistant	\$46,973	\$48,536	\$50,090	\$51,646	\$53,201	\$54,762	\$62,948
Principal Library Account Clerk	\$46,973	\$48,536	\$50,090	\$51,646	\$53,201	\$54,762	\$62,948
Supervising Library Assistant	\$55,977	\$57,267	\$58,543	\$59,820	\$61,091	\$62,376	\$72,640
Librarian	\$56,605	\$58,244	After Step 1 begin Step 1 of Salary for Senior Librarian				
Senior Librarian	\$57,286	\$60,366	\$62,568	\$66,529	\$69,609	\$72,565	\$84,759
Non-Guide	Low	High					
Supervising Librarian	\$69,662	\$109,399					
Principal Librarian	\$61,199	\$109,399					
Supervising Mtc. Repairer LCL	\$44,270	\$77,876					

SCHEDULE 2 (FOR EMPLOYEES HIRED BEFORE 1/1/2012)

2022 SALARY GUIDE

	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5	Maximum
Building Service Worker	\$40,066	\$41,422	\$42,779	\$44,136	\$45,491	\$47,393	\$56,616
Building Maintenance Worker	\$40,066	\$41,422	\$42,779	\$44,136	\$45,491	\$47,393	\$56,616
Sr. Maintenance Repairer LPL	\$55,647	\$58,327	\$61,892	\$64,884	\$68,023	\$71,320	\$86,191
Library Assistant	\$44,346	\$45,660	After Step 1 begin Step 1 of Salary for Senior Library Assistant				
Senior Library Assistant	\$45,750	\$47,132	\$48,520	\$49,905	\$51,296	\$52,676	\$62,317
Principal Library Assistant	\$50,646	\$52,331	\$54,007	\$55,684	\$57,361	\$59,044	\$69,976
Principal Library Account Clerk	\$50,646	\$52,331	\$54,007	\$55,684	\$57,361	\$59,044	\$69,976
Supervising Library Assistant	\$60,354	\$61,745	\$63,121	\$64,498	\$65,868	\$67,253	\$80,751
Librarian	\$61,031	\$62,798	After Step 1 begin Step 1 of Salary for Senior Librarian				
Senior Librarian	\$61,765	\$65,086	\$67,460	\$71,731	\$75,052	\$78,239	\$94,223
Non-Guide	Low	High					
Supervising Librarian	\$75,109	\$121,614					
Principal Librarian	\$65,984	\$121,614					
Supervising Mtc. Repairer LCL	\$47,732	\$86,570					

SCHEDULE 2 (FOR EMPLOYEES HIRED BEFORE 1/1/2012)

2023 SALARY GUIDE

	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5	Maximum
Building Service Worker	\$40,066	\$41,422	\$42,779	\$44,136	\$45,491	\$47,393	\$57,691
Building Maintenance Worker	\$40,066	\$41,422	\$42,779	\$44,136	\$45,491	\$47,393	\$57,691
Sr. Maintenance Repairer LPL	\$55,647	\$58,327	\$61,892	\$64,884	\$68,023	\$71,320	\$87,829
Library Assistant	\$44,346	\$45,660	After Step 1 begin Step 1 of Salary for Senior Library Assistant				
Senior Library Assistant	\$45,750	\$47,132	\$48,520	\$49,905	\$51,296	\$52,676	\$63,501
Principal Library Assistant	\$50,646	\$52,331	\$54,007	\$55,684	\$57,361	\$59,044	\$71,305
Principal Library Account Clerk	\$50,646	\$52,331	\$54,007	\$55,684	\$57,361	\$59,044	\$71,305
Supervising Library Assistant	\$60,354	\$61,745	\$63,121	\$64,498	\$65,868	\$67,253	\$82,285
Librarian	\$61,031	\$62,798	After Step 1 begin Step 1 of Salary for Senior Librarian				
Senior Librarian	\$61,765	\$65,086	\$67,460	\$71,731	\$75,052	\$78,239	\$96,013
Non-Guide	Low	High					
Supervising Librarian	\$75,109	\$123,924					
Principal Librarian	\$65,984	\$123,924					
Supervising Mtc. Repairer LCL	\$47,732	\$88,215					

SCHEDULE 2 (FOR EMPLOYEES HIRED BEFORE 1/1/2012)

2024 SALARY GUIDE

	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5	Maximum
Building Service Worker	\$40,066	\$41,422	\$42,779	\$44,136	\$45,491	\$47,393	\$58,845
Building Maintenance Worker	\$40,066	\$41,422	\$42,779	\$44,136	\$45,491	\$47,393	\$58,845
Sr. Maintenance Repairer LPL	\$55,647	\$58,327	\$61,892	\$64,884	\$68,023	\$71,320	\$89,585
Library Assistant	\$44,346	\$45,660	After Step 1 begin Step 1 of Salary for Senior Library Assistant				
Senior Library Assistant	\$45,750	\$47,132	\$48,520	\$49,905	\$51,296	\$52,676	\$64,771
Principal Library Assistant	\$50,646	\$52,331	\$54,007	\$55,684	\$57,361	\$59,044	\$72,731
Principal Library Account Clerk	\$50,646	\$52,331	\$54,007	\$55,684	\$57,361	\$59,044	\$72,731
Supervising Library Assistant	\$60,354	\$61,745	\$63,121	\$64,498	\$65,868	\$67,253	\$83,931
Librarian	\$61,031	\$62,798	After Step 1 begin Step 1 of Salary for Senior Librarian				
Senior Librarian	\$61,765	\$65,086	\$67,460	\$71,731	\$75,052	\$78,239	\$97,933
Non-Guide	Low	High					
Supervising Librarian	\$75,109	\$126,403					
Principal Librarian	\$65,984	\$126,403					
Supervising Mtc. Repairer LCL	\$47,732	\$89,979					

SCHEDULE 2 (FOR EMPLOYEES HIRED BEFORE 1/1/2012)

2025 SALARY GUIDE

	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5	Maximum
Building Service Worker	\$40,066	\$41,422	\$42,779	\$44,136	\$45,491	\$47,393	\$60,022
Building Maintenance Worker	\$40,066	\$41,422	\$42,779	\$44,136	\$45,491	\$47,393	\$60,022
Sr. Maintenance Repairer LPL	\$55,647	\$58,327	\$61,892	\$64,884	\$68,023	\$71,320	\$91,377
Library Assistant	\$44,346	\$45,660	After Step 1 begin Step 1 of Salary for Senior Library Assistant				
Senior Library Assistant	\$45,750	\$47,132	\$48,520	\$49,905	\$51,296	\$52,676	\$66,066
Principal Library Assistant	\$50,646	\$52,331	\$54,007	\$55,684	\$57,361	\$59,044	\$74,186
Principal Library Account Clerk	\$50,646	\$52,331	\$54,007	\$55,684	\$57,361	\$59,044	\$74,186
Supervising Library Assistant	\$60,354	\$61,745	\$63,121	\$64,498	\$65,868	\$67,253	\$85,609
Librarian	\$61,031	\$62,798	After Step 1 begin Step 1 of Salary for Senior Librarian				
Senior Librarian	\$61,765	\$65,086	\$67,460	\$71,731	\$75,052	\$78,239	\$99,892
Non-Guide	Low	High					
Supervising Librarian	\$75,109	\$128,931					
Principal Librarian	\$65,984	\$128,931					
Supervising Mtc. Repairer LCL	\$47,732	\$91,779					