

AGREEMENT

between the

PORT REPUBLIC EDUCATION ASSOCIATION

and the

PORT REPUBLIC BOARD OF EDUCATION

July 1, 2007 through June 30, 2010

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PREAMBLE

This AGREEMENT is entered into this _____ day of _____, 2007 by and between the Board of Education of Port Republic, County of Atlantic, State of New Jersey, herein called the “Board”, and the Port Republic Education Association, hereinafter called the “Association”.

ARTICLE I
RECOGNITION

The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiation concerning grievances and terms and conditions of employment for all certified personnel employed by the Board but excluding the Chief School Administrator, the Board Secretary, Substitute Teachers and independent contractors.

ARTICLE II
GRIEVANCE PROCEDURE

A. Definitions

1. A “grievance is a claim by a teacher based upon the interpretation, application, or violation of the agreement, policies, or administrative decisions affecting a teacher’s or group of teacher’s terms and conditions of employment.
2. An “aggrieved person” is the person or persons making the claim.
3. A “party in interest” is the person or persons making the claim and any person, including the Board, who might be required to take action, or against who action might be taken, in order to resolve the claim.

B. Purpose

1. The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which from time to time arise affecting teachers. Both parties agree that these proceedings be kept as informal and confidential as may be appropriate at any level of this procedure.
2. 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, however, be extended by mutual consent or agreement.
3. Failure to process a grievance to the next level of the procedure within the certified time limit should be deemed as a waiver of further appeal.

C. Procedure

1. Any problem shall be discussed informally first with the Chief School Administrator within fifteen (15) school days after becoming aware of the said act, which caused the grievance, and occurred during the current contract year. Should the C.S.A. be unable to resolve the problem to the satisfaction of the teacher within ten (10) school days, the matter shall be reduced to writing and re-submitted as a formal grievance to the Chief School Administrator.

2. Level One

Within five (5) school days after receipt of the formal written grievance, the Chief School Administrator shall render a decision in writing to the aggrieved employee.

3. Level Two

A. If the aggrieved person 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, then the aggrieved person may within ten (10) school days render an appeal to the Board of Education. The request shall be submitted in writing through the Chief School Administrator, who will forward the request to the Board of Education.

B. The Board shall review a grievance at the first regularly scheduled School Board meeting following receipt of the grievance, or at the first special School Board meeting scheduled for that purpose following the receipt of the grievance, whichever meeting occurs first. The Board shall render a decision in writing within ten (10) days following the aforementioned hearing.

4. Level Three

- A. If the Association determines the grievance is meritorious and is not satisfied with the Board's decision, or if no decision has been rendered, the Association may submit the matter to binding arbitration within fifteen (15) calendar days after the Board's decision, or if the absence of the Board's decision within thirty (30) calendar days of the submission of the grievance to the Board, provided that the Association notifies the Board of Education in writing of its intent to proceed to arbitration within the prescribed time lines set forth herein above.
- B. A request for a list of arbitrators may be made to the Public Employment Relations Commission by either party. The parties shall be bound by the rules and procedures of PERC.
- C. Only matters relating to teacher's terms and conditions of employment as set forth in this Agreement may be submitted to arbitration. The Arbitrator shall be limited to the issue(s) submitted and shall consider nothing else. The Arbitrator can add nothing to, subtract anything from, nor modify the express terms of this agreement.
- D. The Arbitrator's decision shall be submitted in writing to the Board and to the Association, and shall be final and binding upon the parties.
- E. All costs of arbitration including, but not limited to, per diem expenses, travel expenses, subsistence, and costs for the hearing area, shall be shared equally by the Board and the Association. All other expenses shall be paid by the party incurring such expenses.
- F. It is further understood that the arbitration procedure relative thereto as set forth herein shall not apply to the following matters.

- (1) Matters for which a method of reviews is prescribed either by law or Regulation of the State Commissioner of Education:
- (2) In matters where the Board is without authority to act:
- (3) Any matter which, according to law, is exclusively within the discretion of the Board:
- (4) A complaint of a non-tenure teacher which arises by reason of his/her not being re-employed:
- (5) A complaint by a teacher arising from the appointment to or lack of appointment to, retention in or lack of retention in, any position which tenure is either not possible or not required.

Additional Procedures

- A. All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file, and shall not be kept in the personnel file of any of the participants.
- B. Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents shall be prepared jointly by the Chief School Administrator and the Association and given appropriate distribution so as to facilitate operation of the grievance procedure. No materials or equipment of the School Board may be used in making reports or forms without the prior consent of said School Board.
- C. All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives heretofore referred to in this Article.
- D. If a grievance affects a group or class of teachers, the Association may submit such grievance in writing to the Chief School Administrator directly and the processing of such grievance shall be commenced at Level Two.

- E. All teachers, including the aggrieved, are required to follow administrative directive and Board policies under the direction of the Chief School Administrator and Administration regardless of the status of any grievance until such grievance is properly determined.

- F. No reprisals of any kind shall be taken by either party against any participants in the grievance procedure by reason of such participation.

- G. Any aggrieved person may be represented at all stages of the grievance procedure by himself or at his option, by a representative selected by the Association. When an employee is not represented by the Association, the Association shall have the right to be present, and to state its views, at all stages of the grievance procedure. Such procedure concerning representation shall not apply at Level One.

ARTICLE III

TEACHER WORK YEAR

- A. The teacher's work year shall be a maximum of 184 days, inclusive of non student in-service days.

- B. The District further agrees to provide, on a voluntary basis, other opportunities to the staff for such in-service after school hours and on days when school is not in session. These days shall be in addition to the 184 maximum.

- C. The District further agrees to be willing to submit other full day in-service programs which have been determined by the Chief School Administrator to be necessary or desirable, for consideration of CEI credit, but this shall in no way obligate the district to alter such in-service in subject or scope to comply with such CEI requirements.

ARTICLE IV

TEACHER WORK DAY ASSIGNMENTS

A. Work Day

1. The work day for teachers shall consist of a maximum of seven (7) hours. The work days for teachers will not begin before 7:30 am nor end later than 4:00 pm. The exact reporting and dismissal times for teachers will be provided to teachers by the Chief School Administrator when available. Teachers will report to school fifteen (15) minutes before classes begin and remain fifteen (15) minutes after classes dismiss. Two (2) assigned duty teachers will report for duty fifteen (15) minutes before classes begin and remain no later than fifteen (15) minutes after classes dismiss.

B. Lunch

Teachers will have a forty (40) minute duty-free lunch on all days when school is in full session. On one (1) day per week, a teacher's lunch period may be reduced to thirty (30) minutes if he/she is assigned to supervise the students' lunch room/recess.

C. Duty Time

The Chief School Administrator shall make every effort to schedule each staff member to an equal number or amount of duty periods as every other staff member.

D. Preparation Time

Full time teaching staff will have one hundred and fifty (150) minutes of preparation time per week. Part time teaching staff will have an equal percentage of preparation time in relation to hours worked per week. For example: If an employee works a 50% schedule, the employee is entitled to 75 minutes of preparation time per week. Such preparation periods shall not be less than twenty (20) consecutive minutes each.

E. Parent Conferences

1. Teachers shall attend one (1) "Back-to-School Night" per school year for 2.5 consecutive hours with early release during the day.
2. Teachers shall attend two (2) evening parent conferences per school year for 2.5 consecutive hours with early release time during the day.

It is understood that the purpose of the early release time is to accommodate the full seven (7) hour work day.

F. Meetings

1. Full time teachers may be required to remain after the end of the regular work day without additional compensation for the purpose of attending general staff, school faculty or other professional meetings for up to ten (10) hours per school year. No more than three (3) meetings may be held in any one month. The Administration shall provide teachers with a minimum of three (3) school days written notice of a meeting except in the case of an emergency. Meetings shall commence fifteen (15) minutes after student dismissal and shall not last longer than one (1) hour. The minimum length of a scheduled meeting may be one-half (1/2) hour. Any meeting which lasts for less than one-half (1/2) hour shall be counted as a thirty minute meeting. Meetings shall not be scheduled for Fridays or the last day of school before a holiday.

3. Part time staff (24.5) hours or less per week shall be required to attend staff meetings if their workdays end at 2:30 p.m. or beyond. Meetings are optional for Part time staff that are scheduled to leave earlier than 2:30 pm but these staff members are responsible to obtain meeting material.

G. Curricular & Co-Curricular Stipends

Extra-curricular and co-curricular activities and stipends that are scheduled outside of the normal school day will be posted by the Board of Education by September 30th of each school year.

H. Extra Work Assignments

Extra work assignments, including curriculum writing, may be created and posted by the Board of Education. Teachers who perform such assignments shall be compensated at the rate of \$34.00 for 2007-2008, \$36.00 for 2008-2009, and \$38.00 for 2009-2010. The number of hours for each activity shall be determined by the Chief School Administrator in consultation with the teacher prior to the start of the activity.

ARTICLE V

TEACHER FACILITIES

- A. An appropriate room shall be reserved for the use of teachers as a faculty lounge.

ARTICLE IV

SICK LEAVE

A. Sick Leave

Full-time teaching staff will have ten (10) sick days per school year. Part-time teaching staff will have an equal percentage of sick days in relation to hours worked per week.

Unused leave shall be accumulated year to year.

B. All teachers will receive written notification of their accumulated sick leave days no later than September 30 of each school year.

C. Payment for Accumulated Unused Sick Leave

1. Any teacher who retires according to the provisions of the T.P.A.F. in order to receive immediate benefits as opposed to “deferred” benefits and has fifteen (15) continuous years of teaching service in the Port Republic School District or who has twenty (20) continuous years of teaching in the Port Republic School District and who elects to “defer” retirement benefits in accordance with the provisions of T.P.A.F. shall be eligible for payment for unused sick leave.
2. Teachers planning to retire must notify the Chief School Administrator no later than December 1 of the year preceding the effective date of retirement in order to receive prompt payment. Those who fail to comply with notification procedure described herein shall be required to wait for said payment until such time as (1) the money is allocated in the next school budget and (2) the instant budget becomes effective.

3. To qualify for payment , a retiring teacher must have a minimum accumulation of seventy-five (75) accumulated sick days. Upon qualifying, payment will be based on all days accumulated and will be reimbursed as follows:
 - A. 50% of the employee's per diem rate at retirement times the number of days accumulated. The employee's per diem rate shall be calculated as 1/200th of annual contractual salary. Payment shall be based upon all accumulated days.
 - B. The maximum payout for any one employee shall be ten thousand dollars (\$10,000). A retiring teacher with 30 years or more of continuous employment in the Port Republic School District shall have the maximum payout of (\$20,000).
 - C. Payments shall be made in two (2) equal installments as follows:
 1. The first payment will be made within thirty (30) days of actual retirement or deferral pursuant to paragraph 1 above.
 2. The second payment will be made according to the following schedule:
 - A. If an employee provides notice pursuant to paragraph 2 above, and actually retires or defers by July 1 immediately following the academic year, the second payment shall be made on January 15th of the following calendar year.
 - B. If an employee does not provide notice pursuant to paragraph 2 above or does not retire or defer by July 1 immediately following the academic year, payment shall be made on July 15th of the following calendar year.

D. Attendance Incentive

Any teacher having 100% attendance in a school year exclusive of bereavement leave and/or professional development days as approved by the Chief School Administrator shall receive the following incentives:

0 absences	\$450.00
1 absence	\$400.00
2 absences	\$350.00
3 absences	\$300.00

Such payment shall be made to the teacher prior to June 30th of the school year for which the incentive was earned. Teachers will not be required to “sell” or “cash out” sick days to achieve these incentives.

ARTICLE VII

TEMPORARY LEAVES OF ABSENCE

A. Personal Leave

1. All teachers will have three (3) personal days leave per school year. All part time teachers will have an equal percentage of personal days leave in relation to hours worked per week. Prior written notification needs to be received by the Chief School Administrator or when unavailable, by his/her designee.

2. It is agreed that no more than two (2) employees will utilize personal leave on any given day. The Chief School Administrator. has the authority, however, to waive this limitation in the event of extenuating circumstances and is further agreed that such a waiver by the Chief School Administrator shall not be withheld unreasonably without cause.

3. Unused personal leave will accumulate as sick leave.

- B. All teachers shall be granted two (2) days leave with full pay per school year in the event of illness in the employee's immediate family as described in Paragraph C.1. of this article.

C. Bereavement Leave

With proper verification as requested by the Chief School Administrator, each teacher shall be granted:

1. Up to five (5) days of absence in the event of a death in the teacher's immediate family (spouse, child, parent, brother, sister).
2. Up to three (3) days of absence in the event of a death of a teacher's or spouse's grandparent or grandchild.
3. Up to three (3) days of absence in the event of a death of a teacher's father-in-law, mother-in-law, brother-in-law, sister-in-law.
4. Up to one (1) day of absence in the event of a death of a teacher's or spouse's relative not enumerated above.

D. Professional Leave

Employees may be granted leaves of absence for professional days at the discretion of the Chief School Administrator.

ARTICLE VIII

EXTENDED LEAVES OF ABSENCE

A. Voluntary Medical Disability Leave

1. An employee may be granted an unpaid leave of absence for up to one (1) year for medical disability substantiated by a certificate from a physician. Said leave shall commence upon the exhaustion of paid sick leave, or at such other date as may be requested by the employee and approved by the Board.

2. Requests for disability leave shall be submitted by the employee at least ninety (90) calendar days in advance. However, in the event that ninety (90) days advance notification is not possible, the employee shall request the leave as soon as the need is known.

3. All requests for leave shall include the period of time requested and the specific date on which the leave will terminate and the employee expects to return to active employment.

5. In considering a request for a leave to commence at a time other than upon exhaustion of sick leave, and in considering the termination date for any requested leave, the Board may adjust the actual commencement or termination date after consideration of the employee's medical needs, students' needs and administrative factors. To the extent possible, with due consideration of the employee's medical needs, leaves should not commence nor end during the school year except at the end of the second marking period.

B. Child Rearing Leave

1. Immediately following the adoption of a pre-school child or, in the event of child birth, immediately following the end of the employee's disability or the exhaustion of paid sick leave, a teacher shall be entitled to an unpaid leave of absence. Such leave may be for the balance of the school year and or the balance of the school year and the entire following school year. Requests shall be made to the Board at least ninety (90) calendar days in advance and all requests shall include the period of time requested and the date on which the leave will terminate and the employee will return to active employment.
2. Only one employee may request and be approved for a child rearing leave for the same child.
3. An employee who has taken a child rearing leave shall not be entitled to another child rearing leave until he/she has returned to work for a period of time at least equal to the amount of time of the preceding child rearing leave.

C. Other Leave

A leave of absence without pay may be granted for up to one (1) full school year. The granting of a leave for such other purpose shall be on a case by case basis and at the sole discretion of the Board of Education.

D. General Leave Provisions

1. The Board is under no obligation to continue the employment of a non-tenured employee beyond the contracted period.
2. While on leave, the employee shall not be considered to be in active service and shall not be entitled to any compensation and benefits granted to active employees. Accumulated and unused sick leave shall, however, be restored to the employee upon return to active employment.
3. Time absent on unpaid leave shall not be considered in determining eligibility for tenure and no credit for a salary increment shall be granted for any year in which the teacher does not work at least five months.
4. In the event of extenuating circumstances, leaves may be extended or renewed. Such extension or renewal shall be on a case by case basis at the sole discretion of the Board of Education.

ARTICLE IX

INSURANCE PROTECTION

A. Health Insurance

1. The Board shall provide medical insurance equivalent to NJSHB and all full time teachers employed 25 hours or more per week and for their families, where applicable.
2. The Board shall provide a prescription drug plan equivalent to the NJSHB for all teachers employed 25 hours or more per week and for their families, where applicable. At this writing, NJSHB prescription plan co-pay is \$3.00 generic/\$10.00 name brand.
3. The Board shall provide dental insurance for all teachers employed 25 hours or more per week and for their families where applicable (no other changes in dental).
4. The Board shall reimburse any eligible employee who chooses the opt-out program for any or all parts of the above mentioned health plans with the following amounts per year:

A.	Medical:	\$2,800.00
B.	Prescription	\$1,500.00
C.	Dental	\$ 700.00
	Total for all 3 plans:	\$5,000.00

The Board will provide a section 125 plan.

C. Dental Insurance Plan

1. The Board agrees to provide a Dental Plan (Delta Dental Plan of NJ) for each eligible employee, and where appropriate, coverage for dependents. Such dental plan shall provide at least the following coverages:

A. \$1,000 maximum per family member per year.

B. Co-insurance: 100% for Preventative & Diagnostic

80% for Basic Services

50% for Major Services

C. \$25 deductible per patient per calendar year (not applicable to preventative and diagnostic services) with \$75.00 family aggregate maximum per calendar year.

D. Orthodontia - \$1,000 lifetime maximum (50% co-insurance).

2. In order to provide the Delta Dental Plan as described above, it is agreed that each teacher shall contribute two hundred dollars (\$200.00) per year towards the premium cost for said plan.

ARTICLE X

TEACHER EVALUATION

A. Non-Tenured Teachers

Non-tenured teachers shall be formally evaluated at least three (3) times per year. Teachers shall be given a written copy of the evaluation at least one (1) full day prior to the conference. Teachers shall be given the opportunity to have a conference with the Chief School Administrator within eight (8) school days of the observation, except in extenuating circumstances. An informal conference may be held within the eight (8) day period.

B. Tenured Teachers

Tenured teachers shall be formally evaluated at least one (1) time per year. Teachers shall be given a written copy of the evaluation at least one (1) full day prior to the conference. Teachers shall be given the opportunity to have a conference with the Chief School Administrator within eight (8) school days of the observation, except in extenuating circumstances. An informal conference may be held within the eight (8) day period.

ARTICLE XI

TUITION REIMBURSEMENT AND PROFESSIONAL ADVANCEMENT

A. Tuition Reimbursement

The Board of Education agrees to reimburse employees for graduate educational course tuition up to a yearly (July-June) total amount not to exceed the cost of six (6) graduate credits at the September 1, Rowan University rate. Graduate course must have prior approval by the Chief School Administrator, and reimbursement will be made upon successful completion of the course as verified by an official college or university transcript.

B. Other Professional Reimbursements

The Board agrees to pay the full cost of tuition in connection with any course, workshop seminars, conferences, in-training session, or other such sessions which a teacher is required or requested to take by the Chief School Administrator.

C. Professional Advancement

If a teacher anticipates moving horizontally on the salary guide for the next school year, the teacher must notify the Chief School Administrator in writing before December 1st of the preceding school year.

ARTICLE XII

MISCELLANEOUS PROVISIONS

A. **Printing of the Agreement**

The Board of Education agrees to provide each employee with a copy of the signed negotiated Agreement and to provide ten (10) extra copies to the Association.

B. The Chief School Administrator will make every effort to have the teaching schedules and pay schedule available by August 15.

1. The Board of Education shall provide three (3) days annually to be used by Representatives of the Association.

2. The Association President shall be granted Release time, 1 period per week, to conduct Association business.

ARTICLE XIII

DURATION OF AGREEMENT

This AGREEMENT shall be July 1, 2007 and shall continue in effect until June 30, 2010.

FOR THE ASSOCIATION

FOR THE BOARD OF EDUCATION

BY: _____
President

BY: _____
President

BY: _____
Secretary

BY: _____
Secretary

SALARY SCHEDULE A

2007-2008

A.

			YEAR 1				
Step	BA	BA+15	BA+30	MA	MA+15	MA+30	
A	43,404	44,750	45,358	46,052	46,877	47,745	
B	43,604	44,956	45,567	46,264	47,093	47,965	
C	43,914	45,276	45,890	46,593	47,427	48,306	
D	44,224	45,595	46,214	46,922	47,762	48,647	
E	45,060	46,457	47,088	47,809	48,665	49,566	
F	45,952	47,377	48,020	48,755	49,628	50,547	
G	47,477	48,949	49,614	50,374	51,276	52,225	
H	49,062	50,583	51,269	52,054	52,987	53,968	
I	51,575	53,174	53,896	54,721	55,701	56,733	
J	55,475	57,195	57,971	58,859	59,913	61,023	
K	59,375	61,216	62,047	62,997	64,125	65,313	
L	63,275	65,237	66,122	67,135	68,337	69,603	

* The salary figures above regarding educational salary increments reflect the following increase:

BA + 15 = + 3.1% of appropriate BA Level

BA + 30 = + 4.5% of appropriate BA Level

MA = + 6.1% of appropriate BA Level

*MA + 15 = + 8% of appropriate BA Level

*MA + 30 = + 10% of appropriate BA Level

*Movement on the Salary Guide to this Level for additional credit shall only be for credits earned that are educationally appropriate.

B. Assistant to the Principal

Assistant to the Principal shall receive a stipend of \$2,750.00 plus three (3) compensatory days. Any unused compensatory days shall accumulate from year to year and at a time of retirement shall be added to the employee's accumulated sick leave for compensation as per Article VI, Section C. In the event of extenuating circumstances, such accumulated compensatory days or any part thereof, may be granted by the Chief School Administrator to be used by the employee.

SALARY SCHEDULE B

2008-2009

A.

			YEAR 2				
Step	BA	BA+15	BA+30	MA	MA+15	MA+30	
A	44,801	46,190	46,817	47,534	48,385	49,281	
B	45,001	46,396	47,026	47,746	48,601	49,501	
C	45,201	46,602	47,235	47,958	48,817	49,721	
D	45,520	46,931	47,569	48,297	49,162	50,072	
E	46,381	47,818	48,468	49,210	50,091	51,019	
F	47,299	48,765	49,427	50,184	51,082	52,028	
G	48,869	50,384	51,068	51,850	52,778	53,755	
H	50,499	52,065	52,772	53,580	54,539	55,549	
I	53,729	55,395	56,147	57,007	58,027	59,102	
J	57,529	59,312	60,118	61,038	62,131	63,282	
K	61,329	63,230	64,089	65,070	66,235	67,462	
L	65,129	67,148	68,060	69,102	70,339	71,642	

* The salary figures above regarding educational salary increments reflect the following increase:

BA + 15 = + 3.1% of appropriate BA Level

BA + 30 = + 4.5% of appropriate BA Level

MA = + 6.1% of appropriate BA Level

*MA + 15 = + 8% of appropriate BA Level

*MA + 30 = + 10% of appropriate BA Level

*Movement on the Salary Guide to this Level for additional credit shall only be for credits earned that are educationally appropriate.

B. Assistant to the Principal

Assistant to the Principal shall receive a stipend of \$2,750.00 plus three (3) compensatory days. Any unused compensatory days shall accumulate from year to year and at a time of retirement shall be added to the employee's accumulated sick leave for compensation as per Article VI, Section C. In the event of extenuating circumstances, such accumulated compensatory days or any part thereof, may be granted by the Chief School Administrator to be used by the employee.

SALARY SCHEDULE C

2009-2010

A.

	YEAR 3					
Step	BA	BA+15	BA+30	MA	MA+15	MA+30
A	46,336	47,772	48,421	49,162	50,043	50,969
B	46,536	47,978	48,630	49,374	50,259	51,189
C	46,736	48,185	48,839	49,587	50,475	51,409
D	46,936	48,391	49,048	49,799	50,691	51,629
E	47,823	49,306	49,975	50,740	51,649	52,605
F	48,770	50,281	50,964	51,745	52,671	53,647
G	50,388	51,950	52,656	53,462	54,419	55,427
H	52,355	53,978	54,711	55,548	56,543	57,590
I	56,055	57,792	58,577	59,474	60,539	61,660
J	59,755	61,607	62,444	63,400	64,535	65,730
K	63,455	65,422	66,310	67,325	68,531	69,800
L	67,155	69,236	70,177	71,251	72,527	73,870

* The salary figures above regarding educational salary increments reflect the following increase:

BA + 15 = + 3.1% of appropriate BA Level

BA + 30 = + 4.5% of appropriate BA Level

MA = + 6.1% of appropriate BA Level

*MA + 15 = + 8% of appropriate BA Level

*MA + 30 = + 10% of appropriate BA Level

*Movement on the Salary Guide to this Level for additional credit shall only be for credits earned that are educationally appropriate.

B. Assistant to the Principal

Assistant to the Principal shall receive a stipend of \$2,750.00 plus three (3) compensatory days. Any unused compensatory days shall accumulate from year to year and at a time of retirement shall be added to the employee's accumulated sick leave for compensation as per Article VI, Section C. In the event of extenuating circumstances, such accumulated compensatory days or any part thereof, may be granted by the Chief School Administrator to be used by the employee.

LONGEVITY

C.

2007-08	Beginning	63,275	65,237	66,122	67,135	68,337	69,603
2%	15 Years	1,266	1,305	1,322	1,343	1,367	1,392
4.8%	20 Years	3,037	3,131	3,174	3,222	3,280	3,341
7.64%	25 Years	4,834	4,984	5,052	5,129	5,221	5,318
10.52%	30 Years	6,657	6,863	6,956	7,063	7,189	7,322
2008-09	Beginning	65,129	67,148	68,060	69,102	70,339	71,642
2%	15 Years	1,303	1,343	1,361	1,382	1,407	1,433
4.8%	20 Years	3,126	3,223	3,267	3,317	3,376	3,439
7.64%	25 Years	4,976	5,130	5,200	5,279	5,374	5,473
10.52%	30 Years	6,852	7,064	7,160	7,270	7,400	7,537
2009-10	Beginning	67,155	69,236	70,177	71,251	72,527	73,870
2%	15 Years	1,343	1,385	1,404	1,425	1,451	1,477
4.8%	20 Years	3,223	3,323	3,368	3,420	3,481	3,546
7.64%	25 Years	5,131	5,290	5,361	5,444	5,541	5,644
10.52%	30 Years	7,065	7,284	7,383	7,496	7,630	7,771