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AGREEMENT BETWEEN:

Borough

THE AUDUBON BOARD OF EDUCATION

(employer)

AND

THE AUDUBON EDUCATION ASSOCIATION

FOR

1982-1984

x July 1, 1982 - June 30, 1984

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PREAMBLE

A. This agreement entered into this 1st day of July, 1982 by and between the Board of Education of Audubon, New Jersey, hereinafter called the "Board", and the Audubon Education Association, hereinafter called the "Association", is intended to improve the cooperation between the Board and the professional staff (as represented by the Association) for the betterment of the educational program in the Audubon Public Schools.

B. It is stipulated by both the Board and the Association that this agreement is entered into in good faith, and that both parties will work cooperatively to carry out the agreements, herein set forth, within the framework of the laws of the State of New Jersey.

WHEREAS, The Board and the Association recognize and declare that providing a quality education for the children of the Audubon school system is their mutual aim and that the character of such education is dependent upon:

1. Curriculum offerings
2. Quality teaching
3. Adequate plant, facilities, and equipment
4. Morale of student body and professional Staff, and

WHEREAS, The members of the teaching profession are particularly qualified to advise in the formulation of the policies and programs designed to improve the educational standards, and

WHEREAS, The Board has an obligation, pursuant to Chapter 123, Public Laws 1974, to negotiate with the Association as the representative of employees hereinafter designated with respect to the terms and conditions of employment, and

WHEREAS, The parties have reached certain understandings which they desire to confirm in this Agreement, be it

RESOLVED, In consideration of the following mutual covenants, it is agreed as follows:

ARTICLE I. RECOGNITION

A. The Association recognizes the Board as the representative of the Government of the State of New Jersey charged with the responsibility under the law of operating public schools in the Borough of Audubon.

B. 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 certificated professional personnel under contract employed by the Board, including:

1. Classroom teachers
2. Guidance personnel
3. Special teachers (music, reading, etc.)
4. Librarians
5. Nurses
6. Department Heads
7. Basic Skills Improvement Program teachers
8. Learning Disabilities specialists

but excluding all Administrators and all part-time, not under contract and non-certificated personnel.

C. Unless otherwise indicated, the term "teacher", when used hereinafter in the Agreement, shall refer to all employees represented by the Association in the negotiating unit as above defined, and references to male teachers shall include female teachers.

ARTICLE II. NEGOTIATION OF SUCCESSOR AGREEMENT

A. The parties agree to enter into collective negotiation for a successor Agreement in accordance with Chapter 123, Public Laws 1974 in a good-faith effort to reach agreement on all matters concerning the terms and conditions of teachers' employment. Such negotiations shall begin in accordance with the PERC timetable. Any agreement so negotiated shall be reduced to writing, signed by the Board and the Association, ratified by the Association and be adopted by the Board.

Level 2 - Superintendent

If the aggrieved person is not satisfied with the disposition of the grievance at Level 1 or if no decision has been rendered within five (5) school days after presentation of the grievance, he may file the grievance in writing through the Association within five (5) school days. Within seven (7) school days after receiving the written grievance, the Superintendent shall render a decision to the aggrieved person and/or his representative.

Level 3 - Grievance Meeting With Board of Education

- a. If a grievance is not resolved to the aggrieved person's satisfaction, he, not later than five (5) school days after receipt of the Superintendent's decision, may request a review by the Board. The request shall be submitted in writing through the Superintendent of Schools who shall attach all related papers and forward the request to the Board.
- b. The Board, or a committee thereof, shall review the grievance and render a decision in writing within thirty (30) calendar days of the receipt of the grievance. All parties involved and their representatives shall be present unless waived.

Level 4 - Arbitration

- a. If the decision of the Board does not resolve the grievance to the satisfaction of the aggrieved person and he wishes a review by a third party, and if the Association determines that the matter should be reviewed further, it shall so advise the Board through the Superintendent within twenty (20) school days in receipt of the Board's decision. However, the Board's decision shall be final and binding on the grievance concerning:
 1. any matter for which a specified method of review is prescribed and expressly set forth by law or any rule or regulation of the State Commissioner of Education, or
 2. a complaint of a non-tenure teacher which arises by reason of his not being re-employed, or
 3. a complaint by any teacher occasioned by the lack of appointment to any bonus position for which tenure either is not possible or not required, or
 4. any matter which, according to law, is either be-

only such parties in interest and their designated or selected representatives, heretofore referred to in this Article.

3. If, in the judgment of the AEA a grievance affects a group or class of teachers, the AEA may submit such grievance in writing to the Superintendent directly and the processing of such grievance shall be commenced at Step 2. The AEA may process such grievance through all levels of the grievance procedure even though the aggrieved person does not wish to do so.

4. All teachers, including grievant, are required to follow administrative directives and Board Policies under the direction of the Superintendent and administration regardless of the pendency of any grievance until such grievance is properly determined.

ARTICLE IV. TEACHER RIGHTS AND RESPONSIBILITIES

A. Pursuant to Chapter 123, Public Laws 1974, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Association and its affiliates for the purpose of engaging in collective negotiations and other concerted activities for mutual aid and protection. As a duly selected body exercising governmental power under the laws of the State of New Jersey, the Board undertakes and agrees that it shall not, directly or indirectly, discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by Chapter 123, Public Laws 1974, or other laws of New Jersey or the Constitutions of New Jersey and the United States; that it shall not discriminate against any teacher with respect to hours, wages, or any terms or conditions of employment by reason of his membership in the Association and its affiliates, his participation in any activities of the Association and its affiliates, collective negotiations with the Board, or his institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

B. The teacher shall maintain the right and responsibility to determine grades within the grading policy of the Audubon School District based on his professional judgment of available criteria pertinent to any given subject area or activity to which he is responsible.

unless by mutual consent.

C. The Association and its representatives may have the privilege to use school buildings at all reasonable hours for meetings upon application for use of buildings through the Superintendent of Schools. The Principal of the building concerned shall be notified in advance of time and place of all such meetings.

D. The Association may, with administrative permission, use school facilities and equipment, including typewriters, mimeographing machines, other duplicating equipment, calculating machines and all types of audio-visual equipment, when such equipment is not otherwise in use. All equipment shall be operated by competent personnel. The Association shall be responsible for any damage or repair to the equipment and pay for any supplies that are used.

E. The Association shall have, in each school building, the exclusive use of a specified area on a bulletin board in each faculty lounge. Copies of all materials to be posted on such bulletin boards shall be given to the building administrator.

F. The Association shall have the privilege to use the inter-school facilities and school mail boxes as it deems necessary and so long as it does not disrupt mail distribution for school purposes.

G. The above privileges may be withdrawn at the discretion of the Superintendent, if abused.

H. The rights and privileges of the Association and its representatives as set forth in this Agreement shall be granted only to the Association as the exclusive representative of the teachers, and to no other teacher organizations.

I. The Association shall be provided, without cost to it, adequate office space in a building at a location and of a description to be mutually agreed upon. The Association shall be allowed to install a telephone in such office at its own expense, and pay for its operation.

J. The Board shall enter into no contract for instruction of students with groups or companies other than staff properly certificated by the State of New Jersey with the exception of Driver Education, Special Education, and Community Education.

maximum number of classes.

2. The daily teaching load in the elementary schools shall not exceed five hours and fifteen minutes (5½ hours) of pupil contact.

The schedule for the elementary school day will be set up as follows:

8:35 Teachers arrive and are in classroom
8:45 School day begins; children enter classroom
11:45 Dismiss for lunch
12:35 Teachers return from lunch and are in classrooms
12:45 Students return from lunch
3:00 Students dismissed for the day
3:10 Teachers may leave

3. Junior and senior high school teachers shall not be required to teach more than two (2) subject areas, wherever administratively possible.

4. The high school Athletic Director shall not be assigned to more than two (2) student instruction-supervision periods each day, and shall be excused from regular study hall duties and home room assignments.

C. 1. Building-based teachers may be required to remain after the end of the regular work day, without additional compensation, for the purpose of attending building faculty or other professional meetings three (3) days each month. Such meetings shall run for no more than sixty (60) minutes each. Except in cases of emergency involving the health and safety of students and teachers, if additional time is needed, students shall be dismissed early.

2. Meetings which take place after the regular in-school work day and which require attendance shall not be called on Fridays or on any day immediately preceding any holiday or other day upon which teacher attendance is not required at school except in cases of emergency as defined above in C (1.)

3. An Association representative may speak to the teachers during any meeting referred to in paragraph 1 above for at least ten (10) minutes at the request of the representative.

4. The notice of an agenda for any meeting shall be given to the teachers involved at least one (1) day prior to the meetings, except in an emergency. Teachers shall have the opportunity to suggest items for the agenda.

B. Book storage will be provided in each classroom. Transport to central storage will be eliminated.

C. Only a simple inventory of "books in room" will be required.

D. Central register and clerical services will be employed to reduce, whenever possible, register keeping, and cumulative recordkeeping.

E. The Board and Administration will make every effort to reduce non-teaching duties such as duplication of materials, typing, etc.

F. The Board shall continue to maintain a central register in the elementary schools.

G. A teacher may, on a voluntary basis, be asked by the Building Principal/Superintendent to use his automobile in the conducting of school business, attending of conferences, etc. He shall be compensated for such use at the I.R.S. rate.

H. The Board will make a reasonable effort to spread the coverage of classes for teachers who are late or absent among all teachers in a particular building.

ARTICLE XI. TEACHER EMPLOYMENT

A. Teachers shall be notified of their contract for the ensuing year no later than April 30th.

B. Teachers shall be notified in writing of their class subject, building and/or room assignments no later than July 30th.

ARTICLE XII. SALARIES

A. Salary increases shall be in accordance with Exhibits A and B attached.

B. 1. Teachers employed on a ten (10) month basis shall be paid in twenty (20) equal semi-monthly installments.

2. Teachers may individually elect to have ten per cent (10%) of their monthly salary deducted from their pay. These funds shall be paid to the teacher or his estate on the

Said documents shall be reviewed by the Superintendent or his designee and if, in fact, they are obsolete or otherwise inappropriate to retain, they shall be destroyed. The Superintendent's decision with respect to retention or nonretention of any document shall be final.

D. No material derogatory to a "teacher's" conduct, service, character, or personality shall be placed in his personnel file unless the "teacher" has had an opportunity to review the material. The "teacher" shall acknowledge that he has had the opportunity to review such material by affixing his signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The "teacher" shall also have the right to submit a written answer to such material and his answer shall be reviewed by the Superintendent or his designee and attached to the file copy.

E. Although the Board agrees to protect the confidentiality of personal references, academic credentials and other similar documents, it shall not establish any separate personnel file which is not available for the "teacher's" inspection.

F. Any complaints regarding a "teacher" made to any member of the Administration by any parent, student, or other person which are used in any manner in evaluating a "teacher" shall be promptly investigated and called to the attention of the "teacher". The "teacher" shall be given an opportunity to respond to and/or rebut such complaint, and shall have the right to be represented by the Association or anyone designated to be a representative at any meeting or conference regarding such complaint. In the event a "teacher" does not sign the evaluation, a copy will be sent to the President of the Association and a copy will be placed in the "teacher's" file.

G. Non-tenure "teachers" shall be evaluated by their superiors at least four (4) times in each school year, to be followed in each instance by a written evaluation report and by a conference between the "teacher" and his immediate superior for the purpose of identifying any deficiencies, extending assistance for their correction, and improving instruction.

Such evaluation in each instance shall consist of at least three (3) in-classroom observations of at least twenty-five (25) minutes, each occurring on separate days.

H. Final evaluation of a "teacher" upon termination of his employment shall be concluded prior to severance and

B. Teachers shall be given a written accounting of accumulated sick leave days no later than September 30th of each school year.

C. The need for presentation of a medical certificate after sick leave shall be at the discretion of the Superintendent of Schools.

D. Upon retirement under the pension law, after fifteen (15) years of service in the Audubon School District, the Board shall pay the employee \$7.50 for each day of accumulated, unused sick leave days.

ARTICLE XVII. TEMPORARY LEAVES OF ABSENCE

A. Types of Leave:

As of the beginning of each school year, teachers shall be entitled to the following temporary non-accumulative leaves of absence with full pay each school year:

1. PERSONAL - Three (3) days leave of absence for personal, legal, business, household or family matters which require absence during school hours. Application to the teacher's principal or other immediate superior for personal leave shall be made at least five (5) days before taking such leave (except in the case of emergencies) and the applicant for such leave shall be required to state the reason for taking such leave in accordance with the above language.

2. LEGAL - Up to two (2) days in any school year for appearance in any legal proceeding at which the employee's presence is required by subpoena in order to appear as a witness.

3. DEATH - The following Bereavement Leave shall be granted to teachers in the event of the death of a relative:

pay to any employee upon request subject to the following stipulations and limitations:

1. The Board may remove any pregnant teacher from her duties on any one of the following bases:
 - (a) Her work performance substantially declines from the period preceding pregnancy.
 - (b) Her physical condition or capacity renders her incapable of performing her assigned duties, which shall be deemed to exist if:
 - (1) The pregnant teacher fails to produce a physician's certificate that she is medically able to continue working, or
 - (2) The Board's physician concludes she is unable to continue teaching.
 - (c) Any other just cause that is found to exist in N.J.S.A. Title 18A.
2. The Board shall grant a leave of absence for medical reasons associated with pregnancy and birth to pregnant teachers on the same terms and conditions governing leaves of absence for other illness or medical disabilities, as set forth in N.J.S.A. Title 18A:30-1 et. seq.
3. Any tenured or non-tenured teacher seeking ~~such~~ leave shall apply to the Board thirty (30) school days prior to the beginning of leave. At the time of application, the employee shall specify in writing the date on which she wishes to commence leave and the date on which she wishes to return to work after birth. The Board may require any employee to produce a certificate from a physician in support of the requested leave dates.

6. In any sub-section of Section B where the teacher's physician and the Board's physician disagree concerning the teacher's ability to continue or resume working, they shall jointly agree upon a third physician who shall examine the teacher. His conclusion concerning the teacher's ability to continue or resume working shall be binding upon all parties.
 7. No teacher on Maternity Leave shall, on the basis of said leave, be denied the opportunity to substitute in the Audubon School District in the area of her certification or competence except when on disability leave.
- C.
1. Salary - a teacher who worked through the last school day prior to December 31st of the preceding school year shall, upon return from leave, be placed on the next level of the salary guide. Effective salary shall be at the new salary scale.
 2. Benefits - all benefits to which a teacher was entitled at the time her leave of absence commenced including unused accumulated sick leave, shall be restored to her upon her return. She shall be assigned to a position within her certification.

ARTICLE XIX. PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

A. In our rapidly changing society, teachers must constantly review curricular content, teaching methods and materials, educational philosophy and goals, social change and other topics related to education. The Board recognizes that it shares with its professional staff responsibility for the upgrading and updating of teacher performance and attitudes. The Board and the Association support the principle of continuing training of teachers and the improvement of instruction. The parties further agree that each teacher should fulfill the obligation for professional improvement in ways that best serve his own problems, functions, interests, and needs in the educational process.

B. In-service Courses developed to meet local needs may be taken by a teacher for salary scale credit (one, two or three credits) depending upon the scope and time factors of the In-service Course.

- (a) Hospital room and board and miscellaneous costs
- (b) Out-patient benefits
- (c) Laboratory fees, diagnostic expense, and therapy treatments
- (d) Maternity costs
- (e) Surgical costs
- (f) Major-medical coverage

2. Carrier(s)

For the duration of this Agreement, the health insurance carrier(s) shall be the New Jersey Public and School Employees Health Benefits Plan (referred to as "the State Plan"). Carriers will consist of Blue Cross, Blue Shield, Rider "J", plus major-medical coverage underwritten by the Prudential Insurance Company.

B. Description to Teachers

The Board shall provide to each teacher a description of the health-care insurance coverage provided under this Article for each year of the duration of this Agreement, no later than September 30, 1982 and September 30, 1983. Such description shall include a clear description of conditions and limits of coverage as listed above.

2
1
C. The Board shall pay the Association a lump sum of four thousand (\$4,000.00) dollars in each of the school years 1982-83 and 1983-84 which the Association shall use to administer an insurance program. The Association shall advise the Board as to the nature of the insurance program prior to said payment.

D. Effective July 1, 1982, the Board shall pay \$225.00 per teacher per year for dental coverage.

research, evaluation and recommendations in all areas of instruction such as curriculum, textbook selection, materials and supplies and student evaluation. The recommendations of the Council shall be advisory only.

B. The Council shall consist of one (1) administrator and seven (7) teachers chosen by the Superintendent of Schools and seven (7) teachers chosen by the Association.

C. The Council shall be authorized to establish sub-committees or ad hoc committees for specific projects.

D. The Council shall encourage the initiation of ideas and suggestions for projects by individual teachers, departments, grade levels, association committees, administrators, board members, students and parents.

ARTICLE XXV. REDUCTION IN FORCE

When the Board is considering a reduction in force, it shall notify and consult with the Association concerning such reduction not less than sixty (60) days prior to any layoffs.

ARTICLE XXVI. BOARD RIGHTS

A. The Board reserves to itself sole jurisdiction, authority and responsibility over matters of policy and retains the right, subject only to the limitations imposed by the language of this Agreement, and Chapter 123, Public Laws, 1974:

1. To direct employees of the school district
2. To hire, promote, transfer, assign, and retain employees in positions in the school district, and to suspend, demote, discharge, or take other disciplinary action against employees
3. To relieve employees from duty because of lack of work or for other legitimate reasons
4. To maintain efficiency of the school district operations entrusted to them
5. To determine the methods, means and person-

marital status.

B. Savings Clause

Except as this Agreement shall otherwise provide, all terms and conditions of employment applicable on the effective date of this Agreement to employees covered by this Agreement as established by the rules, regulations and/or policies of the Board in force on said date, shall continue to be so applicable during the term of this Agreement. Unless otherwise provided in this Agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce, or otherwise detract from any teacher benefit existing prior to its effective date.

C. Board Policy

This Agreement shall be construed as Board policy for the term of said Agreement, and the Board shall carry out the commitments contained herein and give them full force and effect as Board Policy.

D. Separability

If any provision of this Agreement is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

E. Compliance Between Individual Contract and Master Agreement

Any individual contract between the Board and an individual teacher, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

F. Printing Agreement

Copies of this Agreement shall be printed at the shared expense of the Board and the Association after agreement with the Association on format within thirty (30) days after the Agreement is signed. Sufficient copies shall be presented to both the Association and the Board.

EXHIBIT A
SALARY SCHEDULE

1982-83

<u>Years</u>	<u>B.A.</u>	<u>BA+30</u>	<u>M.A.</u>	<u>MA+30</u>
1	\$12,750	\$13,050	\$13,350	\$13,950
2	13,250	13,550	13,850	14,450
3	13,750	14,050	14,350	14,950
4	14,250	14,550	14,850	15,450
5	14,750	15,050	15,350	15,950
6	15,250	15,550	15,850	16,450
7	15,750	16,050	16,350	16,950
8	16,250	16,550	16,850	17,450
9	16,750	17,050	17,350	17,950
10	17,250	17,550	17,850	18,450
11	17,750	18,050	18,350	18,950
12	18,350	18,650	18,950	19,550
13	19,050	19,350	19,650	20,250
14	19,750	20,050	20,350	20,950
15	20,450	20,750	21,050	21,650
16	21,150	21,450	21,750	22,350
17	21,850	22,150	22,450	23,050

Staff above Step 17 - \$1,750 increase

Longevity - 20 years - \$400

EXHIBIT C

AUDUBON SCHOOL DISTRICT

SALARY GUIDE

Beginning July 1, 1982, courses to provide lateral movement on the above guide shall meet any one of the below listed criteria:

1. Graduate courses in the teacher's area of instruction granted by an accredited college or university.
2. Graduate courses accepted by the State Board of Examiners for certification purposes.
3. Graduate courses in the field of education.
4. Courses or credit approved by the Superintendent/Principal.

The above language shall not cause any teacher employed prior to June 30, 1982 to revert to another column. All teachers shall receive full credit for courses meeting the above criteria.

The lateral movement described above shall apply only to graduate courses obtained subsequent to the degree. However, this shall not apply to employees employed by the Board prior to July 1, 1982.

	<u>1982-83</u>	<u>1983-84</u>
Yearbook Business Manager	720	780
Detention Proctor (High School)	675	730
Weight-lifting Program Supervisor	985	1,070

ELEMENTARY LEVEL

Safety Patrol Advisors	280	305
Detention Proctors	400	435
Band Director	375	405
Choral Director	375	405
Intra-murals Director	490	530

Teachers assigned to three or more extra-curricular activities such as plays, dances, concerts, sporting events, etc. shall be paid at the rate of \$10.00 per activity. The cost of same shall be assumed by the Board of Education.

1982-83 EXTRA CURRICULAR SALARY GUIDE

ATHLETICS

<u>ACTIVITY</u>	<u># of COACHES</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>
Football - Head	1	1,800	1,943	2,086	2,229	2,372	2,515
Assts.	5	1,065	1,153	1,241	1,329	1,417	1,505
Basketball - Head	2	1,580	1,701	1,822	1,943	2,064	2,185
Asst.	4	1,040	1,116	1,192	1,268	1,344	1,420
Jr. High	2	490	569	648	727	806	885
Wrestling - Head	1	1,580	1,701	1,822	1,943	2,064	2,185
Assts.	1	1,040	1,116	1,192	1,268	1,344	1,420
Jr. High	1	490	569	648	727	806	885
Baseball/Softball							
Head	2	1,420	1,524	1,628	1,732	1,836	1,940
Assts.	4	795	860	925	990	1,055	1,120
Track - Head	2	1,420	1,524	1,628	1,732	1,836	1,940
Assts.	2	795	860	925	990	1,055	1,120
Soccer - Head	1	1,285	1,356	1,427	1,498	1,569	1,640
Assts.	2	710	776	842	908	974	1,040
Hockey - Head	1	1,285	1,356	1,427	1,498	1,569	1,640
Assts.	2	710	776	842	908	974	1,040
Jr. High	1	375	441	507	573	639	705
Tennis - Head	2	1,095	1,160	1,225	1,290	1,355	1,420
Assts.	2	550	593	636	679	722	765
Cross Country - Head	2	1,095	1,160	1,225	1,290	1,355	1,420
Golf - Head	1	630	712	794	876	958	1,040
Asst.	1	330	362	394	426	458	490
Swimming	1	630	712	794	876	958	1,040
Cheerleading	2	575	613	651	689	727	765
Faculty Manager	1	860	925	990	1,055	1,120	1,185

1983-84 EXTRA CURRICULAR SALARY GUIDE

ATHLETICS

<u>ACTIVITY</u>	<u># of COACHES</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>
Football - Head	1	1,950	2,106	2,262	2,418	2,574	2,730
Assts.	5	1,155	1,251	1,347	1,443	1,539	1,635
Basketball - Head	2	1,710	1,842	1,974	2,106	2,238	2,370
Assts.	4	1,125	1,208	1,291	1,374	1,457	1,540
Jr. High	2	530	616	702	788	874	960
Wrestling - Head	1	1,710	1,842	1,974	2,106	2,238	2,370
Asst.	1	1,125	1,208	1,291	1,374	1,457	1,540
Jr. High	1	530	616	702	788	874	960
Baseball/Softball							
Head	2	1,540	1,653	1,766	1,879	1,992	2,105
Assts.	4	860	931	1,002	1,073	1,144	1,215
Track - Head	2	1,540	1,653	1,766	1,879	1,992	2,105
Assts.	2	860	931	1,002	1,073	1,144	1,215
Soccer - Head	1	1,390	1,468	1,546	1,624	1,702	1,780
Assts.	2	770	842	914	986	1,058	1,130
Hockey - Head	1	1,390	1,468	1,546	1,624	1,702	1,780
Assts.	2	770	842	914	986	1,058	1,130
Jr. High	1	405	477	549	621	693	765
Tennis - Head	2	1,185	1,256	1,327	1,398	1,469	1,540
Assts.	2	595	642	689	736	783	830
Cross Country - Head	2	1,185	1,256	1,327	1,398	1,469	1,540
Golf - Head	1	680	770	860	950	1,040	1,130
Asst.	1	360	394	428	462	496	530
Swimming	1	680	770	860	950	1,040	1,130
Cheerleading	2	625	666	707	748	789	830
Faculty Manager	1	930	1,001	1,072	1,143	1,214	1,285