

**Collective Bargaining Agreement**

**Between**

**The Wenonah Board of Education**

**And**

**The Wenonah Education Association**

**For The Years**

**2016-2017, 2017-2018, 2018-2019**

**I. Administrative**

**A. Recognition**

The Wenonah Board of Education hereby recognizes the Wenonah Education Association as the exclusive representative for collective negotiations concerning the terms and conditions of employment for all full and part-time certified teaching staff members, including classroom teachers, librarian, and nurse, but excluding: administrative/supervisory personnel, per diem personnel, substitute and teachers' aides.

The Association shall initiate the collective bargaining process by correspondence to the Board Secretary by October 1 of the last year of the agreement. Collective bargaining meeting between the parties must take place after the reorganization meeting. It is agreed that both parties shall exchange initial proposals defining and limiting the scope of negotiation items to be bargained at the first scheduled meeting.

**B. Management Rights**

The Board reserves jurisdiction and authority over matters of policy and retains the right, subject only to the limitations by the language of this Agreement, in accordance with applicable laws and regulations:

1. To direct employees of the school district;
2. to hire, promote, transfer, assign, and retain employees in positions in the school district;
3. to discipline employees or relieve employees from duty because of lack of work or other legitimate reasons;
4. to maintain efficiency of the school district operations entrusted to it;
5. to determine the methods, means and personnel by which such operations are to be conducted, and,
6. to take whatever actions may be necessary to carry out the mission of the school district in situations of emergency.

**C. Grievance Procedure**

1. Definition:

A grievance is a claim by a teacher or the Association based upon the interpretation, application, or alleged violation of the negotiated agreement, board policy, or administrative decision affecting terms and condition of employment of a teacher or group of teachers.

2. General:

- a. The Grievant shall have the right to present his/her own appeal or designate representatives of the Association, but the Association shall have the right to be present at all stages of the grievance procedures.
- b. A grievance, will be waived and barred if it is not presented in writing within thirty (30) school days of the occurrence on which it is based or the teacher or Association should have known of the occurrence. Furthermore, the

grievance will be barred from proceeding to the next level if the employee fails to adhere to the time lines for such appeal.

- c. It is understood that teachers shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been fully determined.

**3. Procedure**

**Level 1:** The employee shall first discuss the grievance with the Chief School Administrator in an attempt to resolve the matter informally within fifteen (15) school days after the alleged grievance or knowledge of the alleged grievance has occurred.

**Level 2:** If, as a result of the informal discussion, the matter is not resolved to the employee's satisfaction, the employee shall present a formal written grievance to the Chief School Administrator (in accordance with time limits set forth in paragraph 2.b. above). The written grievance shall set forth:

- a. the occurrence giving rise to the grievance;
- b. the date of occurrence;
- c. the specific contract articles or board policies claimed to have been violated, and,
- d. the remedy sought.

The Chief School Administrator shall communicate his/her decision in writing within five (5) school days of the receipt of the grievance.

**Level 3:** If the grievance is not satisfactorily resolved at Level 2, the employee may, within five (5) school days of the receipt of the decision at Level 2, request a review by the Board of Education. The request shall be submitted in writing through the Board Secretary.

- a. Upon receipt of such a letter, the Secretary shall refer the grievance to the Instruction Committee of the Board with a review of the case prepared by the Chief School Administrator. The Committee shall within ten (10) school days meet with the grievant and/or association. Following the meeting, the Committee shall within five (5) school days send their recommendation to the Board for approval.
- b. the Board shall issue its decision to the employee and the Association within 30 school days of receipt of the grievance by the Board at this level.

**D. Association Rights**

- 1. The Wenonah Education Association and its representatives shall have permission to use the school buildings at all reasonable hours for meetings upon application of three school days' notice to the Chief School Administrator. The Chief School Administrator will have the right to approve or disapprove the request. Emergency meetings are held at the discretion of the Chief School Administrator. The WEA and its representatives may use the faculty room at all reasonable hours outside the school day with prior notification to the Chief School Administrator.

2. The Wenonah Education Association shall have the exclusive use of a portion of the bulletin board in the faculty room.
3. The Chief School Administrator will be given a copy of all correspondence the Wenonah Education Association is to distribute through school mailboxes.

**E. Teacher Rights**

1. No material derogatory to an employee's conduct, service, character, or personality shall be placed in a personnel file unless the employee has an opportunity to review such material and affix his/her signature to the copy to be filed with the express understanding, that such signature in no way indicates agreement with the contents thereof. The employee shall also have the right to submit a written answer to such material, and said answer shall be attached to the file copy.

**F. Agency Fee**

Effective July 1, 2004, the Board of Education, pursuant to a proposal made by the Association under the terms of N.J.S.A. 34:13A-5.5, agrees to a representation fee in lieu of dues under the following terms:

**1. Purpose of the Fee**

If any employee does not become a member of the Association during any membership year which is covered in whole or in part of this agreement, said employee will be required to pay a representation fee to the Association for that membership year. The purpose of this fee will be to offset the employee's per capital cost of services rendered by the Association as majority representative.

The representation fee to be paid by nonmembers/fee-payers will be pursuant to the determination of an impartial arbitrator in accordance with the law.

**2. Determination of the Fee**

Prior to the beginning of each membership year (September 1 through August 31), the Association will notify the Board in writing of the amount of the regular membership dues, initiation fees, and assessments charged by the Association to its own members for the academic year. The representation fee to be paid by non-members will be determined by the Association in accordance with the law.

**3. Deduction and Transmission of Fee**

**a. Notification**

Once during each membership year, but no later than October 1 of the year, the Association will submit to the Board a list of those employees who have not become members of the Association for the then current year. The Board will deduct from the salaries of such employees, in accordance with paragraph b. below.

**b. Payroll Deduction Schedule**

The Board will deduct the full amount of the yearly representation fee in equal installments from the paychecks paid to each employee on the aforesaid list during the January through June period.

c. Termination of Employment

If an employee terminates his or her employment with the Board before the Association has received the prorated amount of the representation fee to which it is entitled under this Article, the Board will deduct the unpaid portion of the prorated fee from the last paycheck paid to said employee during the academic year in question.

d. Mechanics

The mechanics for the deduction of representation fees and the transmission of such fees to the Association will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Association.

e. New Employees

Each month in which the Board hires a new unit member(s), the Board will notify the Association in writing of the name(s), job title(s) and date(s) of employment of the new employee(s).

**4. Indemnification**

The Association shall indemnify and hold the Board harmless against any and all claims, demands, suits, and other forms of liability that may arise out of, or by reason of, any action taken or not taken by the Board in conformance with this provision.

**II. Professional**

**A. Teaching Hours**

In general, the teacher workday will be from 8:25 AM to 3:35 PM. Teachers may have hours before or after the normal 8:25 AM – 3:35 PM work day, not to exceed 7 hours and 10 minutes, in order to allow flexibility in scheduling.

1. These hours shall be in effect Monday through Thursday.
2. On Fridays and/or days preceding a scheduled holiday, teachers will be permitted to leave 5 minutes after the student day.

**B. Teacher Preparation Time**

Every full-time teacher will receive 150 minutes of prep time per week to be used for school related matters. All preparation time will be prorated for part-time teachers.

In addition, each full time teacher will be provided with two hours within the teacher workday at the end of the first, second and third marking periods to engage in collaborative planning with grade partners, teachers in grades below and above them, and teachers of special subjects.

Prep periods lost because of school closings, assemblies, special programs, etc. will not be made up. Special area teachers will be responsible for supervising their regularly scheduled classes during assemblies, special programs, etc.

**C. Voluntary Transfers and Reassignments**

All vacancies including "other professional" positions and extra-curricular activity positions will be posted in the school building year round as they arise. During July and August, the Chief School Administrator shall mail copies of all postings and vacancies to the WEA President and Secretary.

Teachers who desire a change in grade and/or subject assignment may file a written statement of intent to the Chief School Administrator. This request will remain on file from September 1 for the following school year and will be reviewed by the Chief School Administrator if a vacancy of that nature arises.

**D. Involuntary Transfers and Reassignments**

Notice of an involuntary transfer or reassignment shall be given to teachers as soon as practical.

An involuntary transfer or reassignment shall be made only after a meeting between the employees involved and the Chief School Administrator, at which time the employee shall be notified of the reason.

A teacher being involuntarily transferred or reassigned shall be placed only in a position of equal salary and benefits.

**E. Evening Meetings**

The Wenonah Education Association agrees to three evening meetings, which includes Back to School Night, one evening meeting that follows a 12:50PM dismissal for the purpose of report card conferences, and the other may fall on a regular or 12:50 dismissal day and will be at the discretion and determination of the Chief School Administrator.

**F. Teacher Evaluation**

Evaluations will be consistent with the Teacher Effectiveness and Accountability for the Children of New Jersey (TEACH-NJ) as set forth in state statute and implementing regulations.

**G. Emergency Work Session**

In the event of an emergency, teachers shall work up to one (1) additional one-session work day without additional compensation.

**III. Benefits**

**A. Personal Days**

The Board shall grant three days per year with prior approval of the Chief School Administrator. Except in the case of emergency, requests must be submitted a minimum of two business days prior to the date requested. Not more than 10% of the staff will be considered for leave on any one day and days will not be considered before or following a holiday period. In all cases the CSA has authority to grant exceptions to the limitations herein when appropriate. Two unused personal days may carry over into the next year for a maximum accumulation of five personal days in any given year. All other unused personal days remaining at the end of the year shall be converted into accumulated sick leave. Personal days converted into accumulated sick leave will be calculated and accounted for as outlined in section III.B. Therefore, no teacher will carry more than five personal days in any given year.

**B. Payment of Unused Sick Days**

The Wenonah Board of Education will pay for previously accumulated and currently earned sick days at a rate of \$50.00 per day, to a maximum of \$15,000, for the term of this contract, provided the teacher who retires has a minimum of 15 years of continuous service in Wenonah School.

An annual accounting of each teacher's days and their value will be reported to the teacher by October 1<sup>st</sup> of each year, which will give a status as of the end of the prior school year.

For budget purposes, written notification of retirement must be made by October 1, prior to retirement to be paid by July 15 of the next school year. Notification after the specified date may result in payment not being made until the following July 15.

**C. Tuition Reimbursement**

Tuition reimbursement shall be capped at \$7,000 for the 2016-2017 school year with an individual cap of \$3,500, and \$5,000 for each of the 2017-2018 and 2018-2019 school years with an individual cap of \$2,500. The Wenonah Board of Education will provide this for graduate level courses including fees and textbooks per policy 4131.1. Funds will be divided equally among qualified applicants. All courses must be approved by the CSA in order to receive reimbursement. Payment will only be made for courses approved by the CSA prior to registering for said courses, and upon receiving a grade of "pass" in a pass/fail situation. No reimbursement for a grade lower than a "B". Reimbursement will be made to the teacher upon presentation of an official transcript. Tuition reimbursement will not be made for any courses taken to meet state requirements for certification.

Teacher(s) receiving tuition reimbursement must remain for one additional year; otherwise, the teacher(s) is responsible to reimburse the Board 50% of tuition paid.

**D. Duty Free Lunch**

All teachers shall receive a forty (40) minute lunch with the exception of inclement weather days, wherein all teachers shall receive a thirty (30) minute lunch with no compensatory time.

**E. Insurance Protection**

The Board shall provide for health and prescription coverage in the New Jersey School Employees Health Benefits Plan (NJSEHBP), or an equivalent or better plan. During the terms of this agreement, the employee shall contribute to the health insurance premiums in accordance with applicable laws.

For each teacher who remains in the employ of the Board for the full school year, the Board shall make payment of insurance premiums to provide insurance coverage for the full twelve (12) month period commencing September 1 and ending August 31. When necessary, premiums on behalf of the teacher shall be made retroactively or prospectively to insure uninterrupted participation in coverage.

There shall be a clear description of conditions and limits of coverage included in the plan as provided by the NJSEHBP on a website provided by the State. The Board will no longer offer and the Association members will no longer be entitled to enroll in NJ Direct 10 or Aetna Freedom 10. In lieu of those plans, the Board will offer NJ Direct 15, Aetna Freedom 15, and Aetna HMO. If the Board determines to provide health and prescription coverage through a plan other than the NJSEHBP, the Board will provide a clear description of conditions and limits of coverage included in the plan.

Teachers not entitled to full family coverage because of single, parent/child, husband/wife status (not in a family situation who waive family coverage), shall be provided an additional \$475.00 for an approved Disability Insurance Protection Plan.

**F. Dental and Prescription Plans**

The Wenonah Board of Education will provide Horizon Blue Cross/Blue Shield of New Jersey single dental coverage for employees only for contract years covered by this agreement. Beginning July 1, 2004 and forward the Board's maximum contribution toward this coverage shall be the actual premium paid during the preceding year increased by ten (10) percent. It is agreed that the Board has the right to change carriers so long as it is an equivalent or better plan. Additional levels of dental coverage shall be made available at employee expense through payroll deduction.

Prescription coverage will be provided to each employee by the Board of Education through the New Jersey State Health Benefits Plan coordinated with the individual health plan coverage selected by the employee.

**G. Maternity/Child-Rearing Leave**

In developing Board Policies for Child-Rearing Leave and Maternity Leave substantial consideration is given to the policy of minimizing the numbers and impact of disruptions to job performance areas and/or to the educational program by limiting the number and extent of employee changes and/or teacher changes which students will experience in any classroom during any single school year.

Maternity Leave – Is a temporary leave of absence requested by an employee and directly related to the bearing and delivery of a child. The time requested by an employee for this purpose must be verified by a doctor and approved by the Board of Education. It is approved only for a period of disability necessary for the health of the employee bearing the child.

Child-Rearing Leave – Is a temporary leave of absence related to the time immediately after a child is born or adopted (but not commencing until the maternity disability, if any, as verified by a physician is terminated) and used by the parent for the care and raising of the child. This leave is not granted as an extension of maternity leave and its purpose is not to be associated with the health of the mother or childbearing in any way.

Employees desiring Maternity Leave and/or Child-Rearing Leave must submit two separate requests. Any tenured or non-tenured teacher seeking such leave shall apply to the Board thirty (30) schools days prior to the beginning of each leave. At the time of application the teacher seeking such leave shall specify in writing the date on which she wishes to commence leave and the date on which she wishes to return to work. The Board or Chief School Administrator may grant emergency leave when advance notice is not possible.

Maternity Leave

1. All tenured or non-tenured pregnant teachers may apply to the Board for a leave of absence without pay and shall be granted that leave at a time mutually agreeable to the administration and the teacher before the expected date of birth (usually thirty days) and continuing to a specific date after birth (usually 30 days). However, the Board need not extend the leave of absence of a non-tenured teacher beyond the end of the contract school year in which that leave is obtained.
2. The Board shall grant maternity leave without pay to any teacher upon request. The Board may remove any pregnant teacher from her teaching duties if her physical



condition or capacity renders her incapable of performing her assigned duties. Such conditions shall be deemed to exist if.

- a. pregnant teacher fails to produce a physician's certificate that she is medically able to continue teaching; or,
  - b. the Board's physician and the teacher's physician agree that she cannot continue teaching; provided, however, that if there is a difference of medical opinion between the Board's physician and the teacher's physician, then the two physicians shall agree in good faith on the third impartial obstetrician/gynecologist who shall examine the teacher and whose medical opinion shall then be conclusive and binding on the issue of medical capacity to continue teaching.
3. 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 leave of absence for other illness or medical disabilities, as set forth in NJSA Title 18A.
  4. The Board may require any teacher to produce a certificate from a physician in support of requested leave dates. The physician's certification is subject to agreement by the Board's physician. Where medical opinion is supportive of the leave dates requested, such leave shall be granted by the Board. The Board or Chief School Administrator may grant emergency leave when advance notice is not possible.

#### Child-Rearing Leave

Child-Rearing leaves may terminate at the end of any marking period, winter break, spring break or any time mutually agreed upon by the Chief School Administrator and the teacher.

#### Benefits

1. All benefits to which a teacher was entitled at the time the maternity or child-rearing leave of absence commenced, including any remaining accumulated sick leave, shall be restored upon return, and, whenever possible the teacher shall be assigned to a similar position within the area of certification which was held at the time said leave commenced.
2. The teacher will be granted a full salary guide step if she works more than 90 teaching days. Working 90 days or less shall result in no advancement on the salary guide.
3. If group health insurance coverage has not been maintained by the eligible employee during this period, a teacher shall be considered an employee on the day following the expiration of the term of the leave, and upon employee's return to work, and shall be included on the next listing of employees filed with various insurance carriers providing employees benefits in the school district. Insurance benefits shall become effective as soon as possible after the expiration of the teacher's leave, subject to the rules and provisions of each insurance or benefit plan. It shall be the employee's obligation to verify the effective date of coverage.

#### **H. Bereavement Leave**

Teachers shall be granted up to a maximum of five (5) consecutive working days within seven consecutive weekdays starting the day of first day after the death of a member of a teacher's immediate family. Immediate family to be defined as spouse, child, parent, brother, sister,

grandchild, grandparent, and the following in-laws: son, daughter, father, mother, brother, sister or other members of the family not named above with the approval of the CSA.

#### **IV. Salaries & School Year**

##### **A. Salaries**

The salaries of all teachers covered by this agreement are set forth in salary guides, developed and mutually agreed upon incorporating the following percentage increases, and are attached hereto and made a part thereof.

Guide amounts reflect a 3.0% increase over the agreed upon scattergram as of November, 2016 inclusive of increment for 2016-2017; 3.0% increase over the 2016-2017 guide for 2017-2018, and 3.0% increase over the 2017-2018 guide for 2018-2019.

Co-curricular and extra activities salary schedules for the term of this agreement are attached.

Attachments:

Salaries & Extra Curricular Activities  
Salary Guides

Compensation for non-recognized members of the bargaining unit is at the discretion of the Board of Education.

Teachers employed on a ten (10) month basis shall be paid in twenty (20) semi-monthly installments. When a payday falls on or during a school holiday, vacation, weekend, or Monday teachers shall receive their paychecks on the last previous working day, except in the event of deviation from the approved school calendar. Pay dates shall be the 15<sup>th</sup> and the 30<sup>th</sup> of each month when possible and shall be set by the Business Office before September 1 of each year.

##### **B. The School Year**

The Employer shall determine the school calendar. In establishing the calendar the Employer will take into consideration: the professional development needs of the school staff, as well as the curriculum and instruction needs of the pupils, and NJDOE requirements.

The Employee shall work a maximum of 186 days exclusive of NJEA days during the 2016-2019 school years. Attendance at the NJEA convention is not required.

During the initial year of their employment, teachers new to the district will participate in one new teacher orientation day beyond the established work year.

##### **C. Deduction Fraction**

The deduction fraction for chargeable daily absences for the duration of this agreement shall be on a per diem basis calculated to be 1/186 of the salary. The deduction for teachers new to the district will reflect the additional day for orientation. The deduction for part-timers will be applied in the same manner as the prorated salary.

V. **Fully Bargained Provision**

This agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues, which were or could have been subject of negotiations. During the term of this agreement, neither party will be required to negotiate with respect to any such matter, whether or not within the knowledge or contemplation of either or both parties at the time they negotiated or signed this agreement.

In the event that any provision of this Collective Bargaining Agreement is held to be invalid or unenforceable under applicable law, such invalidity or unenforceability shall not affect the validity or enforceability of the remainder of this Agreement. To this end, the provisions of this Collective Bargaining Agreement are hereby declared to be severable.

Signed this Date: 12/20/16

For the Board of Education

  
Louis McCall, President  
Wenonah Board of Education

For the Association

  
Kellie Frost, President  
Wenonah Education Association

Witness:

  
Nancy L. McCabe, Board Secretary  
Wenonah Board of Education

Schedule A  
Salary Schedule

**General Increases - Contract Years**

**3.0% Increase off base year each year of contract**

**Other Professional Salaries**

**Base Year      2016-17      2017-18      2018-19**

Summer School (Per Session)	\$ 3,107.90	\$ 3,201.14	\$ 3,297.17	\$ 3,396.09
Home Instruction Tutor (Per Hour)	40.92	42.15	43.41	44.71

**Extra-Curricular Activities**

School Dance (Per Hour)	34.16	35.18	36.24	37.33
Monitor (Per Hour)	23.19	23.89	24.60	25.34
Safety Patrol (Per Year)	637.84	656.98	676.68	696.98

Environmental Trip (Per Staff Member)	405.89	418.07	430.61	443.53
Environmental Trip Coordinator (Pre/Post Trip)	289.93	298.63	307.59	316.81
Environmental Trip Coordinator (During Trip)	231.94	238.90	246.07	253.45

Musical Director	1,363.15	1,404.04	1,446.17	1,489.55
Musical Assistant	629.15	648.02	667.47	687.49
Talent Show Advisors (each)	339.42	349.60	360.09	370.89
Lunch Club Advisors (each)	509.13	524.40	540.14	556.34

**Other**

**No increase off base year each year of contract**

Extended Day/Extended Year - Early Interventionist Program - Title I (Per Hour)	-	35.00	35.00	35.00
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Longevity pay:    2016-2017                  2017-2018                  2018-2019

To be eligible for longevity pay, a teacher must have completed the following years of service as a teacher in the district to receive the following amounts:

20-24 Years	500.00	500.00	500.00
25-30 Years	750.00	750.00	750.00
31 + Years	1,200.00	1,200.00	1,200.00

The parties agree that longevity pay will be included in the salary base for the purpose of future negotiations. Future increases in longevity costs will come out of the settlement.

ATTACHMENT A

WENONAH 2016-2017 SALARY GUIDE

ATTACHMENT B

WENONAH 2017-2018 SALARY GUIDE

ATTACHMENT C

WENONAH 2018-2019 SALARY GUIDE

**ATTACHMENT A**

**WENONAH - TEACHERS SALARY GUIDE - 2016-17**

<b>Step</b>	<b>BA</b>	<b>BA+15</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>
1	46,833	48,183	49,433	49,983	50,533
2	47,321	48,671	49,921	50,471	51,021
3	47,990	49,340	50,590	51,140	51,690
4	48,691	50,041	51,291	51,841	52,391
5	49,492	50,842	52,092	52,642	53,192
6	50,344	51,694	52,944	53,494	54,044
7	51,417	52,767	54,017	54,567	55,117
8	52,518	53,868	55,118	55,668	56,218
9	53,720	55,070	56,320	56,870	57,420
10	55,221	56,571	57,821	58,371	58,921
11	56,814	58,164	59,414	59,964	60,514
12	58,472	59,822	61,072	61,622	62,172
13	60,188	61,538	62,788	63,338	63,888
14	62,457	63,807	65,057	65,607	66,157
15	64,830	66,180	67,430	67,980	68,530
16	67,486	68,836	70,086	70,636	71,186
17	71,756	73,106	74,356	74,906	75,456

**Longevity Pay:**

20-24 years	\$500
25-30 years	\$750
31+ years	\$1,200

To be eligible for longevity pay, a teacher must have completed 20-24 years of service as a teacher in the district to receive \$500, 25-30 years of service as a teacher in the district to receive \$750, and 31 or more years of service as a teacher in the district to receive \$1,200.

**ATTACHMENT B**

**WENONAH - TEACHERS SALARY GUIDE - 2017-18**

<b>Step</b>	<b>BA</b>	<b>BA+15</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>
1	48,042	49,392	50,642	51,192	51,742
2	48,542	49,892	51,142	51,692	52,242
3	49,030	50,380	51,630	52,180	52,730
4	49,731	51,081	52,331	52,881	53,431
5	50,532	51,882	53,132	53,682	54,232
6	51,384	52,734	53,984	54,534	55,084
7	52,457	53,807	55,057	55,607	56,157
8	53,558	54,908	56,158	56,708	57,258
9	54,760	56,110	57,360	57,910	58,460
10	56,261	57,611	58,861	59,411	59,961
11	57,854	59,204	60,454	61,004	61,554
12	59,512	60,862	62,112	62,662	63,212
13	61,228	62,578	63,828	64,378	64,928
14	63,497	64,847	66,097	66,647	67,197
15	65,870	67,220	68,470	69,020	69,570
16	68,526	69,876	71,126	71,676	72,226
17	72,796	74,146	75,396	75,946	76,496

**Longevity Pay:**

20-24 years	\$500
25-30 years	\$750
31+ years	\$1,200

To be eligible for longevity pay, a teacher must have completed 20-24 years of service as a teacher in the district to receive \$500, 25-30 years of service as a teacher in the district to receive \$750, and 31 or more years of service as a teacher in the district to receive \$1,200.

**ATTACHMENT C**

**WENONAH - TEACHERS SALARY GUIDE - 2018-19**

<b>Step</b>	<b>BA</b>	<b>BA+15</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>
1	49,404	50,754	52,004	52,554	53,104
2	49,904	51,254	52,504	53,054	53,604
3	50,404	51,754	53,004	53,554	54,104
4	50,881	52,231	53,481	54,031	54,581
5	51,682	53,032	54,282	54,832	55,382
6	52,534	53,884	55,134	55,684	56,234
7	53,607	54,957	56,207	56,757	57,307
8	54,708	56,058	57,308	57,858	58,408
9	55,910	57,260	58,510	59,060	59,610
10	57,411	58,761	60,011	60,561	61,111
11	59,004	60,354	61,604	62,154	62,704
12	60,662	62,012	63,262	63,812	64,362
13	62,378	63,728	64,978	65,528	66,078
14	64,647	65,997	67,247	67,797	68,347
15	67,020	68,370	69,620	70,170	70,720
16	69,676	71,026	72,276	72,826	73,376
17	73,946	75,296	76,546	77,096	77,646

**Longevity Pay:**

20-24 years	\$500
25-30 years	\$750
31+ years	\$1,200

To be eligible for longevity pay, a teacher must have completed 20-24 years of service as a teacher in the district to receive \$500, 25-30 years of service as a teacher in the district to receive \$750, and 31 or more years of service as a teacher in the district to receive \$1,200.