

Collective Bargaining Agreement

Between

The Wenonah Board of Education

And

The Wenonah Education Association

For The Years

2013-2014, 2014-2015, 2015-2016

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 no later than November 1 following this notification. 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 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 nonmembers 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 two evening meetings in addition to Back to School Night. One evening meeting will follow a 12:50PM dismissal and will be for the purpose of report card conferences. 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 1st 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

The Wenonah Board of Education will provide up to a total of \$12,000 per fiscal year for graduate level courses including fees and textbooks per policy 4131.1. Funds will be divided equally among qualified applicants to a maximum of \$4,000 per person per fiscal year. The maximum per person amount shall increase to \$4,500, effective July 1, 2015. 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. 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 2.7% increase over the agreed upon scattergram as of February, 2013 inclusive of increment for 2013-2014; 2.4% increase over the 2013-2014 guide for 2014-2015 and 2.4% increase over the 2014-2015 guide for 2015-2016.

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 15th and the 30th 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 2013-2016 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.

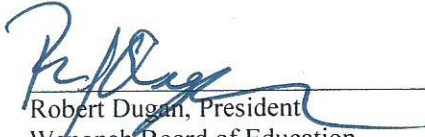
V. **Fully Bargained Provision**

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: 7/28/14

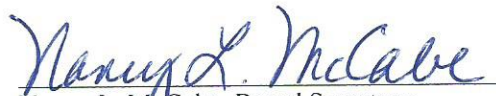
For the Board of Education


Robert Dugan, President
Wenonah Board of Education

For the Association


Darcy Peters, President
Wenonah Education Association

Witness:

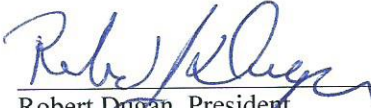

Nancy L. McCabe, Board Secretary
Wenonah Board of Education

I. Addendum

The original Memorandum of Agreement had 18 steps but was intended to be 17 steps. Both parties intend to proceed and intend to use the 17 step salary guide, thereby repealing that portion of the original Memorandum of Agreement that indicates an 18 step guide.

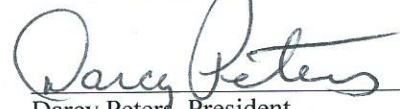
Signed this Date: 8/26/14

For the Board of Education




Robert Dugan, President
Wenonah Board of Education

For the Association



Darcy Peters, President
Wenonah Education Association

Witness:



Nancy L. McCabe, Board Secretary
Wenonah Board of Education

Schedule A
Salary Schedule

General Increases – Contract Years

Increase of Musical Director to \$1,300 and Musical Assistant to \$600 in 2013-2014. 2.7% increase off base year for all others in 2013-2014. 2.4% increase off 2013-2014 year for 2014-2015. 2.4% increase off 2014-2015 for 2015-2016.

<u>Other Professional Salaries</u>	<u>Base Year</u>	<u>2013-2014</u>	<u>2014-2015</u>	<u>2015-2016</u>
Summer School (Per Session)	\$ 2,886.00	\$2,963.92	\$3,035.06	\$3,107.90
IR&S - Pupil Assistance-Committee (Per Hour)	37.00	38.00	38.91	39.84
Home Instruction Tutor (Per Hour)	38.00	39.03	39.96	40.92
 <u>Extra-Curricular Activities</u>				
School Dance (Per Hour)	31.72	32.58	33.36	34.16
Monitor (Per Hour)	21.53	22.11	22.64	23.19
Safety Patrol (Per Year)	592.30	608.29	622.89	637.84
Environmental Trip (Per Staff Member)	376.91	387.09	396.38	405.89
Environmental Trip Coordinator (Pre/Post Trip)	269.23	276.50	283.14	289.93
Environmental Trip Coordinator (During Trip)	215.38	221.20	226.50	231.94
Musical Director	1,051.00	1,300.00	1,331.20	1,363.15
Musical Assistant	525.31	600.00	614.40	629.15
Talent Show Advisors (each)	315.19	323.70	331.47	339.42
Lunch Club Advisors (each)	472.78	485.55	497.20	509.13

Longevity pay: 2013-2014 2014-2015 2015-2016

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	250.00	500.00	500.00
25-30 Years	500.00	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 2013-2014 SALARY GUIDE

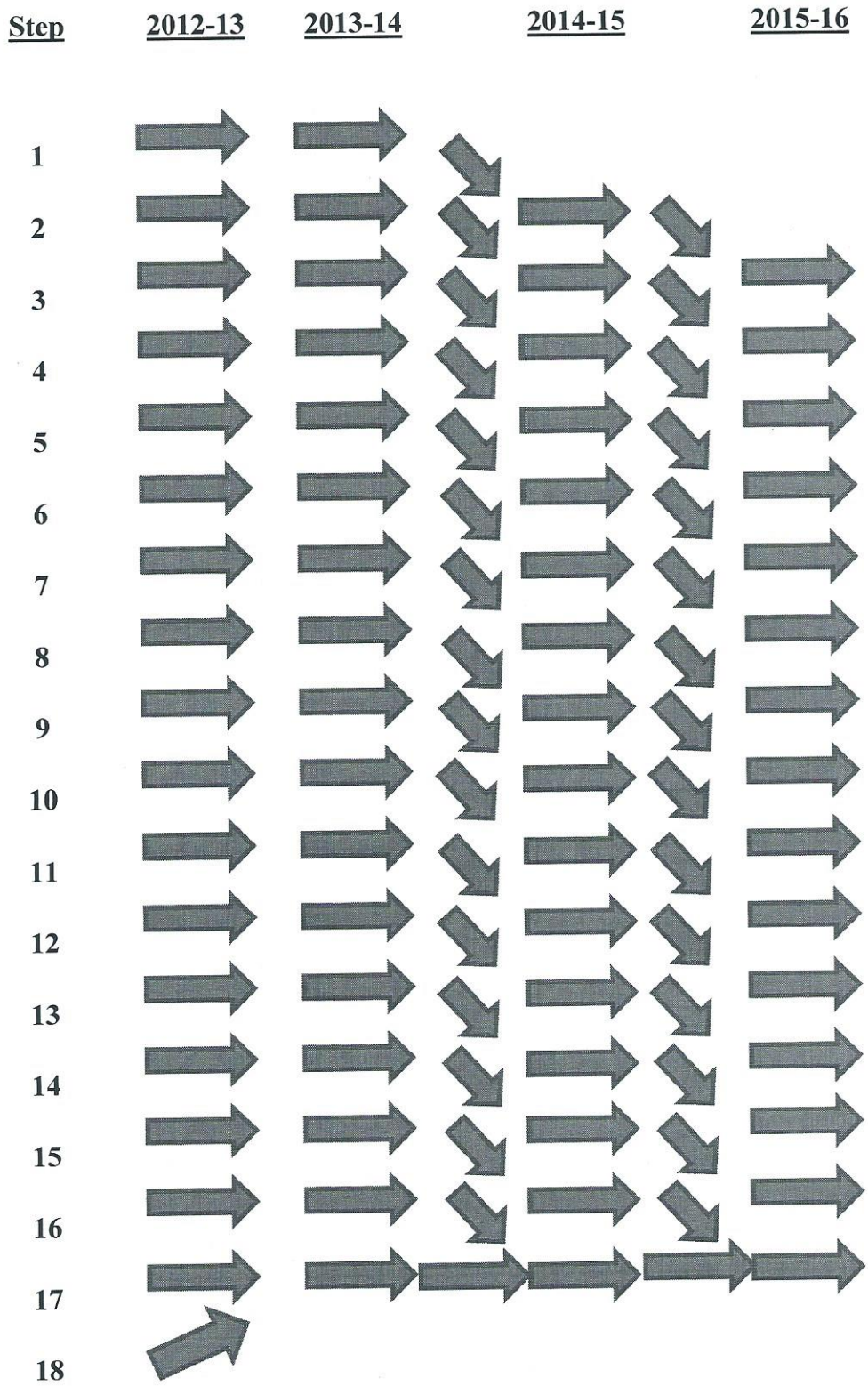
ATTACHMENT B

WENONAH 2014-2015 SALARY GUIDE

ATTACHMENT C

WENONAH 2015-2016 SALARY GUIDE

Due to the reduction of the number of steps from 18 to 17, the following is a diagram of how the steps will be followed into the 2013 to 2016 contract:



ATTACHMENT A

WENONAH - TEACHERS SALARY GUIDE - 2013-2014

Step	BA	BA+15	MA	MA+15	MA+30
1	46,088	47,437	48,687	49,237	49,787
2	46,746	48,096	49,346	49,896	50,446
3	47,415	48,765	50,015	50,565	51,115
4	48,116	49,466	50,716	51,266	51,816
5	48,917	50,267	51,517	52,067	52,617
6	49,769	51,119	52,369	52,919	53,469
7	50,842	52,192	53,442	53,992	54,542
8	51,943	53,293	54,543	55,093	55,643
9	53,145	54,495	55,745	56,295	56,845
10	54,646	55,996	57,246	57,796	58,346
11	56,239	57,589	58,839	59,389	59,939
12	57,897	59,247	60,497	61,047	61,597
13	59,613	60,963	62,213	62,763	63,313
14	61,882	63,232	64,482	65,032	65,582
15	64,255	65,605	66,855	67,405	67,955
16	66,911	68,261	69,511	70,061	70,611
17	70,320	71,670	72,920	73,470	74,020

Longevity Pay:

20-24 years	\$250
25-30 years	\$500
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 \$250, 25-30 years of service as a teacher in the district to receive \$500, and 31 or more years of service as a teacher in the district to receive \$1,200.

ATTACHMENT B

WENONAH - TEACHERS SALARY GUIDE - 2014-2015

Step	BA	BA+15	MA	MA+15	MA+30
1	46,088	47,437	48,687	49,237	49,787
2	46,746	48,096	49,346	49,896	50,446
3	47,415	48,765	50,015	50,565	51,115
4	48,116	49,466	50,716	51,266	51,816
5	48,917	50,267	51,517	52,067	52,617
6	49,769	51,119	52,369	52,919	53,469
7	50,842	52,192	53,442	53,992	54,542
8	51,943	53,293	54,543	55,093	55,643
9	53,145	54,495	55,745	56,295	56,845
10	54,646	55,996	57,246	57,796	58,346
11	56,239	57,589	58,839	59,389	59,939
12	57,897	59,247	60,497	61,047	61,597
13	59,613	60,963	62,213	62,763	63,313
14	61,882	63,232	64,482	65,032	65,582
15	64,255	65,605	66,855	67,405	67,955
16	66,911	68,261	69,511	70,061	70,611
17	70,675	72,025	73,275	73,825	74,375

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 - 2015-2016

Step	BA	BA+15	MA	MA+15	MA+30
1	46,088	47,437	48,687	49,237	49,787
2	46,746	48,096	49,346	49,896	50,446
3	47,415	48,765	50,015	50,565	51,115
4	48,116	49,466	50,716	51,266	51,816
5	48,917	50,267	51,517	52,067	52,617
6	49,769	51,119	52,369	52,919	53,469
7	50,842	52,192	53,442	53,992	54,542
8	51,943	53,293	54,543	55,093	55,643
9	53,145	54,495	55,745	56,295	56,845
10	54,646	55,996	57,246	57,796	58,346
11	56,239	57,589	58,839	59,389	59,939
12	57,897	59,247	60,497	61,047	61,597
13	59,613	60,963	62,213	62,763	63,313
14	61,882	63,232	64,482	65,032	65,582
15	64,255	65,605	66,855	67,405	67,955
16	66,911	68,261	69,511	70,061	70,611
17	71,181	72,531	73,781	74,331	74,881

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.