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INSTITUTE OF MANAGEMENT  
AND LABOR RELATIONS

JUL 7 1992

RUTGERS UNIVERSITY

CONTRACT

JULY 1, 1992 - JUNE 30, 1994

A G R E E M E N T

Between

COLLINGSWOOD BOARD OF EDUCATION

And

COLLINGSWOOD PRINCIPALS AND SUPERVISORS  
ASSOCIATION

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ARTICLE I  
RECOGNITION

- A. Pursuant to the N.J.S.A. 34:13A-1 et.seq., the Collingswood Board of Education hereby recognizes that Collingswood Principals Association is the exclusive representative for the purpose of collective negotiations concerning the terms and conditions of employment for the personnel employed or to be employed by the board: all principals, all assistant principals, Supervisors of Instruction and Supervisor of Special Education.
- B. Unless otherwise indicated the term "administrator" when used hereafter in this Agreement, shall refer to all employees represented by the Association in the negotiations unit as above described.
- C. In the event that the Board establishes new positions in job titles which the Association believes should be included in the negotiations unit, the Association may initiate discussions with the Superintendent or his designee. If the parties agree to the inclusion of new titles, such agreements shall be memorialized in writing. If no agreement is reached, the Association may initiate a recognition or unit clarification proceeding before P.E.R.C.

ARTICLE II

NEGOTIATION PROCEDURE

- A. The parties agree to enter into collective negotiations for a successor agreement pursuant to N.J.S.A. 34:13A-5.1 et seq. Negotiations shall begin not later than December 1st of the year preceding the termination of the contract.
- B. Neither party to the negotiations shall have any control over the selection of the negotiations representative of the other party.
- C. This agreement shall not be modified in whole or in part except by an instrument in writing duly executed by both parties.

COLLINGSWOOD SCHOOL DISTRICT

TEACHERS'S SALARY GUIDE

1991-1992

STEP	BA	BA+30	MA	MA+30	PHD
1	25047	25547	25947	26522	27922
2	25447	25967	26367	27022	28422
3	25947	26467	26867	27522	28922
4	26447	26967	27367	28022	29422
5	26947	27517	27917	28522	29972
6	27447	28067	28467	29072	30472
7	27947	28617	29017	29672	31072
8	28447	29167	29667	30322	31722
9	29147	29867	30417	31072	32472
10	29847	30567	31167	31822	33222
11	30647	31367	31967	32622	34022
12	31447	32167	32767	33422	34822
13	32447	33167	33767	34422	35822
14	33837	34557	35157	35812	37212
15	35327	36047	36647	37302	38702
16	36917	37637	38237	38892	40292
17	43297	44017	44617	45272	46672

1992-1993

STEP	BA	BA+30	MA	MA+30	PHD
1	26636	27136	27536	28111	29511
2	27036	27556	27956	28611	30011
3	27586	28056	28456	29111	30511
4	28036	28556	28956	29611	31011
5	28536	29106	29506	30111	31511
6	29036	29656	30056	30661	32061
7	29536	30206	30606	31261	32661
8	30036	30756	31256	31911	33311
9	30736	31456	32006	32661	34061
10	31436	32156	32756	33411	34811
11	32236	32956	33556	34211	35611
12	33036	33756	34356	35011	36411
13	34036	34756	35356	36011	37411
14	35426	36146	36746	37401	38801
15	36916	37636	38236	38891	40291
16	38506	39226	39826	40481	41881
17	45601	46321	46921	47576	48976

COLLINGSWOOD SCHOOL DISTRICT

SECRETARIES	STEP	CLASS II	1991-1992	SECRETARIES	STEP	CLASS I	1991-1992
13	1	13084	13277	1	1	1110	1150
12	2	13314	13517	2	2	1180	1220
11	3	13564	13767	3	3	1250	1290
10	4	13814	14017	4	4	1320	1360
9	5	14064	14267	5	5	1390	1430
8	6	14314	14517	6	6	1460	1500
7	7	14564	14767	7	7	1530	1570
6	8	14814	15017	8	8	1600	1640
5	9	15064	15267	9	9	1670	1710
4	10	15314	15517	10	10	1740	1780
3	11	15564	15767				
2	12	15814	16017				
1	13	16064	16267				

SECRETARIES	STEP	CLASS II	1992-1993	SECRETARIES	STEP	CLASS I	1992-1993
13	1	13084	13277	1	1	1170	1210
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11	3	13564	13767	3	3	1310	1350
10	4	13814	14017	4	4	1380	1420
9	5	14064	14267	5	5	1450	1490
8	6	14314	14517	6	6	1520	1560
7	7	14564	14767	7	7	1590	1630
6	8	14814	15017	8	8	1660	1700
5	9	15064	15267	9	9	1730	1770
4	10	15314	15517	10	10	1800	1840
3	11	15564	15767				
2	12	15814	16017				
1	13	16064	16267				

### ARTICLE III

#### GRIEVANCE PROCEDURE

- A. A grievance shall mean a complaint by an administrator (1) that there has been as to him/her a violation, misrepresentation or inequitable application of any of the provisions of the within Agreement; or (2) that he/she has been treated unfairly or inequitably by reason of any act or condition which is contrary to the established policy or practice governing or effecting administrators; provided, however, that the term "grievance" and the procedure relative thereto as hereafter set forth shall not apply to the following matters:
1. Matters for which a method of review is prescribed either by law or by any rule or regulation of the State Commissioner of Education;
  2. In matters where the Board is without authority to act;
  3. Any matter which according to law, is exclusively within the discretion of the Board;
  4. A complaint of a non-tenured administrator which arises by reason of his not being re-employed;
  5. A complaint by an administrator arising from the appointment to or lack of appointment to, retention in or lack of retention in, any position for which tenure is either not possible or not required.
- B. (1) All meetings and hearings under this procedure shall not be conducted in public and shall only include the principal parties involved and their legal and/or professional consultants. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level are maximum. Failure of the grievant to meet the next step within the specific time limit should be deemed as a waiver of future appeal. Time limits may be extended by mutual consent of the parties and shall be extended at the request of either party during a school vacation.
- (2) If, in the judgment of the C.P.A., a grievance affects a group or a class of employees, the C.P.A. must submit such grievances in writing to the Superintendent directly and the processing of such grievances shall be commenced at level 2. The C.P.A. may process an individual person's grievance even though the aggrieved person does not wish to do so.
  - (3) All employees including the grievant, are required to follow administrative directives and Board policies regardless of the

pendency of any grievance until such grievance is properly determined.

- (4) Any administrator who presents a grievance is entitled to be represented by a person designated by the Association or by a representative of his own choosing. In the event that the grievant chooses not to have any representation or chooses a private representative rather than one provided by the Association, the Association shall have the right to be present and to participate in all proceedings related to the grievance. The Association shall be provided with copies of all grievances initiated and all responses made to such grievances.

Step 1: An administrator with a grievance shall first discuss it with his/her immediate supervisor directly with the objective of resolving the matter informally.

Step 2: If the aggrieved administrator is not satisfied with the resolution of his grievance after discussion with his/her immediate supervisor as provided above, the aggrieved administrator may file a grievance in writing with the Superintendent of Schools within ten (10) working days following the informal discussion with the immediate supervisor. The written grievance should specify the following:

1. The nature and date of the alleged occurrence in reasonable detail;
2. The nature and extent of injury, loss or inconvenience;
3. The remedy which the employee seeks;
4. The results of prior informal discussions;
5. In notice of appeal, the dissatisfaction with the decision previously rendered;
6. In notice of appeal, whether or not the grievant desires a hearing;

The Superintendent of Schools shall, if hearing has been requested, conduct a hearing within fifteen (15) days of receipt of the written grievance and shall render his decision in writing within thirty (30) days of the receipt of the grievance. In the event that a hearing is not requested, the Superintendent of Schools shall render his decision within thirty (30) days of the written grievance.

Step 3: If the aggrieved administrator is not satisfied with the disposition rendered by the Superintendent of Schools, or if no decision has been rendered within thirty (30) days after the grievance was filed, the aggrieved administrator may file a request in writing



for review of the grievance by the Board Of Education. The Board of Education shall review the grievance and shall conduct a hearing in connection with said grievance. The Board of Education shall render its decision on the grievance in writing within thirty (30) days after its receipt of the grievance or, if the hearing is conducted, within thirty (30) days following the date of the hearing. The decision of the Board of Education shall be final on all grievances. Specified time limits shall permit the aggrieved administrator to proceed to the next step.

## ARTICLE IV

### ASSOCIATION RIGHTS AND PRIVILEGES

#### A. INFORMATION.

The Board agrees to furnish the Association in response to requests from time to time all available information concerning the financial resources of the District including, but not limited to: annual financial reports and audits, register of certified personnel, tentative budgetary requirements, all allocations, agendas and minutes of all Board meetings, census data, names and addresses of all employees and such other information that shall assist the Association in developing intelligent, accurate, informed and constructive programs on behalf of the employees, together with the information which may be necessary for the Association to process any grievance or complaint.

#### B. USE OF SCHOOL BUILDINGS.

Representatives of the Association shall be permitted to transact official Association business on school property at all times outside the scheduled pupil day, provided that this shall not interfere with or interrupt normal school operations.

#### C. USE OF SCHOOL EQUIPMENT.

The Association shall have the right to use school facilities and equipment, including typewriters, mimeographing machines and other duplicating equipment, calculating machines and all types of audiovisual equipment at reasonable times, when such equipment is not otherwise in use. The Association shall pay for the reasonable cost of all materials, supplies and equipment incident to such use.

#### D. EXCLUSIVE RIGHTS.

The rights and privileges of the Association and its members as set forth in this Agreement shall be granted only to the Association as the exclusive representative of the employees, as defined in the unit and to no other organization.

ARTICLE V

MANAGEMENT RIGHTS

The Board reserves to itself sole jurisdiction and right, in compliance with the laws of the State of New Jersey and rulings of the Commissioner of Education, to:

- a. Direct employees of the School District;
- b. Hire, promote, transfer, assign, retain and discharge employees;
- c. Relieve employees from duty because of lack of work or other legitimate reasons;
- d. Direct the methods, means, and personnel by which such operations are to be conducted; and
- e. Take whatever action as may be necessary to accomplish the mission of the School District.

The exercise of the rights set forth in this Article shall be consistent with the provisions of this Agreement.

ARTICLE VI

TERM OF EMPLOYMENT

The contract year for all twelve (12) month administrators shall be from July 1st to June 30th of the following year.

- a. Direct employees of the School District;
  - b. Hire, promote, transfer, assign, reassign and discharge employees;
  - c. Relieve employees from duty because of lack of work or other legitimate reasons;
  - d. Direct the methods, means, and personnel by which such operations are to be conducted; and
  - e. Take whatever action may be necessary to accomplish the mission of the School District.
- The exercise of the rights set forth in this Article shall be consistent with the provisions of this Agreement.

ARTICLE VII

SCHOOL CALENDAR

Input to the school calendar shall be solicited from representatives of the Collingswood Principals Association prior to its being adopted by the Board of Education.

ARTICLE VIII

LEAVES OF ABSENCE

A. Sick Leave:

- (1) All twelve month administrators shall be entitled to twelve sick leave days each school year.
- (2) All ten month administrators shall be entitled to ten sick leave days each school year.
- (3) Sick leave is defined to mean absence because of personal disability due to illness or injury, or because of exclusion from school on account of contagious disease or quarantine for such disease.

B. Administrators shall be eligible for payment of unused sick leave upon retirement or leaving the district's employ at the following rate:

Effective July 1, 1992: \$38.00 per day;

Effective July 1, 1993: \$42.00 per day;

Maximum number of compensable days is 120.

Employees must be retiring or leaving the district's employ with a minimum of fifteen (15) years experience in the Collingswood School District.

In the event an administrator shall die during the course of employment, the administrator's estate shall be paid for earned unused vacation time and for all unused accumulated sick leave according to the compensation rates established by this article.

- C. Administrators may use up to two (2) days leave of absence without loss of pay per year for personal business which requires absence during working hours. Written application for such leave shall be made to the Superintendent of Schools at least two (2) days before taking such leave, except in case of emergencies. All unused personal days shall be "rolled over" and added to the administrator's accrued sick leave on an annual basis.
- D. Administrators may receive up to five (5) days of leave per occurrence, without loss of pay in the event of the death or serious illness in the immediate family. For the purposes of this section, "immediate family" is defined to include spouse, child, parent, grandparent, brother, sister and corresponding in-laws.

- E. Administrators may receive up to three (3) days of personal leave per year without loss of pay for death or serious illness in the family. For the purposes of this section "the family" is defined as all relatives other than the "immediate family".
- F. Administrators may make application to the Board of Education through the Superintendent of Schools for paid or unpaid additional leave; decisions on such leave to be made in the sole discretion of the Board.
- G. MATERNITY LEAVE:
1. The Board of education shall grant leaves of absence for medical reasons associated with pregnancy and birth to pregnant administrators with pay, on the same terms and conditions governing leaves of absence for other illness or medical disabilities, as set forth in N.J.S.A. 18A:30-1, et. seq.
  2. It is recognized that an employee's maternity leave application involves both a disability and child care phase. The disability phase is that period of time both pre-natal and post-natal during which a physician certifies inability to work. The child-care phase is that period of time selected by the employee in accordance with ( b. ) below, which follows the disability phase during which time the employee voluntarily suspends her career to care for the newborn child.
    - a. Disability Phase. Any tenured or non-tenured employee seeking a leave of absence on the basis of medical reasons associated with pregnancy or birth shall apply to the Board of Education. At the time of the application, which shall be made upon sixty (60) days notice to the Board, the employee shall specify in writing the date on which she wishes to return to work after the birth except in the case of stillbirth, in which case, the employee may elect to return to work at an earlier date. The Board shall request any employee to produce a certificate from a physician in support of the requested leave dates. Where medical opinion is supportive of the leave dates requested, such request shall be granted by the Board. The physician's certification is subject to agreement by the Board's physician.
    - b. Child-care phase. Where the requested leave dates are beyond the period of disability associated with pregnancy, and is for child-care purposes, as defined above, the tenured employee shall be granted at her discretion a leave for (1) the balance of the school year in which the birth occurred, or (2) the balance of the school year in which the birth occurred and the entire following school year. Administrators must notify the Superintendent of the requested leave dates sixty (60) days prior to the commencement of the leave and are not permitted to change the duration of the leave after notice is given.

3. Any tenured administrator adopting a child may receive the unpaid childcare leave under the same terms as set forth above. However such administrators shall not be eligible for the disability phase.
4. An Administrator returning from maternity leave shall retain all benefits accumulated prior to the leave.



## ARTICLE IX

### VACATIONS

Administrators shall be entitled to twenty (20) vacation days annually. If an administrator is required by the Board to work during the summer months, such Administrator may utilize vacation time during the school year subject to the approval of the Superintendent of School.

In addition to the above described vacation time, Administrators shall not be required to work during Christmas and Spring recesses and, further, shall not be required to work on holidays established by the school's calendar. These additional days off are understood to be in accordance with established practice in the school district.

The intent of Article IX of the Agreement is to provide Principals the opportunity to use their vacation days during the school year when it has not been possible to use all vacation time during the summer months.

The days to be used would be mutually agreed upon by the Superintendent and the administrator. If such an agreement cannot be reached the administrator would be entitled to seek relief through the personnel committee.

For the purpose of this article, each administrator in the unit shall be permitted to "carry" a maximum of ten (10) vacation days as of the start of any given school year. Any exceptions to this rule must be justified in writing to the Personnel Committee of the Board of Education.

ARTICLE X

SALARIES

- A. Persons covered by this agreement shall be paid in accordance with the 1992-1993, 1993-1994 Salary Guide which is attached hereto and made a part there of.
- B. An Administrator assigned to the Saturday enrichment program shall be compensated for duty at the established rate subject to program renewal in accordance with practice.
- C. The practice of providing administrators who complete twenty (20) years of service in the district, a longevity increment of \$200.00 per year shall be continued.
- D. The position of Latch-Key Program Director shall be compensated at the rate of \$3,800 for 1992-1993; and \$4,000 for 1993-1994. This position will not be assigned to a full-time member of the unit.
- E. The parties agree that any principal assigned two elementary schools shall not be assigned summer school.

ARTICLE XI

INSURANCE AND FRINGE BENEFITS

- A. The Board of Education shall continue to provide medical, prescription and dental, single coverage for employees only. Effective July 1, 1990, administrators shall receive a family dental plan on the same terms as teachers at a projected cost of \$2,712 or .6% of the second year salary base.

Medical Insurance: New Jersey Blue Cross/Blue Shield, Rider "J", Major Medical. Employee selection of Single, Husband and Wife, Parent and Child or Family will be paid for by the Board.

H.M.O./H.C.P.: Administrators shall have the option to enroll in HMO or HCP plans in lieu of the medical insurance benefits described above at a cost to the Board not to exceed the cost of regular medical insurance premiums.

Prescription: Family coverage with a co-pay of \$2.75 per prescription.

- B. Administrators who are required to use their own automobiles in the performance of work related duties shall be compensated at the I.R.S. approved rate per mile for such use.
- C. The Board shall upon written authorization of an Administrator make payroll deductions for the Purpose of tax-sheltered annuities. The Board reserves the authority to limit the number of annuity plans for which deductions may be made on behalf of members of the bargaining unit.

## ARTICLE XII

### PROFESSIONAL DEVELOPMENT

- A. Effective July 1, 1994, each administrator shall be eligible for the professional development benefits equal to \$1,650 per administrator.
- B. Under the provisions of this article, each administrator is eligible for professional development benefits up to the maximum individual amount established above in (A) for the following professional activities: graduate tuition, professional conferences, and professional conventions and fees, travel, books, housing costs incurred therein. Reimbursement shall be limited to the annual amount established above in section A. All requests under this article shall be approved in advance by the Superintendent.
- C. Other Provisions
  1. Administrators applying for tuition reimbursement shall be bound to the procedures established in the BOE-CEA contract. All courses under this provision must be approved in advance by the Superintendent.
  2. Dues to the State Principal's Association are not sanctioned benefits under this article.
- D. Effective July 1, 1992, the Collingswood Principals and Supervisors Association agrees to forgo any and all benefits which accrue under this Article for the 1992-1993 year (year 1). In year 2 of the contract (1993-1994) a pool of \$10,000 shall be available.

After July 1, 1994 (expiration of contract) the professional development allotment shall be \$1,650 per administrator for the 1994-1995 contract year.

## ARTICLE XIII

### EVALUATION AND COMPLAINT PROCEDURE

#### A. Right to Full Knowledge

The Board of Education and the Superintendent shall subscribe to the principal that an administrator has the right to full knowledge regarding the judgment of his superiors respecting the effectiveness of his performance and that, further, he is entitled to receive such recommendations that will assist him in increasing the effectiveness of his performance.

#### B. Evaluation Procedures

1. Each administrator shall be provided with copies of all written evaluations.
2. A conference shall be arranged between the evaluator and the administrator as soon as possible after receipt of the written evaluation by the administrator, in compliance with N.J.A.C. 6:3-1.21.
3. Each administrator shall sign all copies of each written evaluation attesting to the fact that the contents of the evaluation are known to him. No written evaluation may become part of an administrator's personnel file without the administrator's signature.
4. Each administrator shall have the right of a rebuttal statement permanently attached to his personnel records.

#### C. Access To Records

Each administrator shall have access to his total personnel records. He shall have the right to request deletion of any items contained therein.

#### D. Notice of Contract Renewal

Each administrator shall receive written notice by April 30th of each year, whether or not the Superintendent intends to recommend a renewal of contract for the ensuing year.

#### E. Complaint Procedure

No complaint shall be the basis of an unfavorable evaluation or disciplinary action, nor shall a record of any complaint be made part of an administrator's personnel file unless the administrator has been formally notified of the existence of the complaint and given full opportunity to respond.

The Board of Education shall not discuss at a public meeting a complaint against an administrator if said discussion could result in a possible imposition of penalty or discipline without adequate prior notice to the administrator.

Right to Full Knowledge

The Board of Education and the Superintendent shall ensure that the principal and administrator has the right to full knowledge regarding the judgment of his superior regarding the effectiveness of his performance and that, in addition, he is entitled to receive such recommendations that will assist him in increasing the effectiveness of his performance.

Evaluation Procedures

Each administrator shall be provided with copies of all written evaluations.

A conference shall be arranged between the evaluator and the administrator as soon as possible after receipt of the written evaluation by the administrator, in compliance with S.B. 10-1-21.

Each administrator shall sign all copies of each written evaluation attesting to the fact that the content of the evaluation are known to him. No written evaluation shall become part of an administrator's personnel file without the administrator's signature.

Each administrator shall have the right to a formal discussion, governmentally attended to his personnel records.

Access to Records

Each administrator shall have access to his local personnel records. He shall have the right to request deletion of any items contained therein.

Notice of Contract Renewal

Each administrator shall receive written notice by April 1st of each year, whether or not the Superintendent intends to recommend a renewal of contract for the ensuing year.

Complaint Procedure

No complaint shall be the basis of an unfavorable evaluation or disciplinary action, nor shall a record of any complaint be part of an administrator's personnel file unless the administrator has been formally notified of the existence of the complaint and given full opportunity to respond.

ARTICLE XIV

MISCELLANEOUS PROVISIONS

- A. Any notice to be given to any of the parties pursuant to the terms of this agreement shall be given as follows:

TO THE BOARD: Superintendent of Schools, Collingswood Board of Education, 200 Lees Avenue, Collingswood, New Jersey.

TO THE ASSOCIATION: President.

- B. If any provision of this agreement or any application of this agreement to any administrator or group of administrators is held to be contrary to law, then such provisions or applications 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.
- C. Any individual contract between the Board and an individual administrator, 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 shall control during its duration.
- D. Nothing contained herein shall be construed to deny or restrict to any employee such rights as he may have under New Jersey School Laws or other applicable laws and regulations. The rights granted to employees hereunder shall be deemed to be in addition to those provided elsewhere.
- E. In accordance with N.J.S.A. 52:14-15.9(e), the Board shall, upon receipt of written authorization from an administrator, make regular payroll deductions for membership dues in the Collingswood Principals Association and its affiliate organizations. The Association shall certify in writing to the Board Secretary the correct amount to be deducted.

ARTICLE XV

DURATION OF AGREEMENT

- A. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by the both parties.
- B. This Agreement shall be effective as of July 1, 1992 and shall continue in effect until June 30, 1994.

ARTICLE XVI

COMPENSATION FOR ADDITIONAL DUTIES

- A. An administrator who is assigned to fill a vacant administrative position for an extended period of time (more than three (3) months) while continuing to perform the duties of his/her original position shall be entitled to additional compensation. The amount and form of the additional compensation, such as additional salary and/or compensatory time off, shall be the subject of negotiations between the Board and the Association in each individual case. In the event that negotiations are concluded after the administrator has filled the additional position over three (3) months, compensation shall be retroactive to the date of the additional assignment.
- B. The term "Vacancy" as used in this Article shall mean a position formally established in the school district's Table of Organization which is temporarily unoccupied due to the incumbent's resignation, long-term illness, death, or other reason. Consequently, this Article shall not apply in the case of Reduction-in-Force in which an administrative position is abolished and some or all of its duties reassigned to other positions.



SCHEDULE A

EMPLOYEE	1992-1993	1993-1994
John Bach, H.S. Principal	63,068.00	67,164.00
Thomas Coleman, H.S. Asst. Prin.	51,332.00	55,448.00
Marcia Harley, H.S. Asst. Prin.	51,627.00	55,543.00
Edward Kurkian, M.S. Principal	74,708.00	78,508.00
Carl Rickershauser, Elem. Prin.	68,723.00	72,423.00
Maria Heckendorn, Elem. Prin.	52,780.00	56,496.00
Joseph Sambuco, Elem. Prin.	56,008.00	59,724.00
Kevin Kitchenman Supv/Instruc.	47,530.00	51,746.00
Brigid Kernan, Sup/Fed/State	67,200.00	70,900.00
Marshall Gordon, Supv/Sp.Serv.	71,334.00	75,034.00
Sharlene Wooten, Supv/Guidance	52,889.00	56,505.00
Pamela Fisk, Supv/Humanities *	48,576.00	52,192.00
James Ponter, Supv/Math,Sci. *	48,576.00	52,192.00
Thomas Anderson, Supv/Curr.	56,367.00	60,037.00
_____, Elem. Prin.	-	-
_____, Supv/Athletics	-	-

NOTE: Mr. Kurkian has completed twenty (20) years of service and \$200 is not incorporated into the salary stated above. Ms. Kernan is eligible for \$200 as of July 1, 1992; Mr. Gordon and Mr. Sambuco are eligible for \$200 as of July 1, 1993; Mr. Rickershauser and Mr. Bach are eligible for \$200 as of July 1, 1994.

\* Contract is for 10 months plus 10 days.

SCHEDULE A

Collingswood Board of Education

Collingswood Principals Association

by: H. Ian Wachstein President

by: Carl Rickershauser President

by: Louis Cappelli Negotiations  
Chairperson

by: John W. Bach Negotiations  
Chairperson

by: John W. Heck Secretary

by: Secretary

Date: March 23, 1992

Date: March 23, 1992

59,724.00

56,008.00

51,748.00

47,830.00

70,300.00

67,200.00

55,054.00

71,334.00

55,392.00

52,682.00

52,172.00

49,272.00

52,182.00

48,572.00

60,037.00

52,387.00

NOTE: Mr. Karkian has completed twenty (20) years of service and \$200 is not incorporated into the salary stated above. Mr. Korman is eligible for \$200 as of July 1, 1992; Mr. Gordon and Mr. Sambito are eligible for \$200 as of July 1, 1993; Mr. Rickershauser and Mr. Bach are eligible for \$200 as of July 1, 1994.

\* Contract is for 10 months plus 10 days.

COLLINGSWOOD SCHOOL DISTRICT

TEACHERS'S SALARY GUIDE

1991-1992

STEP	BA	BA+30	MA	MA+30	PHD
1	25047	25547	25947	26522	27922
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3	25947	26467	26867	27522	28922
4	26447	26967	27367	28022	29422
5	26947	27517	27917	28522	29972
6	27447	28067	28467	29072	30472
7	27947	28617	29017	29672	31072
8	28447	29167	29667	30322	31722
9	29147	29867	30417	31072	32472
10	29847	30567	31167	31822	33222
11	30647	31367	31967	32622	34022
12	31447	32167	32767	33422	34822
13	32447	33167	33767	34422	35822
14	33837	34557	35157	35812	37212
15	35327	36047	36647	37302	38702
16	36917	37637	38237	38892	40292
17	43297	44017	44617	45272	46672

1992-1993

STEP	BA	BA+30	MA	MA+30	PHD
1	26636	27136	27536	28111	29511
2	27036	27556	27956	28611	30011
3	27586	28056	28456	29111	30511
4	28036	28556	28956	29611	31011
5	28536	29106	29506	30111	31511
6	29036	29656	30056	30661	32061
7	29536	30206	30606	31261	32661
8	30036	30756	31256	31911	33311
9	30736	31456	32006	32661	34061
10	31436	32156	32756	33411	34811
11	32236	32956	33556	34211	35611
12	33036	33756	34356	35011	36411
13	34036	34756	35356	36011	37411
14	35426	36146	36746	37401	38801
15	36916	37636	38236	38891	40291
16	38506	39226	39826	40481	41881
17	45601	46321	46921	47576	48976

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COLLINGSWOOD SCHOOL DISTRICT

Secretaries		1991-1992	
STEP	CLASS II	CLASSIV	
1	13064	15677	
2	13314	15977	
3	13564	16277	
4	13814	16577	
5	14064	16877	
6	14314	17177	
7	14564	17477	
8	14814	17777	
9	15064	18077	
10	15484	18581	
11	16059	19271	
12	17221	20669	
13	19487	23384	

1991-1992		
AIDE	SALARY	GUIDE
1		11110
2		11504
3		11910
4		12310
5		12710
6		13110
7		13510
8		13910
9		14410
10		15600
CAREER		18900

Secretaries		1992-1993	
STEP	CLASS II	CLASSIV	
1	13719	16463	
2	13969	16763	
3	14219	17063	
4	14469	17363	
5	14719	17663	
6	14969	17963	
7	15219	18263	
8	15469	18563	
9	15719	18863	
10	16139	19363	
11	16714	20063	
12	17879	21453	
13	20262	24662	

1992-1993		
AIDE	SALARY	GUIDE
1		11700
2		12100
3		12500
4		12900
5		13300
6		13700
7		14100
8		14500
9		15000
10		16600
CAREER		19900

1987-1988

NAME	CLASS	STUDENT ID	SECTION
ALAN BARNETT	10	10000	10
ALAN BARNETT	10	10001	10
ALAN BARNETT	10	10002	10
ALAN BARNETT	10	10003	10
ALAN BARNETT	10	10004	10
ALAN BARNETT	10	10005	10
ALAN BARNETT	10	10006	10
ALAN BARNETT	10	10007	10
ALAN BARNETT	10	10008	10
ALAN BARNETT	10	10009	10
ALAN BARNETT	10	10010	10
ALAN BARNETT	10	10011	10
ALAN BARNETT	10	10012	10
ALAN BARNETT	10	10013	10
ALAN BARNETT	10	10014	10
ALAN BARNETT	10	10015	10
ALAN BARNETT	10	10016	10
ALAN BARNETT	10	10017	10
ALAN BARNETT	10	10018	10
ALAN BARNETT	10	10019	10
ALAN BARNETT	10	10020	10

1988-1989

NAME	CLASS	STUDENT ID	SECTION
ALAN BARNETT	10	10021	10
ALAN BARNETT	10	10022	10
ALAN BARNETT	10	10023	10
ALAN BARNETT	10	10024	10
ALAN BARNETT	10	10025	10
ALAN BARNETT	10	10026	10
ALAN BARNETT	10	10027	10
ALAN BARNETT	10	10028	10
ALAN BARNETT	10	10029	10
ALAN BARNETT	10	10030	10
ALAN BARNETT	10	10031	10
ALAN BARNETT	10	10032	10
ALAN BARNETT	10	10033	10
ALAN BARNETT	10	10034	10
ALAN BARNETT	10	10035	10
ALAN BARNETT	10	10036	10
ALAN BARNETT	10	10037	10
ALAN BARNETT	10	10038	10
ALAN BARNETT	10	10039	10
ALAN BARNETT	10	10040	10

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