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**AGREEMENT**

1988-91

**HENRY HUDSON REGIONAL SCHOOL DISTRICT**  
**BOARD OF EDUCATION**

**AND**

**HENRY HUDSON REGIONAL EDUCATION ASSOCIATION**

X July 1, 1988 - June 30, 1991

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## PREAMBLE

This agreement is entered into this 20th day of July, 1988 between the BOARD OF EDUCATION OF THE HENRY HUDSON REGIONAL SCHOOL DISTRICT, the Borough of Highlands, New Jersey, hereinafter called the Board, and the HENRY HUDSON REGIONAL EDUCATION ASSOCIATION, INC., hereinafter called the Association.

ARTICLE II  
GRIEVANCE PROCEDURE

A. Definitions

A grievance is a claim by an employee or the Association based upon the interpretation, application, or violation of the Agreement, policies or administrative decisions and practices affecting an employee or a group of employees.

B. Purpose

1. The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may from time to time arise affecting the welfare or terms and conditions of employment of employees. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.
2. Nothing herein contained shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the administration, and to have the grievance adjusted without intervention of the Association provided the adjustment is consistent with the terms of this Agreement.

C. Procedure for Individual Grievances

1. Any individual member of the professional staff shall have the right to appeal the application of policies and administrative decisions affecting him through recognized administrative channels.
2. In presenting his grievance, the member of the staff shall be assured freedom from prejudicial action in presenting his appeal.
3. He shall have the right to present his own appeal or to designate a representative of the local education association or other person of his own choosing to appear with him at any step of his appeal. Both the aggrieved person and his representative will be permitted to state their views.
4. Any professional employee who has a grievance shall appeal it orally to his immediate superior and if necessary, continue the appeal to the next person in line until reaching the School Superintendent.

10. The arbitrator shall issue his decision not later than thirty (30) days from the date of the closing of the hearings, or, if oral hearings have been waived, then from the date of the transmitting of the final statements and proofs to the arbitrator. The decision shall be in writing and shall set forth the arbitrator's opinion and conclusions on the issues submitted. The arbitrator shall be without power or authority to make any decisions
  1. Contrary to, or inconsistent with, or modifying or varying in any way, the terms of this Agreement, or of applicable law or rules or regulations having the force and effect of law;
  2. Limiting or interfering in any way with the powers, duties and responsibilities of the board under applicable law, and rules and regulations having the force and effect of law.
11. The arbitrator's fee will be shared equally by the parties to the dispute.
12. The filing or pendency of any grievance under the provisions of this Article shall in no way operate to impede, delay or interfere with the right of the Board to take action complained of, subject, however, to the decisions of the arbitrator.
13. All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants until final disposition of the grievance.

**ARTICLE IV****SALARIES****A. EXPERIENCE CREDIT**

Up to four years of employment credit will be allowed for military service.

**B. PROFESSIONAL GROWTH**

Increments are based upon satisfactory performance and professional growth. The Henry Hudson Regional School District Board of Education reserves the right to withhold all or part of the pertinent increment for unsatisfactory conduct or performance of duties. In any event, no teacher may advance to the next category nor receive any increment without the recommendation of the Superintendent and the approval of the Board of Education.

**C. MISCELLANEOUS**

1. Only the duly attested transcript or other official notice of completed work from the college or educational institution will be accepted for training classifications.
2. The Superintendent shall be notified immediately of any change of training classification; changes will be reported by September 15 and February 15 to take effect the next pay period.
3. A teacher on leave of absence will be classified upon returning on the basis of the years of service at the time the leave began. On the other hand, if the leave is granted for the purpose of further study, the time required therefore will be credited toward the years of experience.

D. The salaries and other remuneration of all teachers covered by this Agreement are set forth in Schedule A and B which are attached hereto and made a part hereof.

**E.**

1. Teachers employed on a ten (10) month basis shall be paid in twenty (20) equal semi-monthly installments.
2. Teachers, as a group, may elect to have ten (10) percent of their monthly salary deducted from their pay for summer savings.

**ARTICLE V****SICK LEAVE**

A. As of September 1, 1970, all teachers employed shall be entitled to one day sick leave per month of contract time as of the first official day of the school year, whether or not they report for duty on that day. Unused sick leave days shall be accumulated from year to year with no maximum limit. Teachers on leave without pay will not accrue sick leave.

B. Non-accumulative additional sick leave benefits may be allowed to teachers notifying upon return on the required form and so notifying the department supervisor when calling in according to the following schedule:

1. Two (2) days annually, for sickness in the immediate family of the employee limited to mother, father, wife/husband, children or member of household.

C. Whenever a teacher shall be absent five (5) or more consecutive days because of illness, the Superintendent may request, within three days of the last day of absence, a doctor's certificate as to the reason for the absence.

D. Teachers shall be given a written notification of accumulated sick days no later than October 15th of each school year.

E. Cumulative sick leave at TPAF service or early retirement with 15 years in the district will be paid at the rate of \$20 per day to a maximum of \$4,500 for 1988/89, \$25 per day to a maximum of \$4,500 for 1989/90, and \$30 per day to a maximum of \$4,500 for 1990/91. Notification of intention to retire must be given to the Board not later than January 1st for sick leave payments to be made the following July 1st. Failure to notify by January 1st does not forfeit entitlement, but it will defer payment an additional fiscal year. In the event of a full or partial RIF, tenured persons will have the option of being paid for sick leave at the rate of \$18 for 1988/89, \$23 for 1989/90, and \$28 for 1990/91, or retaining the sick leave with recall rights.

F. \$250 will be paid for perfect attendance in 1988/89, \$260 in 1989/90 and \$270 in 1990/91, ie, attendance all days when school is in session with the exception of professional days.

**ARTICLE VII**  
**PERSONAL DAYS**

Up to two (2) days annual leave of absence for personal reasons which require absence during school hours may be taken. No statement of reason shall be required for the request but notification to the Superintendent shall be given at least two (2) days before taking such a leave. In case of emergencies, the Superintendent shall have the discretion to waive the two-day notification requirement. Leave may be granted within two (2) days before or after a scheduled holiday at the discretion of the Superintendent. At the end of each school year unused personal leave will be transferred to cumulative sick leave.



**ARTICLE IX**  
**SABBATICAL LEAVE**

A. To secure benefits for the school district, the Board agrees to institute a program of sabbatical leaves subject to the following conditions:

1. Eligibility shall be restricted to faculty members who have completed seven (7) consecutive years fulltime service in the district since beginning that service or since the last period of sabbatical leave.
2. Application for sabbatical leave shall be made by letter addressed to the Superintendent no later than December 15th of the academic year prior to the time of the anticipated leave.
3. Letters of application shall state the intended purpose of the sabbatical leave from among the approved purposes:
  - a. advanced study
  - b. educational travel
  - c. related work experience
  - d. education research or other forms of scholarly or creative endeavor
4. Letters of application shall be judged by the Superintendent to determine the benefits which shall accrue to individuals requesting the leave and the school community.
5. The Superintendent shall recommend his choice to the Board not later than February 15th.
6. The Superintendent shall advise the faculty member whom he shall recommend to the Board for consideration not later than March 15th. The Board shall consider the recommendation and make its decision known at the regular public meeting in March.
7. The Board shall grant sabbatical leaves so that no more than one (1) member of the faculty shall be on sabbatical leave status at any given time.
8. Sabbatical leave will be granted for one full contract year. The leave shall be limited to the length of the contract year for which the sabbatical leave is approved.

**ARTICLE X****INSURANCE PROTECTION**

A. At the beginning of the 1982-83 school year, the Board after consultation and agreement with the Association regarding appropriate insurance carriers, shall provide the health-care insurance protection designated below. The Board shall pay the full family premium for each full-time teacher.

1. For each teacher who remains in the employ of the Board for the full school year, and is contractually obligated to return the following school year, the Board, shall make payments of insurance premiums to provide insurance coverage for the full twelve (12) month period commencing September 1st and ending August 31st. For teachers not returning the following year, payments for premiums shall terminate on the expiration of their contract. In the event of a full or partial RIF the Board shall continue all dental, prescription and health insurance coverage for affected employees until September first.
2. The Board will pay for single dental and prescription coverage for retirees whose retirement is effective after June 30, 1986.
3. A health-care insurance program shall be contracted with the New Jersey Public and School Employees' Health Benefits Program.

B. The Board shall enter into an agreement with a mutually agreeable company to provide members of the unit and their dependents with dental insurance protection. The Board agrees to contribute to such plan, from the date it becomes effective, the established rate monthly for each member of the unit. Coverage for each member of the unit and his dependents shall commence only after the individual member makes application for said coverage and executes the necessary enrollment card.

C. The Board shall enter into an agreement with a mutually agreeable company to provide members of the unit and their dependents with prescription coverage with a \$2 copayment. The Board agrees to contribute to such plan, from the date it becomes effective, the established rate monthly for each member of the unit. Coverage for each member of the unit and his dependents shall commence only after the individual member makes application for said coverage and executes the necessary enrollment card. The administration of the aforementioned plans shall be controlled by the agreed upon companies in accordance with their rules and regulations.

**ARTICLE XII**  
**PROMOTIONS AND VACANCIES**

A. The Superintendent shall make known in writing to the Association a list of all vacancies and promotions which shall occur in the district.

B. The Association will be consulted for any new positions occurring during the school year without involving the signed contract.

**ARTICLE XIV**  
**TEACHER EVALUATION**

A. Tenured teachers shall be observed at least twice a year - the first of these observations coming before December 1st and the second before April 1st. The observed teacher will be provided with a written evaluation to be signed by the teacher and a conference whereby observer and teacher can discuss the observation. The meeting shall be held within forty-eight (48) hours after the day on which the observation took place.

B. Non-tenured teachers shall be observed not less than three times by April 1st. At least one of these shall be by December 1st. Each of these observations shall be followed by a conference with the teacher and the observer within forty-eight (48) hours of the observation date. Non-tenured teachers shall be notified of their employment status by April 30th.

C. Procedure

1. Frequency

- a. Teachers shall be observed through classroom visitation by a certified supervisor at least two (2) times in each school year, to be followed in each instance by a written evaluation report and by a conference between the teacher and his immediate supervisor for the purpose of identifying any deficiencies, and strengths, extending assistance for their correction and improving instruction. Each observation shall consist of at least a full period in the junior/senior high school.
- b. Classroom visitations/observation shall not occur on the same day, nor shall any observation occur prior to the previous evaluation conference. In no case should any observation occur within five (5) school days of the previous evaluation. All visitation/observations shall occur in the same work year.

D. Personnel Records

1. File

A teacher shall have the right, upon request, to review the contents of his personnel file and to receive copies at Board expense of any documents contained therein. A teacher shall be entitled to have representative(s) of the Association accompany him during such review. At least once every two (2) years, a teacher shall have the right to indicate those documents and/or other materials in his file which he believes to be obsolete or otherwise inappropriate to retain. Said documents shall be reviewed by the Superintendent or his designee and if, in fact, they are obsolete or otherwise inappropriate to retain, they shall be destroyed.

2. Derogatory Material

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

**ARTICLE XVI****CALENDAR**

The Henry Hudson Regional School District Education Association will be consulted when the Board of Education is drawing up the school calendar.

**ARTICLE XVIII**  
**TEACHER WORK DAY**

Teacher Sign-In	7:45 a.m.
Warning Bell	7:54 a.m.
Period 1	7:55 a.m. - 8:40 a.m.
Teacher Sign-In	8:30 a.m.
Period 2 (Homeroom)	8:43 a.m. - 9:31 a.m.
Period 3	9:34 a.m. - 10:19 a.m.
Period 4	10:22 a.m. - 11:07 a.m.
Period 5A Lunch	11:10 a.m. - 11:37 a.m.
Period 5A Class	11:10 a.m. - 11:55 a.m.
Period 5B Lunch	11:58 a.m. - 12:25 p.m.
Period 5B Class	11:40 a.m. - 12:25 p.m.
Period 6	12:28 p.m. - 1:13 p.m.
Period 7	1:16 p.m. - 2:01 p.m.
Teacher Sign-Out	- 2:11 p.m.
Period 8	2:04 p.m. - 2:49 p.m.
Teacher Sign-Out	- 2:59 p.m.

7TH-8TH GRADE

Period 1 - 4 and 7, 3	Same as Above
Period 5	11:10 a.m. - 11:55 a.m.
Period 6A Class	11:58 a.m. - 12:43 p.m.
Period 6B Lunch	12:46 p.m. - 1:13 p.m.

**ARTICLE XIX****CONFERENCE WITH ADMINISTRATION**

Should any administrator find it necessary to have a conference with any member of the unit, and following said conference he determines that a written reprimand should be forwarded to the member, or a written recommendation to the Board should be made, and the recommendation concerns any matter which could adversely affect the continuation of that teaching staff member in his office, position or employment or the salary or any increment pertaining thereto, then and in that event, before said written reprimand is forwarded or the recommendation is made, the member shall be notified and given an opportunity for an informal appearance before the Superintendent. At any such appearance, the member shall be entitled to have a representative of the local Association or the New Jersey Education Association present.

If any member of the unit is required to appear before the Board of Education or any committee of the Board, he shall be given prior written notice stating the reasons for such meeting and shall be entitled to have a representative present.



**ARTICLE XXI****AGENCY SHOP****1. NON-ASSOCIATION PAYROLL REPRESENTATION FEE DEDUCTION**

If an employee does not become a member of the Association prior to the commencement of a contract year (i.e. from July 1 to the following June 30) which is covered in whole or in part by this Agreement, said employee will be required to pay a representation fee to the Association for that contract year. The purpose of this fee will be to offset the employee's per capita cost of services rendered by the Association as majority representative. The fee is not to cover excluded union activities for which payment is not required, i.e. partisan activities, political activities or causes, or ideological positions only incidentally, related to terms and conditions of employment, and/or any and all benefits available only to members of the majority representative.

**2. AMOUNT OF FEE**

a. Notification - Prior to the beginning of each contract year, the Association will notify the Board in writing of the amount of regular membership dues, initiation fees and assessments charged by the Association to its own members for the coming year. A representation fee to be paid by the non-members will be determined by the Association in accordance with the law.

b. Legal Maximum - In order to adequately offset the per capita cost of services rendered by the Association as majority representative, the Association will certify to the Board prior to the start of each contract year the amount of the representation fee to be assessed calculated on an amount equal to the regular membership dues, initiation fees and assessments charged by the Association to its own members and that it does not include any amount of dues, fees and assessments that are expended (1) for partisan, political or ideological activities or causes that are only incidentally related to terms and conditions of employment or (2) applied toward the cost of benefits available only to members of the majority representative. The actual representation fee shall be set at no more than 85% of the amount of membership dues, initiation fees and assessments as above defined.

## ARTICLE XXII

## DURATION OF AGREEMENT

A. This Agreement shall be effective with the exception of the salary guides contained in Schedules A and B as of July 1, 1988 and shall continue in effect until June 30, 1991. The salary guides contained in Schedules A and B 1988/89 shall be effect as of July 1, 1988 and shall continue in effect until June 30, 1989. The salary guides contained in Schedules A and B 1989/90 shall be effective as of July 1, 1989 and shall continue in effect until June 30, 1990. The salary guide contained in schedules A and B 1990/91 shall be in effect as of July 1, 1990 and shall continue in effect until June 30, 1991.

B. IN WITNESS WHEREOF, the parties have hereunto caused this Agreement to be signed by their respective Presidents, attested by their respective Secretaries, and their corporate seals to be placed hereon, all on the day and year first above written.

HENRY HUDSON REGIONAL  
EDUCATION ASSOCIATION, INC.

BY   
President

BY   
Secretary

HENRY HUDSON REGIONAL  
BOARD OF EDUCATION

BY   
President

BY   
Secretary

## TEACHERS' 1988/89 SALARY GUIDE

## SCHEDULE "A"

	A	B	C	D
1	20,840	22,190	22,840	24,440
2	21,540	22,890	23,540	25,140
3	22,865	24,215	24,865	26,465
4	23,730	25,080	25,730	27,330
5	23,915	25,265	25,915	27,515
6	24,040	25,390	26,040	27,640
7	24,465	25,815	26,465	28,065
8	24,600	25,950	26,600	28,200
9	25,033	26,383	27,033	28,633
10	26,010	27,360	28,010	29,610
11	26,915	28,265	28,915	30,515
12	27,892	29,242	29,892	31,492
13	28,870	30,220	30,870	32,470
14	29,847	31,197	31,847	33,447
15	30,824	32,174	32,824	34,424
16	32,001	33,351	34,001	35,601
17	33,003	34,353	35,003	36,603
18	35,599	36,949	37,599	39,199
19	\$1,250 increase - Super maximum: \$326 per year beyond 19th Step.			

## Salary - Guidance Department

A. Counselors computed on position on teachers' salary guide x 1.12. This ratio to cover regular school year plus one week after dismissal in June and resumption of duties one week before start of school year in September.

B. Salaries of the members of the Child Study Team shall be computed on position on teachers' salary guide x 1.1.

## SCHEDULE B

## OTHER REMUNERATION 1988-89

ACTIVITY	1	2	3
Athletic Director (2 duty free periods)	\$2,828	\$3,415	\$3,999
Basketball Varsity (Boys & Girls)	2,579	3,164	3,747
Basketball Junior Varsity (Boys & Girls)	1,618	1,994	2,371
Freshman Basketball	1,465	1,796	2,123
Soccer & Field Hockey (Varsity)	2,225	2,735	3,248
Soccer & Field Hockey (JV)	1,465	1,796	2,123
Baseball/Softball (Varsity)	2,225	2,735	3,248
Baseball/Softball (JV)	1,465	1,796	2,123
Bowling (Boys/Girls Combined)	1,440	1,821	2,186
Chess Advisor	960	1,214	1,457
Cross Country (Boys & Girls)	2,225	2,735	3,248
Tennis (Boys & Girls)	2,225	2,735	3,248
Cheerleaders	1,363	1,579	1,997
Intramurals (Boys & Girls)	809	1,029	1,249
Student Council	809	1,029	1,249
National Honor Society Advisor	809	1,029	1,249
Theatrical Director-Musical	1,839	2,214	2,686
Music Director	1,839	2,214	2,686
Yearbook Advisor	1,348	1,627	1,858
Yearbook Business Advisor	809	1,029	1,249
Audio Visual Labs Coordinator	1,348	1,627	1,858
French Club Advisor			355
SADD Club			355
Ski Club Advisor			355

## SCHEDULE B (continued)

## OTHER REMUNERATION 1988-89

ACTIVITY	1	2	3
Class Advisor 7-10			\$ 605
Class Advisor 11-12			1,618
7-8 Basketball (Boys & Girls)	1,465	1,796	2,123
7-8 Baseball/Softball	1,092	1,294	1,500
7-8 Cross Country(Boys/Girls Combined)	1,418	1,619	1,826
7-8 Intramurals	809	1,029	1,249
7-8 Soccer	1,092	1,294	1,500
7-8 Theatrical Director	920	1,107	1,343
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Chaperones and Crowd Control	\$22 per event		
Overnight Sponsors	\$30 per day		
Class Coverage	\$11 per period		
Bedside Instruction	\$16 per hour plus out of district mileage		
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- A. Salaries of all newly created B guide positions will be negotiated with the Association.
- B. Placement on the B guide will be based on years of coaching experience in the particular sport. Three (3) or more years of any coaching experience automatically qualifies the employee to start on the second step of a new sport.
- C. No Staff member will maintain any athletic facility (ie, line, mow, rake).
- D. A stipend for class advisors listed on B guide will be awarded for each individual class. This stipend will be divided between that class's advisors.
- E. Before any involuntary appointments on the B guide are made, all other avenues will be explored.

**TEACHERS' 1989/90 SALARY GUIDE**

**SCHEDULE A**

	A	B	C	D
1	22,400	23,775	24,450	26,075
2	23,100	24,475	25,150	26,775
3	23,825	25,200	25,875	27,500
4	25,175	26,550	27,225	28,850
5	26,065	27,440	28,115	29,740
6	26,275	27,650	28,325	29,950
7	26,425	27,800	28,475	30,100
8	26,875	28,250	28,925	30,550
9	27,035	28,410	29,085	30,710
10	27,493	28868	29,543	31,168
11	28,495	29,870	30,545	32,170
12	29,425	30,800	31,475	33,100
13	30,427	31,802	32,477	34,102
14	31,430	32,805	33,480	35,105
15	32,432	33,807	34,482	36,107
16	33,459	34,834	35,509	37,134
17	34,736	36,111	36,786	38,411
18	38,360	39,735	40,410	42,035
19	\$1,250 increase - Super Maximum: \$326 per year beyond 19 step			
Salary - Guidance Department				

A. Counselors computed on position on teachers' salary guide 1.12. This ratio to cover regular school year plus one week after dismissal in June and resumption of duties one week before start of school year in September.

B. Salaries of the members of the Child Study Team shall be computed on position on teachers' salary guide x 1.1.

## SCHEDULE B

## OTHER REMUNERATION 1989-90

ACTIVITY	1	2	3
Athletic Director (2 duty free periods)	3,068	3,705	4,338
Basketball Varsity (Boys & Girls)	2,798	3,432	4,065
Basketball Junior Varsity (Boys & Girls)	1,755	2,163	2,572
Freshman Basketball	1,589	1,948	2,303
Soccer & Field Hockey (Varsity)	2,414	2,967	3,524
Soccer & Field Hockey (JV)	1,589	1,948	2,303
Baseball/Softball (Varsity)	2,414	2,967	3,524
Baseball/Softball (JV)	1,589	1,948	2,303
Bowling (Boys/Girls Combined)	1,562	1,975	2,371
Chess Advisor	1,041	1,317	1,580
Cross Country (Boys & Girls)	2,414	2,967	3,524
Tennis (Boys & Girls)	2,414	2,967	3,324
Cheerleaders	1,478	1,713	2,166
Intramurals (Boys & Girls)	877	1,116	1,355
Student Council	877	1,116	1,355
National Honor Society Advisor	877	1,116	1,355
Theatrical Director - Musical	1,995	2,402	2,914
Music Director	1,995	2,402	2,914
Yearbook Advisor	1,462	1,765	2,015
Yearbook Business Advisor	877	1,116	1,355
Audio Visual Labs Coordinator	1,462	1,765	2,015
French Club Advisor			385
SADD Club Advisor			385
Ski Club Advisor			385

## SCHEDULE B (continued)

## OTHER REMUNERATION 1989-90

ACTIVITY	1	2	3
Class Advisors 7-10			656
Class Advisors 11-12			1,755
7-8 Basketball (Boys & Girls)	1,589	1,948	2,303
7-8 Baseball/Softball	1,184	1,403	1,627
7-8 Cross Country (Boys/Girls Combined)	1,538	1,756	1,981
7-8 Intramurals	877	1,116	1,355
7-8 Soccer	1,184	1,403	1,627
7-8 Theatrical Director	998	1,201	1,456

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Chaperones and Crowd Control	\$24 per event
Overnight Sponsors	\$35 per day
Class Coverage	\$12 per period
Bedside Instruction	\$17 per hour plus out of district mileage

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- A. Salaries of all newly created B guide positions will be negotiated with the Association
- B. Placement on the B guide will be based on years of coaching experience in the particular sport. Three (3) or more years of any coaching experience automatically qualifies the employee to start on the second step of a new sport.
- C. No Staff member will maintain any athletic facility (ie, line, mow, rake).
- D. A stipend for class advisors listed on B guide will be awarded for each individual class. This stipend will be divided between that class's advisors.
- E. Before any involuntary appointments on the B guide are made, all other avenues will be explored.



## TEACHERS' 1990/91 SALARY GUIDE

## SCHEDULE "A"

	A	B	C	D
1	24,075	25,475	26,175	27,825
2	24,775	26,175	26,875	28,525
3	25,500	26,900	27,600	29,250
4	26,250	27,650	28,350	30,000
5	27,625	29,025	29,725	31,375
6	28,540	29,940	30,640	32,290
7	28,775	30,175	30,875	32,525
8	28,950	30,350	31,050	32,700
9	29,425	30,825	31,525	33,175
10	29,610	31,010	31,710	33,360
11	30,093	31,493	32,193	33,843
12	31,120	32,520	33,220	34,870
13	32,075	33,475	34,175	35,825
14	33,102	34,502	35,202	36,852
15	34,155	35,555	36,255	37,905
16	35,207	36,607	37,307	38,957
17	36,334	37,734	38,434	40,084
18	41,285	42,685	43,385	45,035
19	\$1,250 increase - Super maximum: \$326 per year beyond 19th Step			

Salary - Guidance Department

A. Counselors computed on position on teachers' salary guide x 1.12. This ratio to cover regular school year plus one week after dismissal in June and resumption of duties one week before start of school year in September.

B. Salaries of the members of the Child Study Team shall be computed on position on teachers' salary guide x 1.1.

## SCHEDULE B

## OTHER REMUNERATION 1990-91

ACTIVITY	1	2	3
Athletic Director (2 duty free periods)	\$3,331	4,023	4,711
Basketball Varsity (Boys & Girls)	3,038	3,727	4,414
Basketball Junior Varsity (Boys & Girls)	1,905	2,349	2,793
Freshman Basketball	1,725	2,115	2,501
Soccer & Field Hockey (Varsity)	2,626	3,222	3,827
Soccer & Field Hockey (JV)	1,725	2,115	2,501
Baseball/Softball (Varsity)	2,621	3,222	3,827
Baseball/Softball (JV)	1,725	2,115	2,501
Bowling (Boys/Girls Combined)	1,696	2,144	2,574
Chess Advisor	1,130	1,430	1,715
Cross Country (Boys & Girls)	2,621	3,222	3,827
Tennis (Boys & Girls)	2,621	3,222	3,827
Cheerleaders	1,605	1,860	2,352
Intramurals (Boys & Girls)	952	1,211	1,471
Student Council	952	1,211	1,471
National Honor Society Advisor	952	1,211	1,471
Theatrical Director-Musical	2,166	2,608	3,164
Music Director	2,166	2,608	3,164
Yearbook Advisor	1,587	1,916	2,188
Yearbook Business Advisor	952	1,211	1,471
Audio Visual Labs Coordinator	1,587	1,916	2,188
French Club Advisor			418
SADD Club			418
Ski Club Advisor			418

## SCHEDULE B

## OTHER REMUNERATION 1990-91

ACTIVITY	1	2	3
Athletic Director (2 duty free periods)	\$3,331	4,023	4,711
Basketball Varsity (Boys & Girls)	3,038	3,727	4,414
Basketball Junior Varsity (Boys & Girls)	1,905	2,349	2,793
Freshman Basketball	1,725	2,115	2,501
Soccer & Field Hockey (Varsity)	2,626	3,222	3,827
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Audio Visual Labs Coordinator	1,587	1,916	2,188
French Club Advisor			418
SADD Club			418
Ski Club Advisor			418

SCHEDULE B (continued)  
OTHER REMUNERATION 1990-91

ACTIVITY	1	2	3
Class Advisor 7-10			\$ 712
Class Advisor 11-12			1,905
7-8 Basketball (Boys & Girls)	1,725	2,115	2,501
7-8 Baseball/Softball	1,285	1,523	1,766
7-8 Cross Country(Boys/Girls Combined)	1,670	1,907	2,151
7-8 Intramurals	952	1,211	1,471
7-8 Soccer	1,285	1,523	1,766
7-8 Theatrical Director	1,083	1,304	1,582

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Chaperones and Crowd Control	\$26 per event
Overnight Sponsors	\$40 per day
Class Coverage	\$13 per period
Bedside Instruction	\$18 per hour plus out of district mileage

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- A. Salaries of all newly created B guide positions will be negotiated with the Association.
- B. Placement on the B guide will be based on years of coaching experience in the particular sport. Three (3) or more years of any coaching experience automatically qualifies the employee to start on the second step of a new sport.
- C. No Staff member will maintain any athletic facility (ie, line, mow, rake).
- D. A stipend for class advisors listed on B guide will be awarded for each individual class. This stipend will be divided between that class's advisors.
- E. Before any involuntary appointments on the B guide are made, all other avenues will be explored.