

AGREEMENT

Between the

GIBBSBORO EDUCATION ASSOCIATION

And the

BOARD OF EDUCATION OF GIBBSBORO

THE COUNTY OF CAMDEN, NEW JERSEY

2006-07

2007-08, 2008-09, 2009-10

Adopted: December 12, 2006

PREAMBLE

This Agreement was amended in 2006 by and between the Board of Education of the Borough of Gibbsboro, New Jersey hereinafter called the "Board," and the Gibbsboro Education Association, hereinafter called the "Association."

ARTICLE I

RECOGNITION

- A. UNIT. The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiations concerning the terms and conditions of employment for the following personnel employed by the Board.

- Teachers, Classroom
- Head Teacher
- Nurse
- Special Area Teachers – Music, Art, Physical Education, Library, Health, Computer, Basic Skills Teachers, Special Education Teachers, Speech Therapist

- Support Staff – Classroom Aides
Child Study Secretary
Office Clerk

but excluding:

Superintendent
Principal
Assistant Principal
Psychologist
Social Worker
Guidance Counselor
Director of Special Services
Learning Disability Specialist
Board Office Clerk
Custodial Staff
Secretary to Superintendent
Lunch Aides
Lunchroom Supervisor

- B. DEFINITION OF EMPLOYEE. Unless otherwise indicated, the term "employee", when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the negotiating unit as above defined, and references to male employees shall include female employees.
- C. Members of a represented bargaining unit who do not join the union or association will be required to pay a representation fee according to the New Jersey Employer–Employee Relations Act entitled as NJSA 34:13A–5.5 et seq.

ARTICLE II

NEGOTIATION PROCEDURE

- A. DEADLINE DATE. The parties agree to enter into collective negotiations over a successor agreement in accordance with N.J.S.A. 34:13A–1 et seq., in a good faith effort to reach agreement on all matters concerning the terms and conditions of employment. Negotiations shall commence at the request of either party but not later than December 15th.
- B. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party. Neither party's representatives shall be empowered to make any final decisions.

1. All meetings between the parties shall be regularly scheduled, whenever possible, and take place when the employees involved are free from assigned instructional responsibilities, with times and dates to be mutually agreed.
- C. This Agreement incorporates the entire understanding of the parties and shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

ARTICLE III

GRIEVANCE PROCEDURE

A. DEFINITIONS

1. The term "Grievance" means a complaint that there has been an improper application, interpretation, or violation of any policy, agreement or administrative decision which affects a term and condition of employment.
2. An "aggrieved person" is the person or persons or the Association making the claim.
3. A "party in interest" is the person or persons making the claim and any person including the Association or the Board, who might be required to take action or against whom action might be taken in order to resolve the claim.

B. PURPOSE

The purpose of this procedure is to secure, at the lowest possible level, solutions to grievances which may from time to time arise affecting employees.

C. PROCEDURE

1. A grievance may be filed by the Association either in its own name or as the representative of a group, or individual. All time lines herein are considered to be maximum times and every effort shall be made to render decisions as quickly as possible.
2. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the grievance to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step. Any grievance must be lodged at the proper initiating level within twenty-five (25) work days of the

happening of the event. A work day shall be defined as a day that the aggrieved is scheduled to work.

3. It is understood that the individuals 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.

A. LEVEL ONE: PRINCIPAL/SUPERINTENDENT

1. The grievant shall set forth his grievance in writing to the Principal/Superintendent specifying:
 - a. the nature of the grievance;
 - b. the nature and extent of the injury, loss, or inconvenience;

The Principal/Superintendent shall attempt to resolve the matter as quickly as possible, but within a period not to exceed fourteen (14) calendar days. The Principal/Superintendent shall communicate his/her decision in writing to the grievant and the grievant's supervisor.

B. LEVEL TWO: BOARD OF EDUCATION

If the grievance is not resolved to the grievant's satisfaction, he , no later than fourteen (14) calendar days after receipt of the Principal/Superintendent's decision, may request a review by the Board of Education. The request shall be submitted in writing through the Principal/Superintendent who shall attach all related papers and forward the request to the Board. The Board, or a committee thereof, shall review the grievance and shall, at the option of the Board, hold a hearing with the grievant and render a decision in writing within thirty (30) calendar days of receipt of the grievance by the Board.

C. LEVEL THREE: ARBITRATION

Only a complaint that there has been an improper application, interpretation, or violation of the contract shall be subject to the arbitration procedure.

Notice of intention to proceed to arbitration shall be given to the Board through the Principal/Superintendent within fourteen (14) calendar days after receipt of the decision which is being appealed. Only the parties signatory to this Agreement shall have the right to proceed to arbitration and said right shall not accrue to an individual employee or group of employees. Said arbitration shall be

binding and shall be conducted under the rules of the American Arbitration Association.

The arbitrator shall limit himself to the issues submitted to him and shall consider nothing else. He can add nothing to, nor subtract anything from, the Agreement between the parties. The Board, Association, and the aggrieved shall receive copies of the arbitrator's opinion and award.

D. NON-GRIEVABLE MATTERS

The following matters shall not be grievable:

1. The termination of the contract of a non-tenure teacher and the failure or refusal of the Board to renew a contract of a non-tenure teacher.
2. In matters where a method of review is prescribed by law, or by any rule, regulation or bylaw of the State Commissioner of Education or the State Board of Education.
3. In matters where the Board is without authority to act.
4. In matters where the discretion of the Board may not be unlimited but where, after the exercise of such discretion, a further review of the Board's action is available to employees under provisions of State Law.

E. RIGHTS OF EMPLOYEES TO REPRESENTATION

1. Any grievant may be represented at all stages of the grievance procedure by himself, or at his option, by a representative selected by him or by the Association.
2. When a grievant is not represented by the Association in the processing of a grievance, the Association shall at the time of submission of the grievance to the Principal/Superintendent or any later level be notified that the grievance is in process, have the right to be present and present its position in writing at all hearing sessions held concerning the grievance.
3. The Board and the Association shall assure the individual freedom from restraint, interference, coercion, discrimination or reprisal in utilizing this grievance procedure.
4. No meeting or hearing conducted under this procedure shall be public. The only parties in attendance shall be the parties in interest, witnesses, and the designated or selected representatives contemplated in this article.

F. COSTS

1. The fees and expenses of the arbitrator and costs of hearing room shall be shared equally by the Board and the Association.
2. If time is lost by any grievant due to arbitration proceedings necessitating the retention of a substitute, the Board of Education will pay only the cost of the substitute, and the time lost by the grievant must either be without pay or charged to personal time.

ARTICLE IV

EMPLOYEE RIGHTS

- A. Neither the Board nor Association will directly or indirectly discourage, deprive, or coerce any employee in the enjoyment of any rights conferred by N.J.S.A. 34:13A-1 et seq.
- B. No tenured employee (or unit member upon commencement of employment in the fourth year) shall be disciplined, reprimanded, or reduced in rank or compensation without just cause.
- C. The parties hereto agree and understand that the necessary criticism of unit member, administrator, and or board member should take place in private or executive session and should be coupled with a complaint procedure. In the event, written notice is given to the contrary, all rights of the individual shall be adhered to.

ARTICLE V

STAFF EMPLOYMENT

- A. Placement on the salary guide shall be in accordance with N.J.S.A. 18A:29-9. Whenever a person shall accept employment as an employee in the school district, his/her initial placement on the salary schedule shall be agreed upon by the individual and the Board of Education at the time of employment and shall constitute the final determination of credit for previous work experience, provided that credit shall be given for military service up to a maximum of four years.

Part-time employees transferring to full time employment would only receive credit for actual work experience in their classification. (Example: a part-time teacher, teaching 2 1/2 days, would require two years to have one year's teaching experience.)

Part-time teaching salaries must also be adjusted to meet the above regulations and in keeping with State laws and regulations.

- B. Teacher participation in extra-curricular activities which extend beyond the regularly scheduled in-school day, where possible, shall be open to all certified staff, and where possible, shall be agreed upon before June 10th of the preceding school year or upon issuance of a contract to persons hired beyond that date, and shall be compensated according to the rate of pay in Schedule "B". If no teacher within the District volunteers, the Board will seek volunteers from outside the District before assigning existing staff members to said positions.
- C. In-District qualified teachers shall not be involuntarily assigned to extra-curricular positions for more that (1) year provided, with the reasonable discretion of the Superintendent, there is a pool of qualified candidates

In any event, the Board of Education shall have the final choice of a teacher or any other qualified individual to participate in such extra-curricular activity.

- D. When school is in session, a notice shall be publicly posted and open to all certified staff for any position, as far in advance as practical, ordinarily at least (15) school days before the final date when applications must be submitted and in no event, less than (5) school days before such date. A copy of said shall be given to the association at the time of posting. Unit members who desire to apply for such vacancies shall submit their applications in writing to the Superintendent within the time specified in the notice.

ARTICLE VI

SALARIES

- A. The salaries of all employees covered by this Agreement are set forth in Schedule "A" which is attached hereto and made a part hereof.
- B.
 - 1. When a pay day falls on or during a school holiday, vacation or week-end, employees shall receive their pay checks on the last previous working day.
 - 2. Employees shall receive the pay schedule for the following year on the last working day in June if there is a change.

ARTICLE VII

VACATION

- A. Vacation is earned (by 12 month employees) upon completion of the employment year. Earned vacation time must be submitted five days in advance and approved by the Superintendent.
- B. Vacation days to be earned as follows:
 - 2 weeks - at conclusion of years 1, 2, 3 and 4
 - 3 weeks - at conclusion of years 5, 6, 7, 8 and 9
 - 4 weeks - at conclusion of years 10 and above

ARTICLE VIII

HOLIDAYS

- A. All legal holidays (unless school is in session) are considered nonworking days. Additional days off are at the discretion of the Superintendent.
- B. All twelve (12) month employees who work on a holiday will be given compensatory time for day(s) worked.
- C. Religious holidays - Employees may apply in advance in writing to make up the day with compensatory time or take a personal day. Approval is at the discretion of the Superintendent.

ARTICLE IX

PROMOTIONS

A. Promotional positions are defined as follows:

Positions paying a salary differential and/or positions on the administrator-supervisory levels of responsibility include but are not limited to positions as department head, chairman, or coordinator. All positions that are promotional and are a part of a program funded by the federal government shall be adequately publicized by the Superintendent by posting a notice on a prominent bulletin board.

ARTICLE X

SICK LEAVE

- A. 1. All ten (10) month employees shall be entitled to ten (10) sick leave days each school year and all twelve (12) month employees shall be entitled to twelve (12) sick leave days each school year as of the first official day of said 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. Allow the estate of the deceased employee to receive the unused sick leave reimbursement and/or payment for the unused vacation days per the criteria below.
2. Upon simultaneous retirement from the services of the Board, as confirmed to the Board by the New Jersey's Teacher Pension and Annuity Fund, and/or PERS, payment for unused sick leave will be made as per the following:

Starting with the 31st unused sick day each eligible individual will receive payment as stated below for unused sick days.

Certified Staff

2006-2010 \$45.00 per day up to a maximum of 180 days.

Secretarial/Clerk Staff

2006-2010 \$25.00 per day up to a maximum of 180 days.

Classroom Aides

2006-2010 \$20.00 per day up to a maximum of 180 days.

RETIREMENT NOTICE

- B. Any staff member must notify the superintendent of intent to retire no later than the first Friday after school reopens in January from winter recess of the year in which retirement takes place in order to receive prompt payment; those who fail to comply with the notification procedure described herein shall be required to wait for said

payment until such time as (1) the money is allocated in the next school budget and (2) the instant the budget becomes effective.

ARTICLE XI

TEMPORARY LEAVES OF ABSENCE

- A. Employees shall be entitled to the following temporary leaves of absence with full pay each school year:
1. Three (3) days leave of absence for personal, legal, business, household, or family matters which require absence during school hours. Application to the Superintendent or other immediate superior for personal leave shall be made at least three (3) days before taking such leave (except in the case of emergencies), and the applicant for such leave shall not be required to state the reason for taking such leave other than that he is taking it under this section.

At no time, except Yom Kippur and Rosh Hashanah, will more than 4 members of the teaching staff take personal days on any given day when school is in session. Personal days will be granted on first come first serve basis. The emergency use of a personal day in excess of 4 members of the teaching staff may be granted with prior approval of the Superintendent. Days of absence in the categories may not be taken on the day before or the day after a holiday (except in the case of emergencies).

Unused personal days at the end of each school year will be added to accumulated sick leave for the following school year.

2. An allowance of up to five (5) days shall be granted to any employee whose home is saddened by the death of an immediate member of his/her family. The immediate family is defined as father, mother, spouse, son/daughter, brother, sister, grandparent, grandchild, mother-in-law, father-in-law, or any legally domiciled member of the household.

Bereavement days must be taken within seven (7) school days of the date of death, no exceptions unless approved by the Superintendent for extenuating circumstances.
3. The Superintendent may grant up to two (2) days to each employee for the purpose of visiting other schools or attending meetings or conferences of an educational nature.
4. Two (2) days for all members of the Association to attend the convention of the N.J.E.A.

- 5 Additional days may be granted under A.1. through A.4. above at the discretion of the Superintendent/Board of Education. The Board is to be notified of all requests granted/not granted under this section.
6. Previously unused sick leave days will be restored to all employees returning from an approved leave of absence.

- B. Employees requesting a temporary leave of absence without pay must make application to the Superintendent at least six (6) weeks in advance of such date (except in the case of emergencies), and the applicant for such leave shall be required to state the reason for taking such leave.

The Board shall take action on such request at its next regularly scheduled meeting following receipt by the Superintendent of the application for such leave.

Leave under this section may not be taken without prior approval of the Board (except in case of emergencies).

- C. The Board shall grant a child rearing leave to an employee upon request subject to the following stipulations and limitations:
1. Any employee desiring a child rearing leave of absence shall notify the Superintendent in writing no later than sixty (60) days before the anticipated leave is to begin or is practicable.
 2. An employee granted such a leave shall return to his/her position not later than the first day of a semester (September or January). The intent of this paragraph is to grant up to three full semesters and a part of a semester as the maximum leave. A tenured employee may choose to return earlier, provided the return is on the first day of a semester.
 3. The Board shall not be required to extend the child rearing leave of absence beyond the current contract year for a non-tenure employee except for a tenured secretary or teacher who has already been awarded his/her tenure contract.
 4. Reinstatement of employees to whom such a leave of absence has been granted shall commence ninety (90) days after application for reinstatement has been made to the Superintendent.
 5. The Board will assume no responsibility for re-assignment of such teacher to the same classroom, grade, or subject area. However, the Superintendent will attempt, to his/her fullest extent, to return a teacher to the same grade level that the teacher left

ARTICLE XII

SABBATICAL LEAVES

A. Purpose

A sabbatical leave shall be granted to a teacher by the Board for study, including study in another area of specialization, for travel, or for other reasons of value to the school system.

B. Conditions

Sabbatical leave may be granted, subject to the following conditions:

1. Percentage of teachers

If there are sufficient qualified applicants, sabbatical leaves shall be granted to a maximum of ten (10%) percent of teachers at any one time. There shall be only one from any grade.

2. Requests

Requests for sabbatical leave must be received by the Superintendent in writing in such form as may be mutually agreed on by the Association and the Superintendent no later than January 1, and action must be taken on all such requests no later than February 1 of the school year preceding the school year for which the sabbatical leave is requested.

3. Minimum time to qualify

The teacher has completed at least seven (7) full school years of service in the Gibbsboro School District.

4. Pay

In the event that the Board grants a teacher sabbatical leave, the Board shall have no responsibility to pay the teacher or pay any medical, health, or other benefit cost for said teacher for the duration of the sabbatical.

5. Return

- a. Upon return from the sabbatical leave, a teacher shall be placed on the salary schedule at the level he/she would have been on during the sabbatical leave. He/She shall maintain his/her previous position providing the position has not been eliminated.

- b. Within sixty (60) days of a teacher returning from a sabbatical leave, said teacher shall submit a written report to the Board on the sabbatical experience.

6. Granting of Requests

Sabbatical requests will be granted to qualified personnel on a first come basis. If a conflict should arise, seniority in the school system shall be used in determining who shall be granted the sabbatical.

ARTICLE XIII

PROFESSIONAL DEVELOPMENT AND

EDUCATIONAL IMPROVEMENT

- A. In our rapidly changing society teachers and/or staff must constantly review curricular content, teaching methods and materials, educational philosophy and goals, social changes, and other topics related to education. The Board recognizes that it shares with its professional staff responsibility for the upgrading and updating of teacher performance and attitudes. The Board and the Association support the principle of continuing training of teachers and/or staff and the improvement of instruction.
- B. Each member of the bargaining unit shall be eligible for a tuition reimbursement plan with the following provisions:
 - 1. To pay the full cost of tuition and other reasonable expenses of employees incurred in connection with any workshops, seminars, conferences, or in service training sessions.
 - 2. To reimburse teachers up to two thousand dollars (\$2,000) per year for graduate studies. Courses taken shall be approved by the Superintendent. No reimbursement shall be made for courses where the grade earned is not a "B" or better.
 - 3. To pay the full cost of tuition and other reasonable expenses up to four hundred dollars (\$400.00) for secretaries incurred in connection with any workshops, seminars, conferences, or inservice training sessions.
 - 4. To pay the full cost of tuition and other reasonable expenses up to one thousand (\$1000.000) for classroom aides incurred in connection with any workshops, seminars, conferences, or inservice training sessions.

5. Tuition reimbursement will be given to staff in good faith. If a staff member leaves the district for any reason other than illness and/or death before the 12th month after course completion there will be a chargeback of the reimbursement. The chargeback criteria are as follows:
 - i. 75% chargeback per course completed will apply for any staff member who leaves within 3 months after course completion.
 - ii. 50% chargeback per course completed will apply for any staff member who leaves within 6 months after course completion.
 - iii. 25% chargeback per course completed will apply for any staff member who leaves within 9 months after course completion.
 - iv. No chargeback will apply for any staff member who leaves 12 months or after course completion.

- 6 The BOE shall equitably reimburse the costs of tuition up to and not to exceed said allotment for the calendar year (see below) as it relates to the terms and conditions of the total professional development and educational improvement benefit to any staff successfully completing a course with a "B" or better or educational activity approved in writing by the superintendent prior to the start of the course or activity that shall be curriculum related. See tuition allotment below:

2006–2007	\$5,000
2007–2008	\$7000
2008–2009	\$8,500
2009–2010	\$10,000

ARTICLE XIV

DEDUCTION FROM SALARY

- A. 1. The Board agrees to deduct from the salaries of its employees dues for the Gibbsboro Education Association, the Camden County Education Association, the New Jersey Education Association, and the National Education Association. Such deductions shall be made in compliance with Chapter 310, Public Laws of 1967 (N.J.S.A. 52:14–15.9e) and under rules established by the State Department of Education. Said moneys together with records of any corrections shall be transmitted to the treasurer of the Gibbsboro Education Association by the 15th of each month following the monthly pay period in which deductions were made. The Association treasurer shall disburse such moneys to the appropriate associations.

Employee authorizations shall be made in writing and transmitted to the Board through the Association treasurer.

2. Each of the associations named above shall certify to the Board, in writing, the current rate of its membership dues. Any association which shall change the rate of

its membership dues shall give the Board written notice prior to the effective date of such change.

3. Additional authorizations for dues deduction may be received after August 1 under rules established by the State Department of Education.
4. The filing of notice of an employee's withdrawal shall be prior to December 1 and become effective to halt deductions as of January 1 next succeeding the date on which notice of withdrawal is filed.

ARTICLE XV

PREPARATION TIME

- A. Teachers and classroom aides shall be entitled to a minimum of 150 minutes of preparation time per week, in addition to their lunch period which will be 30 minutes or equal to the lunch time of the students.
- B. The Board will make every effort, as it has in the past, to assign one preparation period per day, but it is understood that the number of classes, scheduling, and the like shall impact on it.

ARTICLE XVI

BOARD RIGHTS

- A. The Board hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the Constitution and laws of the United States and the State of New Jersey. Nothing herein contained shall be considered to deny or restrict the Board in the exercise of its responsibilities under the laws of the State of New Jersey. Except as otherwise specified in this Agreement, the Association recognizes that the Board has the responsibility and authority to manage and direct, on behalf of the public, all of the operations and activities of the school district to the full extent authorized by law. In exercising its powers, the Board, through its administrative staff, shall, subject to the provisions of this Agreement, exercise all of its managerial rights and authority to the extent permitted by law.

ARTICLE XVII

WORK YEAR

A. Teachers and Classroom Aides

1. 2006–2007; 2007–2008; 2008–2009; 2009–2010

The teaching work year shall consist of 182 teaching days and 5 in–service days for a total of 187 days. There shall be at least one full in–service day prior to the student's first day of school.

B. Child Study Secretary and Main Office Clerk (July 1–June 30)

The secretary and clerk shall work the same calendar as the teachers while school is in session and in addition will have off July 4 and Labor Day.

ARTICLE XVIII

WORK DAY

A. Teachers

Teachers shall report at 8:00 A.M. for the beginning of the pupil day which shall commence at 8:10 A.M. The pupil day will end at 3:15 P.M., and the teachers shall remain until 3:30 P.M. except on those days when there is a meeting called by the Superintendent.

A stipend for work by a teacher shall be paid at the rate of \$70 per day (8:00am –3:00 pm) on each day that work is requested by the Superintendent that is not a contracted work day.

B. Classroom Aides

Classroom aides will report at 8:15 A.M. and be dismissed at 3:00 P.M. except on those days when there is a general faculty meeting called by the Superintendent.

C. Child Study Secretary

The secretary's work day during the school year is 7:45 A.M. to 3:45 P.M. with an hour for lunch.

The secretary's work day during the summer is 8:00 A.M. to 3:00 P.M. with a 45 minute lunch. (The Superintendent will determine the commencement of summer hours.)

The secretary is entitled to two (2) fifteen (15) minute breaks per day.

ARTICLE XIX

MEDICARE PART B

The Board of Education will not be required to provide reimbursement for Medicare Part B premiums.

ARTICLE XX

COMPLAINT PROCEDURES

A. Statement of Purpose:

1. Any complaints regarding an employee made to any member of the administration by any parent, student, or other person which does or may influence evaluation of that unit member shall be made known to the employee.
2. The Board of Education, or its designee, shall inform the complaining party there is a procedure that has been established for the resolving of complaints and shall encourage the utilization of said procedure.
3. Employees shall be informed of complaints which will lead to disciplinary action within ten (10) days, including the name of the complainant.

B. Procedural Steps:

1. Employee and pupil or employee and parent may confer at this step to attempt to resolve any and all complaints. Any unresolved complaints will then be processed through.
2. Any complaint unresolved under Step 1 will be reviewed by the building principal or assistant principal in an attempt to resolve the matter to the satisfaction of all parties concerned. If the matter still remains unresolved, it will then proceed through Step 3.
3. Any complaint not resolved by Step 2 shall be forwarded to the superintendent and a copy forwarded also to the employee or employees.

4. Upon receipt of the written complaint, the superintendent will confer with all parties. The employee has the right to be present at all meetings of the superintendent or at any meeting between the superintendent and the complainant.
 5. If the superintendent is unable to resolve this complaint to the satisfaction of all parties concerned, he/she shall forward the results of his/her investigation along with his/her recommendation, in writing, to the Board of Education and a copy to all parties concerned.
 6. After receipt of the superintendent's findings and recommendations, and before action thereon, the Board shall afford the parties this opportunity to meet with the Board of Education and show cause why the superintendent's recommendations shall not be followed. All parties shall have the right of representation by representative of the parties choosing.
 7. Copies of the action taken by the Board of Education shall be forwarded to all parties.
- C. In the event that a complainant refuses to utilize the above complaint procedure, the Board shall hear the complaint but render no decision regarding its merit until the complained against party or their representative is afforded an opportunity to present its position to the Board.
- D. Any complaint concerning an administrator/board member by a represented member of this contract, which shall influence their position or seat on the board, shall not be in public or to any parent, student or resident of the community served without first bringing the complaint to the direct attention of the Board member and/or administrator at least ten (10) days prior to any public meeting of the Board.

ARTICLE XXI

EMPLOYEE FACILITIES

- A. The Board shall provide an appropriately furnished room which shall be reserved for the use of staff as an employee lounge. Although these facilities shall be regularly cleaned by the school custodial staff, the school staff shall exercise reasonable care in maintaining the appearance of the lounge.
- B. The GEA may provide and pay for the installation and monthly costs of a pay phone in the employee lounge.

ARTICLE XXII

DURATION OF AGREEMENT

- A. This Agreement shall be effective as of July 1, 2006, and shall continue in effect until June 30, 2010. This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated.

- B. In witness whereof the parties have 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.

GIBBSBORO EDUCATION ASSOCIATION

GIBBSBORO BOARD OF EDUCATION

BY _____
PRESIDENT

BY _____
PRESIDENT

BY _____
SECRETARY

BY _____
SECRETARY

2006-2007 Teacher Salary Guide

		\$ 400	\$ 800	\$ 1,600	\$ 2,000	\$ 2,400
STEP	BA	BA15	BA30	MA	MA15	MA30
1	\$ 43,344	\$ 43,744	\$ 44,144	\$ 44,944	\$ 45,344	\$ 45,744
2	\$ 44,490	\$ 44,890	\$ 45,290	\$ 46,090	\$ 46,490	\$ 46,890
3	\$ 45,116	\$ 45,516	\$ 45,916	\$ 46,716	\$ 47,116	\$ 47,516
4	\$ 46,314	\$ 46,714	\$ 47,114	\$ 47,914	\$ 48,314	\$ 48,714
5	\$ 47,351	\$ 47,751	\$ 48,151	\$ 48,951	\$ 49,351	\$ 49,751
6	\$ 48,555	\$ 48,955	\$ 49,355	\$ 50,155	\$ 50,555	\$ 50,955
7	\$ 49,525	\$ 49,925	\$ 50,325	\$ 51,125	\$ 51,525	\$ 51,925
8	\$ 50,787	\$ 51,187	\$ 51,587	\$ 52,387	\$ 52,787	\$ 53,187
9	\$ 51,688	\$ 52,088	\$ 52,488	\$ 53,288	\$ 53,688	\$ 54,088
10	\$ 52,480	\$ 52,880	\$ 53,280	\$ 54,080	\$ 54,480	\$ 54,880
11	\$ 53,246	\$ 53,646	\$ 54,046	\$ 54,846	\$ 55,246	\$ 55,646
12	\$ 54,142	\$ 54,542	\$ 54,942	\$ 55,742	\$ 56,142	\$ 56,542
13	\$ 55,132	\$ 55,532	\$ 55,932	\$ 56,732	\$ 57,132	\$ 57,532
14	\$ 55,748	\$ 56,148	\$ 56,548	\$ 57,348	\$ 57,748	\$ 58,148
15	\$ 56,437	\$ 56,837	\$ 57,237	\$ 58,037	\$ 58,437	\$ 58,837
16	\$ 57,365	\$ 57,765	\$ 58,165	\$ 58,965	\$ 59,365	\$ 59,765

**2006-2007 - For off guide add to 2005-2006 guide \$2,808 for BA, \$3,008 for MA, \$3,058 for MA+15. NO ONE ELSE WILL GO OFF GUIDE*

2007-2008 Teacher Salary Guide

		\$ 500	\$ 1,000	\$ 2,000	\$ 2,500	\$ 3,000
STEP	BA	BA15	BA30	MA	MA15	MA30
1	\$ 46,065	\$ 46,565	\$ 47,065	\$ 48,065	\$ 48,565	\$ 49,065
2	\$ 46,713	\$ 47,213	\$ 47,713	\$ 48,713	\$ 49,213	\$ 49,713
3	\$ 47,954	\$ 48,454	\$ 48,954	\$ 49,954	\$ 50,454	\$ 50,954
4	\$ 49,028	\$ 49,528	\$ 50,028	\$ 51,028	\$ 51,528	\$ 52,028
5	\$ 50,274	\$ 50,774	\$ 51,274	\$ 52,274	\$ 52,774	\$ 53,274
6	\$ 51,278	\$ 51,778	\$ 52,278	\$ 53,278	\$ 53,778	\$ 54,278
7	\$ 52,585	\$ 53,085	\$ 53,585	\$ 54,585	\$ 55,085	\$ 55,585
8	\$ 53,518	\$ 54,018	\$ 54,518	\$ 55,518	\$ 56,018	\$ 56,518
9	\$ 54,337	\$ 54,837	\$ 55,337	\$ 56,337	\$ 56,837	\$ 57,337
10	\$ 55,130	\$ 55,630	\$ 56,130	\$ 57,130	\$ 57,630	\$ 58,130
11	\$ 56,059	\$ 56,559	\$ 57,059	\$ 58,059	\$ 58,559	\$ 59,059
12	\$ 57,084	\$ 57,584	\$ 58,084	\$ 59,084	\$ 59,584	\$ 60,084
13	\$ 57,722	\$ 58,222	\$ 58,722	\$ 59,722	\$ 60,222	\$ 60,722
14	\$ 58,435	\$ 58,935	\$ 59,435	\$ 60,435	\$ 60,935	\$ 61,435
15	\$ 59,395	\$ 59,895	\$ 60,395	\$ 61,395	\$ 61,895	\$ 62,395

**2007-2008 - For off guide add to 2006-2007 guide \$2,530 for BA, \$2,930 for MA, \$3,030 for MA+15. NO ONE ELSE WILL GO OFF GUIDE*

2008-2009 Teacher Salary Guide

		\$ 600	\$ 1,200	\$ 2,400	\$ 3,000	\$ 3,600
STEP	BA	BA15	BA30	MA	MA15	MA30
1	\$ 48,137	\$48,737	\$49,337	\$50,537	\$51,137	\$51,737
2	\$ 48,637	\$49,237	\$49,837	\$51,037	\$51,637	\$52,237
3	\$ 49,929	\$50,529	\$51,129	\$52,329	\$52,929	\$53,529
4	\$ 51,048	\$51,648	\$52,248	\$53,448	\$54,048	\$54,648
5	\$ 52,345	\$52,945	\$53,545	\$54,745	\$55,345	\$55,945
6	\$ 53,390	\$53,990	\$54,590	\$55,790	\$56,390	\$56,990
7	\$ 54,751	\$55,351	\$55,951	\$57,151	\$57,751	\$58,351
8	\$ 55,723	\$56,323	\$56,923	\$58,123	\$58,723	\$59,323
9	\$ 56,576	\$57,176	\$57,776	\$58,976	\$59,576	\$60,176
10	\$ 57,402	\$58,002	\$58,602	\$59,802	\$60,402	\$61,002
11	\$ 58,368	\$58,968	\$59,568	\$60,768	\$61,368	\$61,968
12	\$ 59,436	\$60,036	\$60,636	\$61,836	\$62,436	\$63,036
13	\$ 60,243	\$60,843	\$61,443	\$62,643	\$63,243	\$63,843
14	\$ 61,050	\$61,650	\$62,250	\$63,450	\$64,050	\$64,650
15	\$ 61,843	\$62,443	\$63,043	\$64,243	\$64,843	\$65,443

**2008-2009 - For off guide add to 2007-2008 guide \$2,448 for BA, \$2,848 for MA, \$2,948 for MA+15. NO ONE ELSE WILL GO OFF GUIDE*

2009-2010 Teacher Salary Guide

		\$ 650	\$ 1,300	\$ 2,600	\$ 3,250	\$ 3,900
STEP	BA	BA15	BA30	MA	MA15	MA30
1	\$ 51,486	\$ 52,136	\$ 52,786	\$ 54,086	\$ 54,736	\$ 55,386
2	\$ 51,786	\$ 52,436	\$ 53,086	\$ 54,386	\$ 55,036	\$ 55,686
3	\$ 52,086	\$ 52,736	\$ 53,386	\$ 54,686	\$ 55,336	\$ 55,986
4	\$ 53,253	\$ 53,903	\$ 54,553	\$ 55,853	\$ 56,503	\$ 57,153
5	\$ 54,607	\$ 55,257	\$ 55,907	\$ 57,207	\$ 57,857	\$ 58,507
6	\$ 55,697	\$ 56,347	\$ 56,997	\$ 58,297	\$ 58,947	\$ 59,597
7	\$ 57,116	\$ 57,766	\$ 58,416	\$ 59,716	\$ 60,366	\$ 61,016
8	\$ 58,130	\$ 58,780	\$ 59,430	\$ 60,730	\$ 61,380	\$ 62,030
9	\$ 59,020	\$ 59,670	\$ 60,320	\$ 61,620	\$ 62,270	\$ 62,920
10	\$ 59,882	\$ 60,532	\$ 61,182	\$ 62,482	\$ 63,132	\$ 63,782
11	\$ 60,890	\$ 61,540	\$ 62,190	\$ 63,490	\$ 64,140	\$ 64,790
12	\$ 62,003	\$ 62,653	\$ 63,303	\$ 64,603	\$ 65,253	\$ 65,903
13	\$ 62,845	\$ 63,495	\$ 64,145	\$ 65,445	\$ 66,095	\$ 66,745
14	\$ 63,680	\$ 64,330	\$ 64,980	\$ 66,280	\$ 66,930	\$ 67,580
15	\$ 64,514	\$ 65,164	\$ 65,814	\$ 67,114	\$ 67,764	\$ 68,414

**2009-2010 - For off guide add to 2008-2009 guide \$2,671 for BA, \$2,871 for MA, \$2,921 for MA+15. NO ONE ELSE WILL GO OFF GUIDE*

SCHEDULE "A"

2006-2010 Classroom Aide Salary Guide

2006-07		2007-08	
STEP		STEP	
1	\$ 10,409	1	\$ 10,832
2	\$ 10,609	2	\$ 11,032
3	\$ 10,806	3	\$ 11,232
4	\$ 11,112	4	\$ 11,550
5	\$ 11,419	5	\$ 11,869
6	\$ 11,724	6	\$ 12,186
7	\$ 12,031	7	\$ 12,505
8	\$ 12,336	8	\$ 12,822
9	\$ 12,643	9	\$ 13,141
10	\$ 12,948	10	\$ 13,458
11	\$ 13,289	11	\$ 13,812
12	\$ 13,595	12	\$ 14,131
13	\$ 13,902	13	\$ 14,449
14	\$ 14,209	14	\$ 14,769
15	\$ 14,515	15	\$ 15,087

2008-09		2009-10	
STEP		STEP	
1	\$ 11,421	1	\$ 12,058
2	\$ 11,621	2	\$ 12,258
3	\$ 11,821	3	\$ 12,458
4	\$ 12,021	4	\$ 12,658
5	\$ 12,353	5	\$ 12,858
6	\$ 12,683	6	\$ 13,202
7	\$ 13,015	7	\$ 13,547
8	\$ 13,345	8	\$ 13,891
9	\$ 13,677	9	\$ 14,236
10	\$ 14,007	10	\$ 14,580
11	\$ 14,376	11	\$ 14,964
12	\$ 14,707	12	\$ 15,309
13	\$ 15,039	13	\$ 15,654
14	\$ 15,371	14	\$ 16,000
15	\$ 15,703	15	\$ 16,345

SCHEDULE "A"

2006-2010 CST Secretary Salary Guide

2006-07		2007-08	
<u>STEP</u>		<u>STEP</u>	
1	\$ 22,500	1	\$ 23,387
2	\$ 23,167	2	\$ 24,080
3	\$ 23,834	3	\$ 24,773
4	\$ 24,501	4	\$ 25,466
5	\$ 25,168	5	\$ 26,160
6	\$ 25,835	6	\$ 26,853
7	\$ 26,502	7	\$ 27,546
8	\$ 27,169	8	\$ 28,239
9	\$ 27,836	9	\$ 28,933
10	\$ 28,503	10	\$ 29,626
11	\$ 29,170	11	\$ 30,319
12	\$ 29,837	12	\$ 31,013
13	\$ 30,504	13	\$ 31,706
14	\$ 31,171	14	\$ 32,399
15	\$ 31,838	15	\$ 33,092
16	\$ 32,505	16	\$ 33,786
17	\$ 33,172	17	\$ 34,479
18	\$ 33,831	18	\$ 35,164

2008-09		2009-10	
<u>STEP</u>		<u>STEP</u>	
1	\$ 24,341	1	\$ 25,336
2	\$ 25,062	2	\$ 26,087
3	\$ 25,784	3	\$ 26,838
4	\$ 26,505	4	\$ 27,589
5	\$ 27,227	5	\$ 28,341
6	\$ 27,948	6	\$ 29,092
7	\$ 28,670	7	\$ 29,843
8	\$ 29,392	8	\$ 30,594
9	\$ 30,113	9	\$ 31,345
10	\$ 30,835	10	\$ 32,096
11	\$ 31,556	11	\$ 32,847
12	\$ 32,278	12	\$ 33,598
13	\$ 32,999	13	\$ 34,349
14	\$ 33,721	14	\$ 35,100
15	\$ 34,443	15	\$ 35,851
16	\$ 35,164	16	\$ 36,602
17	\$ 35,886	17	\$ 37,353
18	\$ 36,599	18	\$ 38,099

SCHEDULE "B"

2006-2007

1. Payment Schedule for Extra-Curricular Activities

	<u>STEP I</u>	<u>STEP II</u>	<u>STEP III</u>	<u>STEP IV</u>	<u>STEP V</u>
Basketball Coach (Boys)	\$ 1,714	\$ 1,789	\$ 2,029	\$ 2,191	\$ 2,389
Basketball Coach (Girls)	\$ 1,714	\$ 1,789	\$ 2,029	\$ 2,191	\$ 2,389
Field Hockey Coach	\$ 1,714	\$ 1,789	\$ 2,029	\$ 2,191	\$ 2,389
Soccer Coach	\$ 1,714	\$ 1,789	\$ 2,029	\$ 2,191	\$ 2,389
Softball Coach (Boys)	\$ 1,714	\$ 1,789	\$ 2,029	\$ 2,191	\$ 2,389
Softball Coach (Girls)	\$ 1,714	\$ 1,789	\$ 2,029	\$ 2,191	\$ 2,389
Music Coordinator	\$ 1,714	\$ 1,789	\$ 2,029	\$ 2,191	\$ 2,389
Student Govt. Coordinator	\$ 1,714	\$ 1,789	\$ 2,029	\$ 2,191	\$ 2,389
Drama Music Director	\$ 1,714	\$ 1,789	\$ 2,029	\$ 2,191	\$ 2,389
Drama Director	\$ 1,714	\$ 1,789	\$ 2,029	\$ 2,191	\$ 2,389
Jr. High Coordinator	\$ 1,521	\$ 1,714	\$ 1,901	\$ 2,092	\$ 2,191
Intramural Coach (4)	\$ 1,237	\$ 1,332	\$ 1,427	\$ 1,521	\$ 1,597
Safety Patrol Coordinator	\$ 901	\$ 999	\$ 1,139	\$ 1,283	\$ 1,350
Basketball Assistant	\$ 816	\$ 900	\$ 937	\$ 972	\$ 1,008
Field Hockey Asst. Coach	\$ 816	\$ 900	\$ 937	\$ 972	\$ 1,008
Soccer Asst. Coach	\$ 816	\$ 900	\$ 937	\$ 972	\$ 1,008
Softball Asst. Coach	\$ 816	\$ 900	\$ 937	\$ 972	\$ 1,008
Pep Club	\$ 780	\$ 816	\$ 834	\$ 853	\$ 871
Webmaster	\$ 1,500	\$ 1,574	\$ 1,651	\$ 1,732	\$ 1,817
Spartan News	\$ 1,500	\$ 1,574	\$ 1,651	\$ 1,732	\$ 1,817
Yearbook	\$ 1,050	\$ 1,101	\$ 1,155	\$ 1,212	\$ 1,271
National Jr. Honor Society	\$ 750	\$ 787	\$ 826	\$ 866	\$ 908

- a. A teacher accepting a position for the first time would always start on Step I of the Schedule.
- b. A teacher returning to one of these positions after an absence shall be treated in the same manner as a teacher who takes a leave of absence from teaching. If the absence is for a period of years greater than the contract, the returning teacher will go to the lowest step as long as the stipend is greater than when the absence commenced.
- c. Teachers already carrying out the duties of the above positions would move to the next step each year until they reach the maximum step.

d. Assistant basketball coach will be assigned to both boys and girls teams.

e. Assistant softball coach will be assigned to both boys and girls teams.

2. Compensation for Student Dances

Teachers shall be compensated at the rate of \$60.00 per dance for the supervision of students at dances.

SCHEDULE "B"

2007-2008

1. Payment Schedule for Extra-Curricular Activities

	<u>STEP I</u>	<u>STEP II</u>	<u>STEP III</u>	<u>STEP IV</u>	<u>STEP V</u>
Basketball Coach (Boys)	\$ 1,798	\$ 1,876	\$ 2,128	\$ 2,299	\$ 2,506
Basketball Coach (Girls)	\$ 1,798	\$ 1,876	\$ 2,128	\$ 2,299	\$ 2,506
Field Hockey Coach	\$ 1,798	\$ 1,876	\$ 2,128	\$ 2,299	\$ 2,506
Soccer Coach	\$ 1,798	\$ 1,876	\$ 2,128	\$ 2,299	\$ 2,506
Softball Coach (Boys)	\$ 1,798	\$ 1,876	\$ 2,128	\$ 2,299	\$ 2,506
Softball Coach (Girls)	\$ 1,798	\$ 1,876	\$ 2,128	\$ 2,299	\$ 2,506
Music Coordinator	\$ 1,798	\$ 1,876	\$ 2,128	\$ 2,299	\$ 2,506
Student Govt. Coordinator	\$ 1,798	\$ 1,876	\$ 2,128	\$ 2,299	\$ 2,506
Drama Music Director	\$ 1,798	\$ 1,876	\$ 2,128	\$ 2,299	\$ 2,506
Drama Director	\$ 1,798	\$ 1,876	\$ 2,128	\$ 2,299	\$ 2,506
Jr. High Coordinator	\$ 1,596	\$ 1,798	\$ 1,994	\$ 2,194	\$ 2,299
Intramural Coach (4)	\$ 1,297	\$ 1,398	\$ 1,497	\$ 1,596	\$ 1,675
Safety Patrol Coordinator	\$ 945	\$ 1,048	\$ 1,195	\$ 1,346	\$ 1,416
Basketball Assistant	\$ 856	\$ 944	\$ 983	\$ 1,020	\$ 1,057
Field Hockey Asst. Coach	\$ 856	\$ 944	\$ 983	\$ 1,020	\$ 1,057
Soccer Asst. Coach	\$ 856	\$ 944	\$ 983	\$ 1,020	\$ 1,057
Softball Asst. Coach	\$ 856	\$ 944	\$ 983	\$ 1,020	\$ 1,057
Pep Club	\$ 819	\$ 856	\$ 875	\$ 895	\$ 913
Webmaster	\$ 1,574	\$ 1,651	\$ 1,732	\$ 1,817	\$ 1,906
Spartan News	\$ 1,574	\$ 1,651	\$ 1,732	\$ 1,817	\$ 1,906
Yearbook	\$ 1,101	\$ 1,155	\$ 1,212	\$ 1,271	\$ 1,334
National Jr. Honor Society	\$ 787	\$ 825	\$ 866	\$ 909	\$ 953

- a. A teacher accepting a position for the first time would always start on Step I of the Schedule.
- b. A teacher returning to one of these positions after an absence shall be treated in the same manner as a teacher who takes a leave of absence from teaching. If the absence is for a period of years greater than the contract, the returning teacher will go to the lowest step as long as the stipend is greater than when the absence commenced.
- c. Teachers already carrying out the duties of the above positions would move to the next step each year until they reach the maximum step.
- d. Assistant basketball coach will be assigned to both boys and girls teams.
- e. Assistant softball coach will be assigned to both boys and girls teams.

2. Compensation for Student Dances

Teachers shall be compensated at the rate of \$60.00 per dance for the supervision of students at dances.

SCHEDULE "B"

2008-2009

1. Payment Schedule for Extra-Curricular Activities

	<u>STEP I</u>	<u>STEP II</u>	<u>STEP III</u>	<u>STEP IV</u>	<u>STEP V</u>
Basketball Coach (Boys)	\$ 1,886	\$ 1,968	\$ 2,232	\$ 2,411	\$ 2,628
Basketball Coach (Girls)	\$ 1,886	\$ 1,968	\$ 2,232	\$ 2,411	\$ 2,628
Field Hockey Coach	\$ 1,886	\$ 1,968	\$ 2,232	\$ 2,411	\$ 2,628
Soccer Coach	\$ 1,886	\$ 1,968	\$ 2,232	\$ 2,411	\$ 2,628
Softball Coach (Boys)	\$ 1,886	\$ 1,968	\$ 2,232	\$ 2,411	\$ 2,628
Softball Coach (Girls)	\$ 1,886	\$ 1,968	\$ 2,232	\$ 2,411	\$ 2,628
Music Coordinator	\$ 1,886	\$ 1,968	\$ 2,232	\$ 2,411	\$ 2,628
Student Govt. Coordinator	\$ 1,886	\$ 1,968	\$ 2,232	\$ 2,411	\$ 2,628
Drama Music Director	\$ 1,886	\$ 1,968	\$ 2,232	\$ 2,411	\$ 2,628
Drama Director	\$ 1,886	\$ 1,968	\$ 2,232	\$ 2,411	\$ 2,628
Jr. High Coordinator	\$ 1,674	\$ 1,886	\$ 2,092	\$ 2,302	\$ 2,411
Intramural Coach (4)	\$ 1,361	\$ 1,466	\$ 1,570	\$ 1,674	\$ 1,757
Safety Patrol Coordinator	\$ 992	\$ 1,099	\$ 1,254	\$ 1,412	\$ 1,486
Basketball Assistant	\$ 898	\$ 990	\$ 1,031	\$ 1,070	\$ 1,109
Field Hockey Asst. Coach	\$ 898	\$ 990	\$ 1,031	\$ 1,070	\$ 1,109
Soccer Asst. Coach	\$ 898	\$ 990	\$ 1,031	\$ 1,070	\$ 1,109
Softball Asst. Coach	\$ 898	\$ 990	\$ 1,031	\$ 1,070	\$ 1,109
Pep Club	\$ 859	\$ 898	\$ 918	\$ 938	\$ 958
Webmaster	\$ 1,651	\$ 1,731	\$ 1,817	\$ 1,906	\$ 1,999
Spartan News	\$ 1,651	\$ 1,731	\$ 1,817	\$ 1,906	\$ 1,999
Yearbook	\$ 1,155	\$ 1,212	\$ 1,271	\$ 1,333	\$ 1,399
National Jr. Honor Society	\$ 825	\$ 866	\$ 908	\$ 953	\$ 1,000

- a. A teacher accepting a position for the first time would always start on Step I of the Schedule.
- b. A teacher returning to one of these positions after an absence shall be treated in the same manner as a teacher who takes a leave of absence from teaching. If the absence is for a period of years greater than the contract, the returning teacher will go to the lowest step as long as the stipend is greater than when the absence commenced.
- c. Teachers already carrying out the duties of the above positions would move to the next step each year until they reach the maximum step.

d. Assistant basketball coach will be assigned to both boys and girls teams.

e. Assistant softball coach will be assigned to both boys and girls teams.

2. Compensation for Student Dances

Teachers shall be compensated at the rate of \$60.00 per dance for the supervision of students at dances.

SCHEDULE "B"

2009-2010

1. Payment Schedule for Extra-Curricular Activities

	<u>STEP I</u>	<u>STEP II</u>	<u>STEP III</u>	<u>STEP IV</u>	<u>STEP V</u>
Basketball Coach (Boys)	\$ 1,979	\$ 2,065	\$ 2,342	\$ 2,530	\$ 2,757
Basketball Coach (Girls)	\$ 1,979	\$ 2,065	\$ 2,342	\$ 2,530	\$ 2,757
Field Hockey Coach	\$ 1,979	\$ 2,065	\$ 2,342	\$ 2,530	\$ 2,757
Soccer Coach	\$ 1,979	\$ 2,065	\$ 2,342	\$ 2,530	\$ 2,757
Softball Coach (Boys)	\$ 1,979	\$ 2,065	\$ 2,342	\$ 2,530	\$ 2,757
Softball Coach (Girls)	\$ 1,979	\$ 2,065	\$ 2,342	\$ 2,530	\$ 2,757
Music Coordinator	\$ 1,979	\$ 2,065	\$ 2,342	\$ 2,530	\$ 2,757
Student Govt. Coordinator	\$ 1,979	\$ 2,065	\$ 2,342	\$ 2,530	\$ 2,757
Drama Music Director	\$ 1,979	\$ 2,065	\$ 2,342	\$ 2,530	\$ 2,757
Drama Director	\$ 1,979	\$ 2,065	\$ 2,342	\$ 2,530	\$ 2,757
Jr. High Coordinator	\$ 1,756	\$ 1,979	\$ 2,194	\$ 2,414	\$ 2,530
Intramural Coach (4)	\$ 1,428	\$ 1,538	\$ 1,647	\$ 1,756	\$ 1,843
Safety Patrol Coordinator	\$ 1,040	\$ 1,153	\$ 1,315	\$ 1,481	\$ 1,558
Basketball Assistant	\$ 942	\$ 1,039	\$ 1,081	\$ 1,122	\$ 1,164
Field Hockey Asst. Coach	\$ 942	\$ 1,039	\$ 1,081	\$ 1,122	\$ 1,164
Soccer Asst. Coach	\$ 942	\$ 1,039	\$ 1,081	\$ 1,122	\$ 1,164
Softball Asst. Coach	\$ 942	\$ 1,039	\$ 1,081	\$ 1,122	\$ 1,164
Pep Club	\$ 901	\$ 942	\$ 963	\$ 984	\$ 1,005
Webmaster	\$ 1,731	\$ 1,816	\$ 1,906	\$ 1,999	\$ 2,097
Spartan News	\$ 1,731	\$ 1,816	\$ 1,906	\$ 1,999	\$ 2,097
Yearbook	\$ 1,212	\$ 1,271	\$ 1,333	\$ 1,399	\$ 1,468
National Jr. Honor Society	\$ 866	\$ 908	\$ 953	\$ 1,000	\$ 1,049

- a. A teacher accepting a position for the first time would always start on Step I of the Schedule.
- b. A teacher returning to one of these positions after an absence shall be treated in the same manner as a teacher who takes a leave of absence from teaching. If the absence is for a period of years greater than the contract, the returning teacher will go to the lowest step as long as the stipend is greater than when the absence commenced.
- c. Teachers already carrying out the duties of the above positions would move to the next step each year until they reach the maximum step.

d. Assistant basketball coach will be assigned to both boys and girls teams.

e. Assistant softball coach will be assigned to both boys and girls teams.

2. Compensation for Student Dances

Teachers shall be compensated at the rate of \$60.00 per dance for the supervision of students at dances.

SCHEDULE "C"

2006-2010

LUNCH DUTY COMPENSATION

1. Teachers assigned to this duty shall be compensated at the following hourly rate:

2006-2007	\$25.00
2007-2008	\$26.00
2008-2009	\$27.00
2009-2010	\$29.00

2. Teachers assigned to this duty shall only supervise one period per day.

3. On those days when there is a GEA meeting, the Administration will provide supervision for the lunchroom/playground duty of an Association officer, so that said officer may attend said meeting.

4. Duty shall be on a voluntary basis first. If there are not enough volunteers the Superintendent shall assign teachers on an equitable rotating basis.

5. Classroom aides will be assigned duty in the absence of a lunchroom aide. Assignments will be on a rotating and equitable basis. An aide will only be assigned to one lunch period per day.

6. Classroom aides assigned to this duty shall be compensated at the following hourly rate:

2006-2007	\$17.00
2007-2008	\$18.00
2008-2009	\$19.00
2009-2010	\$20.00

SCHEDULE "D"

2006-2010

REIMBURSEMENTS

1. Employees shall be reimbursed for reasonable travel expenses incurred by them in attending conferences or meetings at the request of the Board, upon presentation and approval of appropriate expense vouchers submitted to the Board.
2. NJEA Convention reimbursement will be given to teachers in good faith. The BOE shall equitably reimburse these expenses up to and not to exceed \$250 annually. To be eligible for reimbursements teachers must submit requisitions inclusive of paid receipts to the superintendent by the first Friday after the convention.

SCHEDULE "E"

BENEFITS

1. The Board shall pay for existing employees 100% of the cost of individual, parent/child, husband/wife or family premium for a health and major medical plan to be selected at the sole discretion of the Board. Any plan selected by the Board shall be equal to or better than the existing plan.

OR

2. If an employee elects not to take the coverage provided for in Schedule "E" paragraph 1 above or 3 below, then the employee shall be eligible to receive \$1,500 in lieu of medical coverage and \$500 in lieu of prescription coverage (payable on or about June 30th at the conclusion of coverage year. This amount will be pro-rated for the early departure of an employee.) The Board agrees to take all steps necessary to insure this provision complies with Section 125 of the I.R.S. Tax Code and the N.J. Division of Taxation. The Board shall not be held responsible for any tax implications for employees which may arise, subsequent to compliance with the requirements of Section 125 of the I.R.S. Tax Code and the N.J. Division of Taxation.

All withdrawals from health insurance coverage shall be for a minimum of one year (July 1 through June 30).

Notwithstanding the above, employees who have a change in status (e.g. termination of employment, divorce [copy of decree required], legal separation [copy of decree required], death [copy of certificate required]), which causes them to lose coverage elsewhere shall be entitled to re-enroll in the health plan during the plan year provided the employee gives the Board notice of the change in status within sixty days of the event causing the change. Otherwise all elections for a cash option shall be in effect for the entire twelve month benefit period. The Board's obligation for the cash option shall be prorated for those employees subject to a change in status.

3. The Board shall pay for existing employees the cost of individual, parent/child, husband/wife or family premium for a prescription plan to be selected at the sole discretion of the Board with the following payroll deduction:

2006-2010		
Individual	\$197.00	per year
Parent/Child	\$234.00	per year
Husband/Wife	\$340.00	per year
Family	\$357.00	per year

Any prescription plan selected by the Board shall be with a \$10.00 name brand and \$5.00 generic co-pay and \$10.00 name brand and \$5.00 generic co-pay for mail order.

4. The Board shall pay the individual employee premium for a dental plan to be selected at the sole discretion of the Board with the following payroll deduction:

2006–2010	Employee	\$60.00 per year
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Any plan selected by the Board shall be equal to or better than the existing plan.

5. Commencing July 1, 1998, all new employees will be limited to employee (single) coverage only for all insurance coverage for the first three (3) years of employment with the same payroll deductions as other employees. Where available, said employee may purchase additional (Parent/Child, Husband/Wife or Family) coverage at the employee's sole expense. Upon receipt of tenure (or offer of fourth year of employment), employee will be given the same insurance coverage to which existing employees are entitled.

SCHEDULE "F"

HOMEWORK CLUB COMPENSATION

1. The Homework Club has been sanctioned by the Board and administration and needs to be staffed on a regular basis.
2. The Board will pay volunteer teachers to supervise and work with children in this after school program according to the following hourly rates:

2006-2007	\$40.00
2007-2008	\$41.00
2008-2009	\$43.00
2009-2010	\$45.00

3. In the event that no teachers volunteer to work the Homework Club, the Superintendent will assign each full time teacher and teachers that work in the afternoon session no more than ten (10) days per year. Assignments will be made for successive days in order to provide as much stability as possible for the children enrolled. Payment will be as listed in 2. above.

HOMEBOUND COMPENSATION

2006-2007	\$30.00
2007-2008	\$35.00
2008-2009	\$40.00
2009-2010	\$45.00