

4-0145

01-18

1984 - 1986

AGREEMENT

BETWEEN

HAMMONTON BOARD OF EDUCATION

and

HAMMONTON EDUCATION ASSOCIATION

KT 1/10/86 T 20/10/86

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ARTICLE I

RECOGNITION

A. The Board hereby recognizes the Hammonton Education Association as the exclusive representative for collective negotiations concerning the terms and conditions of employment for certificated personnel under contract and on leave, employed by the Board of Education, including:

- | | |
|---|--|
| 1. Teachers | 5. Guidance |
| 2. Librarians | 6. C.I.E. |
| 3. Nurses | 7. Extra-Curricular Personnel |
| 4. Child Study Team and
Speech Therapist | 8. Grade level Chairpersons
Area Coordinators |

B. Unless otherwise indicated, the term "teachers", when used hereinafter in this Agreement, shall refer to all professional employees represented by the Association in the negotiating unit as above defined, and references to male teachers shall include female teachers.

C. Excluded from contract will be Central Office Administration, Principals, Assistant Principals and Director of Special Services.

ARTICLE II

NEGOTIATION PROCEDURE

A. The parties agree to enter into collective negotiations in accordance with Chapter 123, Public Laws 1975, in a good-faith effort to reach agreement on all matters concerning the terms and conditions of teachers' employment. Such negotiations shall begin not later than November 1 of the calendar year preceding the calendar year in which this Agreement expires. Any Agreement so negotiated shall apply to all teachers, be reduced to writing, be signed by the Board and the Association.

B. Representatives of the Board and the Association negotiating committee shall meet at the request of either party for the purpose of reviewing the administration of the Agreement, and to resolve problems that may arise. These meetings are not intended to by-pass the grievance procedure.

ARTICLE III

GRIEVANCE PROCEDURE

- A. The following steps are to be followed in the Grievance Procedure. An aggrieved person or group shall file within twenty (20) school days from date of alleged grievance his grievance in writing to the building principal. If after ten (10) school days, the principal does not satisfy the grievance or fails to make a determination, the individual or group may then take his grievance in writing to the Superintendent of Schools.

If after ten (10) school days the aggrieved individual or group is still not satisfied, or if the Superintendent fails to make a determination, the grievance may be turned over to a committee from the Board of Education and a committee from the Hammonton Education Association, who will then have ten (10) school days to satisfy or make a determination on the grievance.

If they fail to do so, the aggrieved person or group may then submit his grievance to the Board of Education for determination.

A grievance which remains unresolved after a decision has been rendered by the Board of Education may be appealed to arbitration within fifteen (15) days following written receipt of the Board's decision. The arbitration shall be conducted under the rules of the American Arbitration Association for Voluntary Labor Arbitration. The decision of the arbitrator shall be advisory only. The costs of the arbitrator shall be divided equally between the parties. To expedite the rendering of a prompt decision, there shall be no transcript or post-hearing briefs except if requested by the arbitrator.

- B. Definition: A grievance is a claim by a teacher or group of teachers based upon the interpretation, application, or violation of this Agreement.

ARTICLE IV

- OPEN -

ARTICLE V

TEACHING HOURS AND LOAD

- A. Sign-In: A teacher shall be required to indicate their presence for day by initialing their arrival and departure in the appropriate column of the faculty "sign-in" roster.
- B. No teacher shall be required to report for duty earlier than fifteen (15) minutes before the opening of the pupils' school day, and shall not be permitted to leave until at least fifteen (15) minutes after the close of the pupils's school day, unless otherwise designated by the administration for duties including but not limited to faculty meetings, duty rosters, student help, etc. In the event of split, half, staggered, or extended sessions, the school day shall be interpreted to mean the scheduled school day as determined by the administration for teacher assignments. In no case will the teachers' school day exceed the 1971-72 school year workday.
- C. When teachers are required to attend pre- or post-school meetings, such meetings shall begin no later than fifteen (15) minutes after the students' dismissal time. Administrators shall make every effort to limit said meetings to sixty (60) minutes, except during evaluation periods.
- D. Teachers, Grades 1 through 3 shall have a minimum of five (5) PPSA periods per week.
- E. When qualified substitute teachers are not available, faculty members will be required to cover classes of teachers who are absent.

Teachers who cover these classes should:

1. Be utilized from study halls first of all.
2. Secondly, be taken from their P.P.S.A. periods.

- F. Area Coordinators and Grade Level Chairpersons.

1. Compensation: See Schedule "C"

- G. Extracurricular Activities.

1. Compensation: See Schedule "D"

ARTICLE VI

NON-TEACHING DUTIES

- A. The Hammonton Board of Education shall be responsible for the maintenance of the School District's attendance registers.
- B. Lunchroom and Playground Aides shall be employed in the new Elementary School for Grades K-5.

ARTICLE VII

INSURANCE

- A. NJHB Plan: The Board shall assume full cost for the Blue Cross, Blue Shield Full Family Plan, Major Medical, Rider J.
- B. Prescription Plan: Effective July 1, 1985, the Board of Education shall provide a Full Family Coverage Prescription Plan.
- C. Dental Plan: Effective September 1981, the Board of Education shall provide single coverage for dental benefits as outlined by N.J. Dental Service Plan, Inc., Program III A (or equal). Effective July 1, 1983, the Board of Education shall provide full family dental coverage.

ARTICLE VIII

REEMPLOYMENT RIGHTS

- A. On or before April 30, all non-tenured teachers will have had their administrative conference wherein they will be notified of the recommendation of the administration regarding their reemployment or the termination of their employment as of the end of that school year.
- B. On or before April 30 in each school year, the Board of Education shall give to each non-tenure teaching staff member continuously employed by it since the preceding September 30, either
 - 1. A written offer of a contract for employment for the next succeeding year providing for at least the same terms and conditions of employment but with such increases in salary as may be required by law or policies of the Board of Education, or

2. A written notice that such employment will not be offered.

- C. Each non-tenure teacher receiving contracts must notify the Board of Education of such acceptance, in writing, on or before June 1, in which event such employment shall continue as provided for herein. In the absence of such notice of acceptance, the provision of this Article shall no longer be applicable.
- D. Tenured teachers shall assume reemployment under existing policies and contracts unless otherwise notified.
- E. Upon request, teachers shall be notified of their tentative assignment of the following school year by August 1.
- F. The President of the Hammonton Education Association shall be notified in writing of all Unit vacancies. If said vacancy (s) occur (s) during the summer recess, in addition to the aforementioned, such vacancy (s) shall be posted on each school main office bulletin board.
- G. Home-School Teaching Salary Guide: See Schedule "G"

ARTICLE IX

- OPEN -

ARTICLE X

PHYSICAL EXAMINATIONS

- A. A doctor's certification shall be required and provided by a teacher absent for more than three (3) consecutive school days due to illness. This certification shall be at the teacher's expense, provided, however, that the teacher shall have the option of submitting himself to examination by the School Doctor.
- B. The Board of Education shall require, at initial employment, a physical examination by the school physician or any other physician designed by the Board of Education.

- C. Annual pre-school term physical examinations may be at the Board's request. The cost of this physical to be borne by the Board of Education. Any other physical exam requested by the Board of Education will be the Board's expense.

ARTICLE XI

PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

- A. The Board of Education will reimburse any full certificated teacher seventy-five per cent (75%) of the yearly cost of tuition of professional courses taken by him. Seventy-five per cent (75%) of the yearly cost is not to exceed seven hundred fifty (750) Dollars per school fiscal year (July 1 to June 30).

Each person must obtain approval by the Superintendent of Schools before enrolling in said course.

Official confirmation in writing of successful completion of each course must be presented to the Superintendent for his approval within sixty (60) days after completion of course, and then forwarded to the Secretary of the Board of Education for payment of seventy-five per cent (75%) of the presented bill. No one is to receive any payment for any course with a grade below a "C".

The staff member must be in the employment of the Board of Education at least one (1) school year (September - June) before this policy applies.

Reimbursement of summer courses will apply only if the teacher has signed a contract for the following year and returns in September to assume his duties.

ARTICLE XII

PERSONNEL RECORD

- A. (1) There shall be (one) designated file in the office of the Superintendent for each unit member; however, copies of evaluations and other pertinent information may be kept in the building principal's own personal file. Copies of all building principals' documents shall be duplicated for the designated file. There shall also exist a personnel file for each unit member maintained in the office of the School Business Administrator.

- (2) A teacher, upon presentation of advanced written request, may inspect his personnel file.
 - (3) The Superintendent has the right to remove materials pertaining to pre-employment prior to review.
 - (4) Upon inspection the teacher shall have the right to add his comments to any material filed, and these written comments shall be made part of the teacher's personnel file.
- B. A teacher shall be given a copy of any class visit or evaluation report prepared by his evaluator. Teacher(s) shall have the opportunity to review and add written comments to the evaluation.

ARTICLE XIII

SICK LEAVE

- A. Teachers are to be given a written accounting of accumulated sick leave days no later than November 1 of each year.
- B. Effective September 1978, teachers shall be granted twelve (12) sick leave days per year. Such days shall be accumulative.
- C. Upon retirement, any employee who has been employed in the district for a minimum of twenty (20) years prior to retirement, or any employee that has been employed a minimum of fifteen (15) years with at least five (5) years of military service, and who has accumulated sick leave pursuant to R.S. 18A:30, shall be paid at the time of retirement such sum as shall be arrived at according to the following formula and conditions:
1. One-third of the employee's daily salary, computed by taking one-two hundredth of the ten-month employee's yearly salary, or one-two hundred fortieth of the twelve-month employee's yearly salary and shall be multiplied by the total number of accumulated sick leave days accumulated by the employee. This amount subject to the conditions below shall represent the total sum to be paid upon retirement.

2. Any employee retiring prior to the age of 50 or retiring prior to 20 years of service in this school district shall not be eligible to receive payment under this policy, unless said employee who has been employed for a minimum of 20 years retires due to ill health.

3. In order to receive payment under this policy, the retiring employee shall give advance notice to the Board of Education of his intentions to retire so that appropriate sums of money can be budgeted in the annual school budget. In the event the School Board is not given adequate notice, the retiring employee shall not receive payment until the next annual budget.

4. Under no circumstances shall any individual receive more than \$4,000 under this policy.

ARTICLE XIV

LEAVES OF ABSENCE

A. Personal Leave

- (1) All employees shall be granted a leave of absence for personal business not to exceed two (2) days per year.
- (2) Such leave shall be without loss of pay and shall be added to unused sick days.
- (3) Personal business for the purpose of this policy is hereby defined as follows:
 - (a) Illness in the immediate family when the presence of the employee is required.
 - (b) Death of a relative or close friend.
 - (c) Court summons or other legal process involving no moral turpitude on the part of the employee.
 - (d) Religious holiday.
 - (e) Personal Confidential (confide in one administrator of your choice).
 - (f) Or for any other valid reasons at discretion of Superintendent.
- (4) Each employee shall be required to obtain prior approval for the personal leave from his principal or supervisor, except in the case of emergency. In the event of an emergency, such personal leave shall be confirmed by the principal or supervisor.

B. Bereavement Leave

- (1) A maximum of five (5) days shall be allowed with no loss of pay whenever employee is absent due to death of a member of his immediate family. Immediate family is defined to include husband, wife, brother, sister, son, daughter, parents, or spouse's parents.
- (2) Five (5) days shall mean five consecutive days, excluding Saturday and Sunday.
- (3) The same five day leave shall apply to related persons residing in the same residence of the employee, such as: in-laws, grandparents, etc.

C. Maternity Leave

- (1) Disability leave is provided for under Article XIII, Section "B".
- (2) Maternity leave shall commence on the date requested provided that the Superintendent has been notified in writing at least fifteen (15) school days prior to the date requested.
- (3) A teacher may return from Maternity Leave at the beginning or mid-year (second semester) of the following school year provided she has notified the Board sixty (60) days prior to her return.
- (4) The Board shall have the discretion to delay reinstatement of the teacher until certification by her physician.

ARTICLE XV

RIGHT TO WITHHOLD INCREMENT

- A. The Hammonton Board of Education reserves the right to withhold an increment and/or adjustment from any teacher due to inefficiency or other just cause according to the following:
- B. Withholding Increments: Causes: Notice of Appeals
Any Board of Education may withhold, for inefficiency or other good cause, the employment increment, or the adjustment increment, or both, of any member in any year by a majority vote of all members of the Board of Education. It shall be the duty of the Board of Education, within ten (10) days, to give written notice of such action, together with the reasons therefore; to the members concerned. The member may appeal from such action to the commissioner under rules prescribed by him. The commissioner shall

consider such appeal and shall either affirm the action of the Board of Education or direct that the increment or increments be paid. The commissioner may designate an assistant commissioner of education to act for him in his place and with his powers on such appeals. It shall not be mandatory upon the Board of Education to pay any such denied increment in any future year as an adjustment increment.

- C. Notice Given to Employee of Inefficiency
The Board shall not forward any charge of inefficiency to the commissioner, unless at least ninety (90) days prior thereto and within the current or preceding school year, the Board or the Superintendent of Schools of the district has given to the employee, against whom such charge is made, written notice of the alleged inefficiency, specifying the nature thereof with such particulars as to furnish the employee an opportunity to correct and overcome the same.
- D. No tenure teacher will be denied an increment and/or adjustment unless he has been observed at least three (3) times during any school year. The three observations are to be concluded with at least a two (2) week interval between each, and are to be done by more than one administrator.

ARTICLE XVI

MISCELLANEOUS

- A. For any mileage driven on school business or within the course of a normal teaching assignment, the teacher shall be compensated at the rate of eighteen and a half (18½) cents per mile.
- B. The Hammonton Education Association President or his designee shall be granted one (1) free period per week to conduct Association business.

ARTICLE XVII

DURATION

- A. Duration Period: This Agreement shall be in effect as of July 1, 1984, and shall continue in effect until June 30, 1986.

This Agreement shall not be extended orally, and it is expressly understood that it will expire on the date indicated, unless it is extended in writing.

B. In witness whereof the parties hereto 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.

HAMMONTON EDUCATION ASSOCIATION

HAMMONTON BOARD OF EDUCATION

Gleanor Casazza
President

V. G. (William H. ...)
President

Patricia J. ...
Secretary

J. ...
Secretary

Witnesses: _____

Date: April 4, 1984

SCHEDULE A-1
1984-85

<u>STEP</u>	<u>BS</u>	<u>BS + 15</u>	<u>BS + 30</u>	<u>MS</u>	<u>MS + 15</u>	<u>MS + 30</u>
1	15,330.	15,645.	15,960.	16,588.	16,902.	17,215.
2	15,680.	15,995.	16,310.	16,938.	17,252.	17,565.
3	16,030.	16,345.	16,660.	17,288.	17,602.	17,915.
4	16,380.	16,695.	17,010.	17,638.	17,952.	18,265.
5	16,730.	17,045.	17,360.	17,988.	18,302.	18,615.
6	17,080.	17,395.	17,710.	18,338.	18,652.	18,965.
7	17,425.	17,740.	18,055.	18,683.	18,997.	19,310.
8	17,775.	18,090.	18,405.	19,033.	19,347.	19,660.
9	18,120.	18,435.	18,750.	19,378.	19,692.	20,005.
10	18,495.	18,810.	19,125.	19,753.	20,067.	20,380.
11	19,125.	19,440.	19,755.	20,383.	20,697.	21,010.
12	19,675.	19,990.	20,305.	20,933.	21,247.	21,560.
13	20,225.	20,540.	20,855.	21,483.	21,797.	22,110.
14	20,835.	21,150.	21,465.	22,093.	22,407.	22,720.
15	21,365.	21,680.	21,995.	22,623.	22,937.	23,250.
16	21,985.	22,300.	22,615.	23,243.	23,557.	23,870.
17	22,734.	23,049.	23,364.	23,992.	24,306.	24,619.
18	23,645.	23,960.	24,275.	24,803.	25,217.	25,530.
19	24,523.	24,838.	25,153.	25,781.	26,095.	26,408.
20	25,426.	25,741.	26,056.	26,854.	26,998.	27,311.
21	26,240.	26,555.	26,870.	27,498.	27,812.	28,125.
22	26,962.	27,277.	27,592.	28,220.	28,534.	28,847.

All employees beyond the 22nd step shall receive an increase of \$1,000.00 to their existing 2nd half 1983-84 base salary. M.S. in field \$375.00.

SCHEDULE A-2
1984-85

<u>STEP</u>	<u>BS</u>	<u>BS + 15</u>	<u>BS + 30</u>	<u>MS</u>	<u>MS + 15</u>	<u>MS + 30</u>
1	16,230.	16,545.	16,860.	17,488.	17,802.	18,115.
2	16,580.	16,895.	17,210.	17,838.	18,152.	18,465.
3	16,930.	17,245.	17,560.	18,188.	18,502.	18,815.
4	17,280.	17,595.	17,910.	18,538.	18,852.	19,165.
5	17,630.	17,945.	18,260.	18,888.	19,202.	19,515.
6	17,980.	18,295.	18,610.	19,238.	19,552.	19,865.
7	18,325.	18,640.	18,955.	19,583.	19,897.	20,210.
8	18,675.	18,990.	19,305.	19,933.	20,247.	20,560.
9	19,020.	19,335.	19,650.	20,278.	20,592.	20,905.
10	19,395.	19,710.	20,025.	20,653.	20,967.	21,280.
11	20,025.	20,340.	20,655.	21,283.	21,597.	21,910.
12	20,575.	20,890.	21,205.	21,833.	22,147.	22,460.
13	21,125.	21,440.	21,755.	22,383.	22,697.	23,010.
14	21,735.	22,050.	22,365.	22,993.	23,307.	23,620.
15	22,265.	22,580.	22,895.	23,523.	23,837.	24,150.
16	22,885.	23,200.	23,515.	24,143.	24,547.	24,770.
17	23,634.	23,949.	24,264.	24,892.	25,206.	25,519.
18	24,545.	24,860.	25,175.	25,803.	26,117.	26,430.
19	25,423.	25,738.	26,053.	26,681.	26,995.	27,308.
20	26,326.	26,641.	26,956.	27,584.	27,898.	28,211.
21	27,140.	27,455.	27,770.	28,398.	28,712.	29,025.
22	27,862.	28,177.	28,492.	29,120.	29,434.	29,747.

All employees beyond the 22nd step shall receive an increase of \$900.00 to their existing base salary.

SCHEDULE B.1

Compensation: Grade Level Chairpersons - 1984-85

Each Grade Level Chairperson will receive a base stipend of First Year - \$536.00, Second Year - \$606.00, Third Year - \$636.00, with an additional stipend of \$35.00 for each department or grade level member working with the Chairperson.

Note: The additional stipend may change school year to school year due to increase or decrease of staff members assigned to the various departments, areas, or grade levels.

Dept. or
Grade Level

Kdg.
First
Second
Third
Fourth
Fifth
Sixth
Seventh
Eighth
Special Areas (Elem. School)
Reading Department

Area Coordinators - High School (4)

1. Science, Math, Foreign Language
2. Social Studies, Reading, English
3. Industrial Arts, Fine Arts
4. Business Ed., Physical Ed., Health Ed., Driver Training

	<u>1st</u> <u>Year</u>	<u>2nd</u> <u>Year</u>	<u>3rd</u> <u>Year</u>
Stipend	\$1,732.00	\$1,872.00	\$1,902.00

SCHEDULE C.1

EXTRA CURRICULAR 1984-85

	<u>STEP I</u>	<u>STEP II</u>	<u>STEP III</u>
Class Advisors			
1. Twelfth Grade	677	747	806
2. Eleventh Grade	606	677	725
3. Tenth Grade	292	355	383
4. Ninth Grade	292	355	383
5. Eighth Grade	467	531	575
Clubs			
1. Yearbook/high school	886	1027	1100
2. National Honor Society	251	320	350
3. Student Council	320	390	490
4. Photo Club	320	320	350
5. F.H.A.	251	320	350
Band			
1. Band Director	1732	2018	2150
2. Band Front	1732	2018	2100
3. Asst. Band Director	606	747	1200
4. Pom Pom	747	886	950
5. Choral Director	747	886	950
6. Cheer Leader	467	531	575
7. Cheer Leader-Eighth Grade	181	185	199
8. Cheer Leader (Winter)	467	531	575
Misc.			
1. Musical Director (Play)	467	504	525
2. Play Director	886	1027	1100
3. Asst. Play Director	467	595	643
4. A.V. Director	816	886	950
5. Gymnastics Director	816	886	950
6. F.B.L.A.	210	286	320
7. Financial Advisor Yearbook H.S.	385	449	475
8. School Store Advisor, H.S.	513	642	693
9. Student Council Advisor, E.S.	256	320	345
10. Safety Patrol Advisor, E.S.	256	320	345
11. School Newspaper, E.S.	256	320	345
12. School Newspaper, M.S.	256	320	345
13. Student Council Advisor, "A", M.S.	193	256	275
14. Student Council Advisor, "B", M.S.	193	256	275
15. Key Club Director	450	550	650
16. School Newspaper, H.S.	300	400	500

SCHEDULE C.1
EXTRA CURRICULAR 1984-85

Misc. (Cont'd)	STEP I	STEP II	STEP III
17. Yearbook Advisor M.S.	256	320	345
18. Sixth Grade Choral Advisor MS	256	320	345
19. Intra Mural Basketball (6 employees) MS	119	129	140
20. Intra Mural Baseball (6 employees) MS	119	129	140
21. Intra-Mural Director MS	164	175	185

SCHEDULE E 1
COACHES SALARY GUIDE 1984-85

	STEP I	STEP II	STEP III	STEP IV
<u>Athletic Director</u>	2472	2682	2893	2950
<u>Football:</u>				
Head Coach	2187	2402	2613	2688
Assistant	1530	1682	1829	1875
Assistant	1530	1682	1829	1875
Assistant	1530	1682	1829	1875
<u>Basketball:</u>				
<u>Boys Basketball:</u>				
Head Coach	1697	1906	2117	2200
Assistant	1188	1334	1481	1500
Assistant	1188	1334	1481	1500
Middle School	1188	1334	1481	1500
<u>Girls Basketball</u>				
Head Coach	1697	1906	2117	2200
Assistant	1188	1334	1481	1500
<u>Baseball</u>				
Head Coach	1551	1767	1977	2052
Assistant	1086	1237	1384	1400
<u>Softball</u>				
Head Coach	1551	1767	1977	2052
Assistant	1086	1237	1384	1400
<u>Track:</u>				
Head Coach	1551	1767	1977	2052
Assistant	1086	1237	1384	1400
<u>Field Hockey</u>				
Head Coach	1271	1481	1697	1725
Assistant	887	1031	1188	1200
<u>Tennis</u>				
Girls Tennis	846	956	1062	1135
Boys Tennis	846	956	1062	1135
<u>Cross Country</u>				
Coach	846	956	1062	1135

SCHEDULE E 1
COACHES SALARY GUIDE 1984-85

	STEP I	STEP II	STEP III	STEP IV
<u>Golf</u>				
Coach	846	956	1062	1135
<u>Wrestling</u>				
Head Coach	1551	1767	1977	2052
Assistant	1036	1237	1384	1400

SCHEDULE F

HOME SCHOOL TEACHING SALARY GUIDE 1984-85

<u>YEAR</u>	<u>BS/BA LEVEL</u>	<u>MS/MA LEVEL</u>
1-4	\$ 9.14 per hour	\$ 10.71 per hour
5-9	\$ 10.71 per hour	\$ 12.21 per hour
10-14	\$ 12.21 per hour	\$ 13.73 per hour
15-*	\$ 13.73 per hour	\$ 15.25 per hour

SCHEDULE A-1
1985-86

<u>Step</u>	<u>BS</u>	<u>BS + 15</u>	<u>BS + 30</u>	<u>MS</u>	<u>MS + 15</u>	<u>MS + 30</u>
1	16,582.	16,908.	17,225.	17,867.	18,187.	18,507.
2	16,933.	17,261.	17,590.	18,245.	18,573.	18,899.
3	17,298.	17,627.	17,955.	18,610.	18,938.	19,265.
4	17,663.	17,992.	18,320.	18,976.	19,303.	19,630.
5	18,028.	18,357.	18,686.	19,341.	19,668.	19,995.
6	18,393.	18,722.	19,051.	19,706.	20,034.	20,360.
7	18,759.	19,087.	19,416.	20,071.	20,399.	20,725.
8	19,118.	19,447.	19,776.	20,431.	20,759.	21,085.
9	19,484.	19,812.	20,141.	20,796.	21,124.	21,450.
10	19,844.	20,172.	20,501.	21,156.	21,484.	21,810.
11	20,235.	20,563.	20,892.	21,547.	21,875.	22,201.
12	20,892.	21,221.	21,549.	22,205.	22,532.	22,859.
13	21,466.	21,795.	22,123.	22,778.	23,106.	23,433.
14	22,040.	22,368.	22,697.	23,352.	23,680.	24,006.
15	22,676.	23,005.	23,333.	23,989.	24,316.	24,643.
16	23,229.	23,558.	23,886.	24,542.	24,869.	25,196.
17	23,876.	24,205.	24,533.	25,188.	25,610.	25,843.
18	24,657.	24,986.	25,315.	25,970.	26,297.	26,624.
19	25,608.	25,936.	26,265.	26,920.	27,248.	27,574.
20	26,524.	26,852.	27,181.	27,836.	28,164.	28,490.
21	27,466.	27,795.	28,123.	28,778.	29,106.	29,433.
22	28,315.	28,644.	28,972.	29,628.	29,955.	30,282.

All employees beyond the 22nd step shall receive an increase of 4.33%.

SCHEDULE A-2
1985-86

<u>Step</u>	<u>BS</u>	<u>BS + 15</u>	<u>BS + 30</u>	<u>MS</u>	<u>MS + 15</u>	<u>MS + 30</u>
1	17,270.	17,610.	17,940.	18,608.	18,942.	19,275.
2	17,636.	17,977.	18,320.	19,002.	19,344.	19,683.
3	18,016.	18,359.	18,700.	19,382.	19,724.	20,065.
4	18,396.	18,739.	19,080.	19,764.	20,104.	20,445.
5	18,776.	19,119.	19,461.	20,144.	20,484.	20,825.
6	19,156.	19,499.	19,842.	20,524.	20,865.	21,205.
7	19,538.	19,879.	20,222.	20,904.	21,246.	21,585.
8	19,911.	20,254.	20,597.	21,279.	21,621.	21,960.
9	20,293.	20,634.	20,977.	21,659.	22,001.	22,340.
10	20,668.	21,009.	21,352.	22,034.	22,376.	22,715.
11	21,075.	21,416.	21,759.	22,441.	22,783.	23,122.
12	21,759.	22,102.	22,443.	23,127.	23,467.	23,808.
13	22,357.	22,699.	23,041.	23,723.	24,065.	24,405.
14	22,955.	23,296.	23,639.	24,321.	24,663.	25,002.
15	23,617.	23,960.	24,301.	24,985.	25,325.	25,666.
16	24,193.	24,536.	24,877.	25,560.	25,901.	26,242.
17	24,867.	25,210.	25,551.	26,233.	26,673.	26,915.
18	25,680.	26,023.	26,366.	27,048.	27,388.	27,729.
19	26,671.	27,012.	27,355.	28,037.	28,379.	28,718.
20	27,625.	27,966.	28,309.	28,991.	29,333.	29,672.
21	28,606.	28,948.	29,290.	29,972.	30,314.	30,654.
22	29,490.	29,833.	30,174.	30,858.	31,198.	31,539.

11 employees beyond the 22nd step shall receive an increase of 4.15%.

SCHEDULE B.1

Compensation: Grade Level Chairpersons - 1985-86

Each grade Level Chairperson will receive a base stipend of First Year - \$606.00, Second Year - \$636.00, Third Year - \$686.00, with an additional stipend of \$35.00 for each department or grade level member working with the Chairperson.

Note: The additional stipend may change school year to school year due to increase or decrease of staff members assigned to the various departments, areas, or grade levels.

Dept. or
Grade Level

- Kdg.
- First
- Second
- Third
- Fourth
- Fifth
- Sixth
- Seventh
- Eighth
- Special Areas (Elem. School)
- Reading Department

Area Coordinators - High School (4)

1. Science, Math, Foreign Language
2. Social Studies, Reading, English
3. Industrial Arts, Fine Arts
4. Business Ed., Physical Ed., Health Ed., Driver Training

	<u>1st</u> <u>Year</u>	<u>2nd</u> <u>Year</u>	<u>3rd</u> <u>Year</u>
Stipend	\$1,872.00	\$1,902.00	\$2,018.00

SCHEDULE C.1

EXTRA CURRICULAR 1985-86

	<u>STEP I</u>	<u>STEP II</u>	<u>STEP III</u>
Class Advisors			
1. Twelfth Grade	747	806	870
2. Eleventh Grade	677	725	783
3. Tenth Grade	355	383	410
4. Ninth Grade	355	383	410
5. Eighth Grade	531	575	620
Clubs			
1. Yearbook/high school	1027	1100	1188
2. National Honor Society	320	350	378
3. Student Council	390	490	529
4. Photo Club	320	350	378
5. F.H.A.	320	350	378
Band			
1. Band Director	2018	2150	2300
2. Band Front	2018	2100	2200
3. Asst. Band Director	747	1200	1600
Pom Pom	886	950	1025
Choral Director	886	950	1025
Cheer Leader	531	575	620
Cheer Leader Eighth Grade	185	199	215
Cheer Leader (Winter)	531	575	620
Misc.			
1. Musical Director (Play)	504	525	565
2. Play Director	1027	1100	1188
3. Asst. Play Director	595	642	675
4. A.V. Director	886	950	1025
5. Gymnastics Director	886	950	1025
6. F.B.L.A.	286	320	345
7. Financial Advisor Yearbook	449	475	510
8. School Store Advisor, H.S.	642	693	748
9. Student Council Advisor, E.S.	320	345	373
10. Safety Patrol Advisor, E.S.	320	345	373
11. School Newspaper, E.S.	320	345	373
12. School Newspaper, M.S.	320	345	373
13. Student Council Advisor "A", M.S.	256	275	300
14. Student Council Advisor "B", M.S.	256	275	300
15. Key Club Director	450	550	650
16. School Newspaper H.S. (New)	300	400	500
17. Yearbook Advisor (M.S.)	320	345	373
18. Sixth Grade Choral Advisor M.S.	320	345	373
1. Intra Mural Basketball M.S. (6 Employees)	129	140	150

SCHEDULE C.1

EXTRA CURRICULAR 1985-86

	<u>STEP I</u>	<u>STEP II</u>	<u>STEP III</u>
Misc. (Cont'd)			
20. Intra Mural Baseball M.S. (6 Employees)	129	140	150
21. Intra Mural Director, M.S.	175	185	200

SCHEDULE E.1

COACHES SALARY GUIDE
1985-86

	<u>STEP I</u>	<u>STEP II</u>	<u>STEP III</u>	<u>STEP IV</u>
Athletic Director	2682	2893	2950	3100
<u>Football:</u>				
Head Coach	2402	2613	2688	2800
Assistant	1682	1829	1875	2025
Assistant	1682	1829	1875	2025
Assistant	1682	1829	1875	2025
<u>Basketball:</u>				
<u>Boys Basketball:</u>				
Head Coach	1906	2117	2200	2375
Assistant	1334	1481	1500	1620
Assistant	1334	1481	1500	1620
Middle School	1334	1481	1500	1620
<u>Girls Basketball</u>				
Head Coach	1906	2117	2200	2375
Assistant	1334	1481	1500	1620
<u>Baseball</u>				
Head Coach	1767	1977	2052	2216
Assistant	1237	1384	1400	1512
<u>Softball</u>				
Head Coach	1767	1977	2052	2216
Assistant	1237	1384	1400	1512
<u>Track</u>				
Head Coach	1767	1977	2052	2216
Assistant	1237	1384	1400	1512
<u>Field Hockey</u>				
Head Coach	1481	1697	1725	1863
Assistant	1037	1188	1200	1296
<u>Tennis</u>				
Girls Tennis	956	1062	1135	1226
Boys Tennis	956	1062	1135	1226

SCHEDULE E.1

COACHES SALARY GUIDE 1985-86

	<u>STEP I</u>	<u>STEP II</u>	<u>STEP III</u>	<u>STEP IV</u>
<u>Cross Country</u>				
Coach	956	1062	1135	1226
<u>Golf</u>				
Coach	956	1062	1135	1226
<u>Wrestling</u>				
Head Coach	1767	1977	2052	2216
Assistant	1237	1384	1400	1512

SCHEDULE F

HOME SCHOOL TEACHING SALARY GUIDE 1985-86

<u>YEAR</u>	<u>BS/BA LEVEL</u>	<u>MS/MA LEVEL</u>
1-4	\$ 9.87 per hour	\$ 11.57 per hour
5-9	\$ 11.57 per hour	\$ 13.19 per hour
10-14	\$ 13.19 per hour	\$ 14.83 per hour
15 -*	\$ 14.83 per hour	\$ 16.47 per hour