

CONTRACTUAL AGREEMENT

BETWEEN

THE GREENWICH TOWNSHIP BOARD OF EDUCATION

AND

THE PROFESSIONAL STAFF OF

THE GREENWICH TOWNSHIP EDUCATION ASSOCIATION

JULY 1, 2007 TO JUNE 30, 2010

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GREENWICH TOWNSHIP BOARD OF EDUCATION

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Mrs. Robyn Glocker-Hammond, Vice President
Mrs. Susan Vernacchio, Member
Mr. James Sorbello, Member
Mr. Frederick Reel, Member
Mr. Michael Myers, Member
Mr. Patrick Lani, Jr., Member

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Dr. Francine Marteski, Superintendent
Mrs. Susan McAlary, Principal, Broad Street School
Mrs. Suzanne Gibson, Principal, Nehaunsey Middle School
Mr. Scott Campbell, Business Administrator/Board Secretary
Mr. Robert Harris, Supervisor, Special Services
Mrs. Alisa Whitcraft, Curriculum Supervisor

BOARD SOLICITOR

Mr. Armando V. Riccio, Esquire

NEGOTIATIONS COMMITTEE

Mrs. Robyn Glocker-Hammond, Chairperson
Mrs. Susan Vernacchio
Mr. Michael Myers

GREENWICH TOWNSHIP EDUCATION ASSOCIATION

Ms. Joann Parker, President
Mrs. Jennifer Ellick, Vice President
Mrs. Terry DiSanto, Secretary
Mrs. Michele Burgess, Treasurer

NEGOTIATIONS COMMITTEE

Ms. Joann Parker, Chairperson
Mrs. Jennifer Ellick
Mr. Michael Beukers
Mrs. Terry DiSanto
Mrs. Michele Burgess

ARTICLE I - PREAMBLE

This Agreement entered into by and between the Greenwich Township Board of Education, hereinafter called the "Board," and the Professional Staff of the Greenwich Township Education Association, hereinafter called the "Association," represents and incorporates the complete and final understandings of all topics that were or could have been the subject of negotiations. The parties are bound only by the expressed language of this Agreement.

ARTICLE II - DURATION OF AGREEMENT

- A. This Agreement shall be effective July 1, 2007, and terminate June 30, 2010, provided that if no new Agreement has been adopted by that time, the Agreement then in force shall continue until a new Agreement is ratified.
 - 1. Upon ratification, any and all benefits of the new agreement will be instituted retroactively to the date the agreement became effective.
- B. This Agreement may be amended by mutual consent through an instrument in writing duly executed by both parties. Any amendment made thereto shall be binding on both parties from its agreed effective date.

ARTICLE III - RECOGNITION

- A. The Board hereby recognizes the Greenwich Township Education Association as the exclusive and sole representative for collective negotiation concerning terms and conditions of employment for all certified full-time teachers, nurses, librarians, and child-study team members employed by the Board.
 - 1. The Board agrees not to negotiate concerning said employees in the negotiating unit with any organization other than the Association for the duration of this Agreement.
 - 2. The rights and privileges of the Association and its representatives as set forth in the agreement shall be granted to the Association as the exclusive representative of the teachers, and to no other comparable teacher organization.
- 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 negotiations unit as above defined, and references to male teachers shall include female teachers.

- C. The Association shall file with the Board a list of its members in order to be recognized as the majority representative.
- D. The provisions of the Agreement shall be applied to all employees covered by it without discrimination on account of age, sex, race, color, creed, or national origin.

ARTICLE IV - NEGOTIATIONS

- A. Such negotiations shall begin not later than 120 calendar days prior to budget submission date as set by PERC of the calendar year preceding the calendar year in which this agreement expires. Any agreement negotiated shall apply to the unit defined in Article I.
- B. Both the Professional Staff and the Board retain the right to approve or reject any tentative agreement reached by their respective committees. Any such tentative agreements in part or whole, reached by their committees are binding only after being reduced to writing, ratified by the Professional Staff, adopted by the Board and signed by representatives of the Professional Staff and the Board.
- C. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party.
- D. All negotiations sessions between the Association and the Board shall be held at times other than the normal school day.
- E. During negotiations, the Board and the Association shall present relevant data, exchange points of view and make proposals and counter proposals. The Board shall make available to the Association for inspection during the normal business day all data and information of the Greenwich Township School District that is available to the public.

ARTICLE V - ASSOCIATION RIGHTS

- A. The Board agrees to furnish to the Association in response to requests from time to time reasonable information which may be necessary for the Association to process any grievance or complaint.
- B. Representatives of the Association, the New Jersey Education Association and the National Education Association shall be permitted to transact official Association business on school property at reasonable times, provided that this shall not interfere with or interrupt normal school

operation. Permission of the Superintendent or his designee shall be required. Such permission shall not be withheld unreasonably.

C. The Association and its representative shall have the right to use school buildings at reasonable hours for meetings. Permission of the Superintendent or his designee shall be required. Such permission shall not be withheld unreasonably.

1. An Association representative may speak to the teachers at any faculty meeting for a reasonable time upon the request of the representative. The Principal shall place the representative's request at the end of his agenda.
2. Whenever possible, the notice of, and agenda for, any meeting shall be given to the teachers involved at least one (1) day prior to the meeting. Teachers shall have the opportunity to suggest items for the agenda, which are due in Principal's office one (1) week in advance of said meeting.
3. Exceptions to the provisions of sections C.1 and C.2 above may be made in cases of extreme emergency, as determined by the administration.

D. The Association shall have access to use school facilities and equipment, including typewriters, duplicating equipment, calculating machines, computers, peripherals, and all types of audio-visual equipment at reasonable times, and when such equipment is not otherwise in use. No equipment shall be removed from school property without approval by the Superintendent, building Principal, or designee. The Association will pay for any damage incurred, loss or theft of borrowed property. Permission of the building Principal or his designee shall be required. Such permission shall not be withheld unreasonably.

E. Representation Fee

1. If an employee does not become a member of the Association during any membership year which is covered in whole or part by this agreement, said employee will be required to pay a representation fee to the Association for that membership year. The purpose of this fee will be to offset the employees per capita cost of services rendered by the Association as majority representative for the purpose of this provision, employee means all members included in the bargaining unit who are receiving benefits. Employees who are non-members employed by the Board after

January 1, will pay 85% of one-half the sum of regular dues, initiation fees and assessments for that membership year.

2. Prior to the beginning of each membership year, the Association will notify the Board, in writing, of the amount of regular membership dues, initiations fees, and assessments charged by the Association to its members for that membership year. The representation fee to be paid by non-members will be equal to 85% of that amount. The Board assumes no responsibility for said enforcement of the completed list.

3. Deduction and transmission of fee.

a. Notification

The Association will submit to the Board a list of those employees in the bargaining unit who have not become members of the Association for the current membership year. The Board will deduct the full amount of the representation fee. Not to exceed, (85%) of the membership dues as certified by the secretary of the Association from the salaries of such employees and promptly will transmit the amount so deducted to the Association upon receipt of an appropriate written authorization of the employee involved.

b. Payroll Deductions

The Board will deduct the representation fee in equal installments, as nearly as possible, from the paychecks of the employees on the aforesaid list during the remainder of the membership year in question. The deduction will begin with the first paycheck paid within 30 days after the employee begins his or her employment in a bargaining unit position, unless the employee previously served in a bargaining unit position and continues in the employ of the Board in a non-bargaining unit position or was on lay-off, in which event the deductions will begin with the first paycheck paid 15 days after the resumption of the employee's employment in a bargaining unit position, whichever is later.

4. Termination of Employment

a. If an employee who is required to pay a representation fee terminates his or her employment with the Board during the year, the Board will deduct the unpaid portion from the last

paycheck to said employee during the membership year in question.

5. Mechanics

- a. The mechanics of the deduction of representation fee and the transmission of such fees to the Association will, as nearly as possible, be the same as those used for the deduction and transmission of regular dues in the Association.

6. Changes

- a. The Association will notify the Board in writing of any changes in the aforesaid list and/or the amount of the representation fee, and such charges will be reflected in and deductions made no more than 30 days after the Board received said notice.
- b. The Association shall indemnify and save the Board of Education harmless against any and all claims, demands, suits or other forms of liability including reasonable legal and/or representation fees resulting from any of the provisions of this article or in reliance on any list, notice or assignment furnished under this article.

ARTICLE VI - MANAGEMENT RIGHTS

A. The Board reserves to itself sole jurisdiction and authority over matters of policy and according to provisions of state law, retains the right, subject only to the limitations imposed by the language of this agreement, in accordance with applicable laws and regulations:

1. To hire, promote, transfer, assign, and retain employees in positions within the school district, and to suspend, demote, discharge, or take other disciplinary action against employees.
2. To abolish any such positions for reasons of (a) economy; (b) efficiency; (c) reduction in the number of pupils; (d) change in administrative or supervisory organization of the district; (e) for other good cause.
3. To maintain the efficiency of the school district operations entrusted to them.

4. To determine the means by which such operations are to be conducted.
 5. To take whatever actions may be necessary to carry out the mission of the school district in situations or emergency. The rights of the Board shall include, but not be limited to, the provisions set forth in this paragraph.
- B. It is understood by all parties that under the rulings of the courts of New Jersey and the State Commissioner of Education, the Board is forbidden to waive any rights or powers granted it by law.

ARTICLE VII - TEACHER RIGHTS

- A. The Board and Association agree that teachers have the right to freely organize, join, and support the Association, its activities, and affiliates for the purpose of engaging in collective negotiations, or to refrain from such activities. The Board further agrees that it shall not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of these rights.
- B. No teacher shall be disciplined, reprimanded, reduced in rank, or deprived of monetary compensation without just cause. Any such action asserted by the Board, or any agent or representative thereof, shall not be made public by either party until formal action is taken by the Board and shall be subject to the grievance procedure herein set forth. This shall not apply to the non-reemployment of a non-tenure teacher.
- C. Whenever any teacher is required to appear formally before the Superintendent, the Board, or any committee or member thereof concerning any matter which could adversely affect the continuation of that teacher in his office, position, or employment, or the salary or any increments pertaining thereto, then he shall be given prior written notice of the reasons for such a meeting or interview and shall be entitled to have a representative of the Association present to advise him and represent him during such meeting or interview.
- D. No teacher shall be prevented from wearing pins or other identification of membership in the Association or its affiliates.
- E. When a visitor requests a conference with a teacher to the administration during the school day, the administration shall:
1. Confer with said teacher to assure that both the conference and the timing are appropriate.

2. Provide written permission to the visitor if granting administrative approval.
- F. Provision for keeping a "central register" will be made.
 - G. Any criticism of a teacher and his instructional methodology shall be made in confidence and not in the presence of students, parents, or at public gatherings, except to the extent such confidence is contrary to law.
 - H. Any criticism of a Board Member, Administrator, or Supervisor shall be made in confidence and not in the presence of students, parents, or teachers, or at public gatherings.

ARTICLE VIII - TEACHER EMPLOYMENT

- A. Non-tenured teachers shall be notified of his contract status in accordance with New Jersey statutes, Title 18A Education 18A:27-10. Non-tenured teachers shall notify the Board of Education of their intention in accordance with New Jersey statutes, Title 18A Education, 18A:27-12. Tenured teachers shall be notified of salary status for the coming year by April 30 or as modified by State ruling.
- B. Either the employee or the Board may terminate employment providing sixty (60) calendar days notification is given and are in compliance with the appropriate statutes.
- C. Presently employed teachers may apply for vacancies or new positions at anytime said positions or vacancies occur.
 1. Notices of vacancies shall be posted on the office bulletin boards.
 2. Applications shall be in writing and addressed to the Superintendent, and shall include the following:
 - a. Reasons for desiring the change.
 - b. Capabilities and abilities which may especially qualify the requestor to be reassigned.
 - c. Problems envisioned in leaving present assignment.
 - d. Any other information to assist the Board and administrators to arrive at the best decision possible.

3. Such applications will be considered at the appropriate times for the positions or vacancies posted.

- D. In the event of any reduction in force, seniority and a record of satisfactory Performance evaluation shall be the criteria for determining such reduction. Recall shall be based upon the same seniority and satisfactory performance evaluation.

ARTICLE IX - WORK YEAR AND TIME REQUIREMENTS

- A. The in-school work year of teachers employed on a ten (10) month basis (other than new personnel who may be required to attend an additional two (2) days of orientation) shall not exceed one hundred eighty-five (185) days.
- B. The teacher's normal workday shall be seven (7) hours, fifteen (15) minutes including duty free lunch. Sign-in and sign-out times will be set by Board policy. The individual teacher has the responsibility of notifying the Principal's office or designated person, of any deviation from this daily schedule.
- C. Duty-free lunch period
 1. Teachers shall have a daily duty-free lunch period of at least 45 minutes.
 2. Teachers may leave the building without requesting permission during their scheduled duty-free lunch periods, but they must indicate their leaving and returning by initialing the faculty "sign-in, sign-out" roster, in the office.
- D. Teachers will have a minimum of one hundred fifty (150) minutes of preparation time in an average five-day (Monday to Friday) workweek.
 1. Prep time shall be devoted to work which is related to one's job responsibilities.
 2. The Board recognizes that part of the above prep time may be used to attend to personal needs consistent with the educational needs of the district.
 3. It is desirable for every teacher to have an uninterrupted preparation period each day. The practice of depriving teachers of preparation periods is undesirable.

- a. In cases where regular substitute teachers are not available, teachers who volunteer may be used as substitute teachers during their non-teaching time. In the absence of volunteers, a teacher may be assigned to serve as a substitute teacher.
 - b. Teachers may be assigned to attend, including but not limited to, meetings with parents, administrators, C.S.T. members, etc. during this regularly scheduled preparation period.
4. Volunteers and assigned teachers will credit these periods up to a total of two hundred seventy (270) minutes or equal to the agreed upon work day schedule, which entitles him to (1) additional personal business day to be taken before May 31. Such coverage shall be arranged by the Principal and shall be distributed as equitably as possible among teachers.
- E. Teacher participation in field trips or activities which are scheduled to extend beyond the teacher's in-school work day, and overnight or weekend trips, shall be voluntary. It is understood that teacher participation in overnight or weekend trips will be prearranged prior to such a trip being scheduled.
- F. Exceptions to the provisions of Sections B, C, D, and E above may be made in cases of extreme emergency, as determined by the administration.
- G. Teacher participation in reasonable extracurricular activities is expected as part of their professional obligation.
- H. Teachers shall not be required to be in classrooms or have parent conferences on PTA meeting nights, except on scheduled annual Open House. On this day and any other time teachers are required to report back to school in the evening, pupils will have an early dismissal day and teachers may leave upon dismissal of the last bus pupil.
- I. Grade Level Chairpersons
 1. Each September the administration shall designate teacher representatives to serve as Grade Level Chairpersons. If volunteers cannot be found by June 30 of the previous school year, administration shall designate teacher representatives in early September.

2. Teachers will be provided 3 half-days of release time to fulfill Grade Level Chairperson responsibilities.
 3. The Grade Level Area Chairperson will meet with his teachers (group) at any time on any day, except during instruction time. The purpose of these meetings is for the staff to discuss supply orders, field trips, and other concerns relating to that particular grade level or group.
- J. Final determination of the school calendar resides with the Board. However, in the preparation leading up to final adoption by the Board, the Superintendent will contact the Association for suggestions before the completion of the calendar.
- K. Teachers may be required to remain after the end of the regular work day, without additional compensation, for the purpose of attending faculty meetings one (1) day each month. Such meeting shall run for no more than sixty (60) minutes each.

ARTICLE X - TEACHER EVALUATION

- A. Observations and Evaluations
1. As in the past, all monitoring or observation of the work performance of a teacher shall be conducted openly, and with full knowledge of the teacher. The use of eavesdropping, public address, video cameras, audio systems, and similar surveillance devices shall be strictly prohibited.
 2. Except in cases of extreme emergency, a teacher shall be given a copy of any evaluation report prepared by his evaluator within ten (10) days after the evaluation and at least two (2) days before any conference to discuss it. No such report shall be submitted to the central office, placed in the teacher's file or otherwise acted upon without prior conference with the teacher. The teacher shall be required to sign the report indicating that they have read it.
 3. The evaluation report shall be written in the same format for all teachers. The report will be brief and concise and will focus on the major criteria for the position. It shall be based on observable information rather than on factors requiring subjective judgment.
 4. Each teaching staff member will be sent a copy of the current evaluation criteria for his or her position annually by the Chief School Administrator at the beginning of the school year.

B. Complaints regarding a teacher

1. Those complaints regarding a teacher made to any member of the administration by any parent, student, or other person which are used in any manner in evaluating a teacher shall be promptly investigated. The teacher shall be given an opportunity to respond to and/or rebut those complaints, which as a result of the investigation, shall become part of his file.
2. The teacher shall acknowledge that he has had the opportunity to review such materials by affixing his signature to the copy to be filed with the expressed understanding that such signature in no way indicates agreement with the contents thereof. The teacher shall also have the right to submit a written answer to such material within 30 calendar days and his answer shall be reviewed by the Superintendent or his designee and attached to the file copy.

C. All documents shall be filed, with or without signature, and such action shall be so indicated by the supervisor. Each document shall have this statement at the bottom "Teacher's signature indicates receipt and review of the document but not necessarily approval or disapproval." The Association shall be informed if any employee described in the unit in Article I refuses to sign the document that is being placed in his file.

D. Any question or evaluative criticism by a supervisor, administrator, or Board member of a teacher and his instructional methods shall be made in confidence.

E. Members shall encourage the initiation of ideas and suggestions for projects by individual teachers, grade levels, Association committees, administrators, Board members, students, parents, or any combination of these.

ARTICLE XI - LEAVES

A. Sick Leave

1. Twelve (12) days sick leave with pay shall be granted for each school year.
2. Teachers who begin employment in the district after school begins in September shall receive one (1) day for every month remaining in the school year. If a teacher begins after the 15th of any month, they will not receive the day for that month.

3. Each teacher shall be appraised of the number of accumulated sick days by October 1, tabulated as of September, including the current year.
4. When absence exceeds the annual and accumulated sick leaves, the Board may pay any such person each day's salary less the cost of a replacement (either real or estimated, if a replacement is not employed) for a period of thirty (30) days or balance of the teacher contract year, whichever occurs first. Such payment shall be determined by the Board on a case-by-case basis. A day's salary is 1/200 of the annual salary.
5. Whenever a teacher is absent from his post of duty as a result of personal injury caused by an accident arising out of and in the course of his employment, the Board shall pay to such teacher the full salary or wages for the period of such absence for up to one (1) calendar year without having such absence charged to the annual sick leave or the accumulated sick leave provided in sections 18A:30-2 and 18A:30-3.
6. Any member of the staff excluded from work because of contact with communicable disease in the school system will not have any accumulated sick days deducted (not to exceed sixty [60] days).

B. Personal Leave

1. Each teacher shall be granted no more than three (3) days of personal leave of absence with pay.
2. Personal leave days are to be utilized for personal business that cannot be conducted outside the normal work day.
3. Procedure
 - a. An application form for personal leave must be submitted to the Superintendent for approval through the normal chain of command beginning with the Principal at least four (4) calendar days in advance.
 - b. In cases of extreme emergency, requests may be granted immediately by the Principal. In the latter case the application form shall be submitted through the normal chain of command within two (2) days after the teacher's return to work in order to be paid.

4. The unused second and third days of personal leave are accruable to a maximum of twenty-three (23) days and may be used, with reason provided and Board approval, for the following purposes:
 - a. Extensions of sick leave after annual and accumulated sick leave is exhausted.
 - b. Personal business that cannot be conducted outside the normal work day, after annual personal days are exhausted.
5. Each teacher shall be appraised of the number of accumulated personal leave days by October 1, tabulated as of September, excluding the current year.

C. Professional Leave

1. Every teacher may apply for permission to visit other schools, attend seminars, and observe other educational programs. These days shall be designated as professional leave; must be requested one (1) week in advance and must be approved by the Superintendent.
2. Attendance is voluntary and no teacher shall be forced to attend seminars or other events outside of the district. All approved in-service programs and workshops shall be eligible toward the fulfillment of the state mandated one hundred (100) hours professional development. Participants will receive hour for hour credit.

D. Death Leave

1. Up to five (5) calendar days shall be granted for a death in the immediate family. This would include mother, father, sister, brother, mother- and father-in-law, wife, husband, children, brother - and sister-in-law, grandparents and grandchildren. One (1) day for any other member of the family shall be granted.

E. Good Cause

1. Other leaves of absence without pay may be granted at the discretion of the Board.

F. Sabbatical Leave

1. Sabbatical leave shall be used for the purpose of graduate study in, or sponsored by a recognized college or university granting

graduate credit but may not be utilized to engage in employment in other institutions or agencies.

2. Only full-time, certificated personnel who have completed a minimum of ten (10) years continuous service in Greenwich Township are eligible.
3. Not more than two (2) staff members will be eligible during one school year.
4. Persons interested in applying should submit their applications to the Superintendent before the budget preparation for the coming year (November). The request must be accompanied by a written statement giving the purpose of the leave, plan of activity to be pursued, the length of time involved, and the anticipated value of the experience to the individual and to the school system.
5. Applications must be approved by the Superintendent and the Board.
6. The term of sabbatical leave shall coincide with the fiscal school year (July 1 - June 30) and shall normally be for a full year. Half ($\frac{1}{2}$) year leaves may be granted, however, providing adequate provision can be made for filling the half ($\frac{1}{2}$) year vacancy.
7. Participants shall be awarded half ($\frac{1}{2}$) pay for a full year's leave, or three-quarters ($\frac{3}{4}$) pay for a half ($\frac{1}{2}$) year's leave.
8. Participants are free to accept governmental and private grants to supplement their salaries; however, the total income shall not exceed the participant's salary as a member of the staff.
9. All awards under the Sabbatical Leave Program are contingent upon the participant remaining a member of the staff of the Greenwich Township Schools for a minimum of two (2) full years following his return from Sabbatical Leave or refunding of stipend received.
10. The Sabbatical Leave shall not be computed as equivalent to teaching experience in determining future salary status. (Also, these persons are excluded from the benefits of sick leave as defined in 18A:30-2 and 18A:30-3.)
11. Upon return from leave the participant will present a report to the Board on the results of his period of study.

G. Child Rearing Leave

1. All tenured female teachers who become pregnant, tenured male teachers whose spouses become pregnant and all tenured teachers who are adopting a child shall be eligible for child rearing leave.
2. The date of commencement of child rearing leave shall be at the election of the employee with the following provisions:
 - a. Any teacher adopting a child may commence the leave upon receiving actual, legal custody of said child, providing such date is not between the beginning of the school year and December 1 of that year.
 - b. The employee shall inform the Board of intent to take child rearing leave at least sixty (60) days before the commencement of said leave.
 - c. The employee shall inform the Board of intent to return from child rearing leave at least forty-five (45) days notice prior to the commencement of a marking period.
 - d. Employees who wish to commence child rearing leave in September of the next current school year shall inform the Board prior to April 1 of the current school year.
3. Duration
 - a. Child rearing leave shall be for the remainder of the school year if begun during the school year.
 - b. Child rearing leave shall be for the full school year in all other cases.
4. Extensions
 - a. Child rearing leave shall not exceed two (2) years, unless the eligible teacher shall adopt or parent an additional child or children during the period of child rearing leave. In that event, the leave may be extended for one additional year. In no event shall any child rearing leave exceed three (3) consecutive years.

- b. Written notification to extend child rearing leave to a second year or to return the next school year shall be given prior to April 1 during the first full or partial year of such leave.
 - c. Failure to provide such written notification shall be deemed a request to extend to a second year.
5. A teacher who wishes to return to full employment during a school year or who notifies the Board of the intent to return after the notification date as specified in the section above, shall be offered the first available position for which said teacher is certified and the administration considers appropriate. If no position becomes available, such teacher shall be afforded the opportunity to be employed as a substitute.
6. No salary shall be paid to any employee on child rearing leave, nor shall any rights or benefits be granted. Existing employee benefits shall be restored to the employee upon return to full employment. The Board cannot guarantee the employee will return to the position vacated, but will make every effort to do so when in the best interest of the educational program.
7. If a pregnancy is terminated before the term of the birth of the child, the teacher may apply for termination of leave allowing at least ninety (90) days for fair notice to the replacement. For the female teacher, such return must be accompanied by a certificate of physical fitness from her personal physician for her own health.
8. Neither the Board nor the Association shall discriminate against any person in violation of N.J.S.A. 10:5-1, the Constitution of the United States or the Constitution of the State of New Jersey.

H. New Jersey Family Leave Act

1. Leave of absences shall be provided in accordance with the requirements of applicable law, including the Family Medical Leave Act ("FMLA") and/or the New Jersey Family Leave Act ("NJFLA"). In no event shall leave time exceed the time allowed by the FMLA and/or the NJFLA.

ARTICLE XII - SALARIES, REIMBURSEMENTS AND BENEFITS

- A. Base Salaries: Three (3) year contract. There will be a 4.92% increase in the first year, a 4.70% increase in the second year and a 4.30% increase in the third year.

1. Starting bachelor's salary (see attachment A).
2. Salary increases (see attachment A).
3. Permanent increases in salary for longevity in the district shall be based upon the completed years service in the district on the first day of school in September according to the following schedule:

Number of years service:

| | | |
|----|------------------------|--------|
| a. | Ten (10) years | \$ 400 |
| b. | Fifteen (15) years | \$ 400 |
| c. | Twenty (20) years | \$ 500 |
| d. | Twenty-five (25) years | \$ 500 |
| e. | Thirty (30) years | \$ 500 |
| f. | Thirty-five (35) years | \$ 500 |

4. Upon submission of proof from the officers of an accredited institution of completion of one of the following increases in graduate education credits, a permanent increase of \$600 in salary will be made:

| | <u>From</u> | <u>To</u> |
|----|-------------|-----------|
| a. | B.A. | B.A. + 15 |
| b. | B.A. + 15 | B.A. + 30 |
| c. | B.A. + 30 | M.A. |
| d. | M.A. | M.A. + 15 |
| e. | M.A. + 15 | M.A. + 30 |
| f. | M.A. + 30 | Ph.D. |

5. No new employee shall be hired into the system at a higher rate of pay than someone presently employed and covered by the current contract with comparable experience and educational background.
 - a. Teachers with previous teaching experience in the Greenwich Township School District shall receive, upon returning to the system, full credit for all outside teaching experience, military experience or alternative civilian service required by the Selective Service system, Peace Corps, VISTA or National Teacher Training Corps, work and time spent on a Fulbright Scholarship. Such teachers who have not been engaged in other teaching or the other activities indicated above, shall upon returning to the system be given credit for an additional full year, provided that in their last

year in Greenwich Township Schools they served more than ninety (90) teaching days.

B. Other salaries or wages that do not become part of the teacher's base salary.

1. Tutoring/homebound or after school activity approved by the Board shall be paid at the rate of \$ 30.00 per hour.
2. Any other remuneration paid for services rendered.
3. Teachers shall be given one (1) compensation day each time they are moved to a new classroom. This compensation day must be used within one (1) year of the move.
4. Mentor Teacher/Provisional Teacher
 - a. Salaries and Compensations: A teacher serving as a mentor shall be paid \$ 600 for each year or fraction thereof he/she serves as mentor. This amount shall not be added to the base salary.
 - b. Vacancies: All vacancies for mentoring positions shall be posted as the district is aware of its needs. The posting shall include the qualifications for the position. No employee shall be assigned to serve as a mentor if there are qualified volunteers available. If an employee is involuntarily assigned to a mentoring position, he/she shall not be involuntarily assigned again until all other qualified employees have been assigned.
 - c. No teacher shall serve as a mentor to more than one (1) provisional teacher at a time.
 - d. Professional Development: The Board of Education shall provide training for all teachers who serve as mentors before the start of their assignment. Whenever possible, such training shall be scheduled for hours the teacher is required to work. If the training is scheduled for other hours, the teacher shall be compensated at the rate of \$25.00 per hour. The district shall pay all costs connected with the training, including travel to any out-of-district training site.

C. Reimbursements

1. The Board shall reimburse eligible employees for tuition expenses paid to accredited schools, colleges and universities, for pre-approved courses, for a maximum of two courses per fiscal year.

Such courses must be related to the employee's area of specialization or district need as determined and pre-approved by the Superintendent. To be eligible for tuition reimbursement under this policy an employee must:

- Be a full-time employee;
- Have completed a year of service prior to beginning of the course;
- Receive a grade of "B" or better in the course; and
- Be on the payroll when the course is completed.

The Board will not reimburse employees for courses in which the employee can receive a grade of only "Pass" or "Fail" unless no other grade option is available for the course.

Payment shall be made following receipt of proof of payment and the successful completion of the course to the Superintendent. Books paid for under this article shall become the property of the Board upon purchase and shall be placed in the professional library of the District upon completion of each course.

All employees receiving reimbursement under this program are obligated to remain in the employment of the District for a period of one (1) year from the completion date of the course or to repay the District for each month short of the full year that the employee leaves the employ of the District, calculated on a pro rated basis as described in the tuition reimbursement agreement that is to be signed by each applicant. Tuition reimbursement agreement attached as Appendix D.

2. Travel reimbursement for use of personal vehicles for authorized school business shall be at the prevailing IRS rate and Board policy.

D. Pay Period and Deductions

1. Teachers employed on a ten (10) month basis shall have the option of being paid their annual salaries in twenty (20) or twenty-four (24) semi-monthly installments. This decision must be sent to the Board Secretary by the end of the preceding school year. The selection of 20 or 24 pays (as opted by the employee) must be locked in for that year, but can be changed for the next year by notifying the Board Secretary at the end of the current year. Deductions as required by law will be deducted during the ten (10) month period.

- a. Teachers shall be paid their June 30 check on the last working day of the school year provided they have completed all professional responsibilities and such has been certified by the school Principal.
2. When pay day falls on or during a school holiday, vacation, or weekend, teachers shall receive their pay checks on the last previous working day.
3. The Board agrees to deduct dues from the earnings of each Association member, when said member has properly authorized such deduction in writing. The Association will indemnify, defend and save harmless the Board against any and all claims, demands, suits, or other forms of liability that shall arise out of or by reason of action taken by the Board in reliance upon salary deduction authorization cards submitted by the Association to the Board, once these funds have been transferred by the Board to the Association.

E. Benefits

1. The Board agrees to pay for medical insurance coverage provided by a carrier of its choosing for employees and their families, provided that such coverage shall be equal to or better than the State Health Benefits Plan.
 - a. Signed contracts between the Board and the health care carrier shall be attached to this contract as Appendix A.
2. The Board shall provide the following plans at its expense:
 - a. Prescription Plan – equal to or better than the State Plan with a co-pay of \$ 15.00 (name brand drugs), \$ 10.00 (generic brand) and increased mail order to two times retail (i.e. \$ 30.00 name brand, \$ 20.00 generic). The employee shall be responsible to pay all co-payments.
 1. Signed contracts between the Board and the prescription plan carrier shall be attached to this contract as Appendix B.

b. Delta Dental Plan IIA – Family Coverage

| | | |
|-------------------------------------|------------|--------------|
| Preventive and Diagnostic | Board 100% | Employee 0% |
| Remaining Basic Care; | Board 70% | Employee 30% |
| All Other (no orthodontic coverage) | Board 50% | Employee 50% |

1. Signed contracts between the Board and the dental plan carrier shall be attached to this contract as Appendix C.

c. Employee Assistance Program will be provided by the Board of Education.

3. The Board will allow retired employees, at the employees cost, to continue to receive dental and prescription benefits at the group rate. Premiums must be paid at least one month in advance by the retired employee.

F. Unused sick leave upon retirement

1. Teachers shall be paid for unused sick leave upon retirement according to the following schedule:

- a. \$35.00 per day for the first fifty (50) days.

- b. \$50.00 per day for days in excess of fifty (50) days.

- c. In order to be eligible for this benefit, teachers shall have:

- (1) Completed twenty (20) or more years of service in the district.

- (2) Have at least fifty (50) days of accumulated sick leave.

- d. There shall be a \$7,000.00 maximum payment.

- e. Any employee planning to retire shall notify the Board prior to December 1 of that school year. Any employee who fails to notify the Board prior to December shall be paid for unused sick leave in the following fiscal year. Retraction of the commitment to retire due to illness, personal tragedy, or unusual circumstances will be considered upon request of the employee.

G. Continuing Education Units

The Board of Education will provide the faculty an option of earning continuing education unit credits. Teachers may receive credit on the Salary Guide for successful completion of fifteen (15) CEU's. A continued Education Unit (CEU) is defined as ten (10) contracted hours of participation in a Board approved organized continued education experience under responsible sponsorship, capable direction and qualified instruction.

ARTICLE XIII - GRIEVANCES

- A. A "grievance" shall mean a claim that there has been misinterpretation, misapplication, or a violation of Board policy, of this agreement, or of an administrative decision affecting terms and conditions of employment. A grievance, to be considered under this procedure, must be initiated within thirty (30) calendar days of the time the teacher(s) knew or should know of its occurrence.
- B. A grievance may be initiated by a teacher or, if affecting a group of teachers, the Association may submit such grievance, in writing to the Principal, beginning the procedure at Level 1 through all levels thereafter. Resolution of the group grievance must be accepted by every individual in the group and may not be reopened by individuals.
- C. After consultation with the Association, forms pertaining to the filing of grievances shall be prepared by the Superintendent or his designee.
- D. The grievant shall include on the forms all pertinent information related to the grievance.
1. The nature of the grievance and approximate date of occurrence.
 2. The nature and extent of injury, loss or inconvenience.
- E. Rights of teachers to representation
1. Any aggrieved person must be represented at all stages above the first level of the grievance procedure by a representative selected or approved by the Association.
 2. No reprisals of any kind shall be taken against any participant by reason of such participation.
- F. Failure at any step of the grievance procedure to communicate the decision on a grievance within the specified time limits shall permit the

aggrieved employee to proceed to the next step. Failure at any step of the grievance 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.

G. Grievance Procedure

1. Level 1: Any teacher who has a grievance may set forth his grievance in writing to his Principal on the approved grievance form. The principal shall communicate his decision to the teacher in writing, with reasons, within five (5) school days of receipt of the written grievance.
2. Level 2: The teacher, no later than five (5) school days after receipt of the Principal's decision, may appeal the Principal's decision to the Superintendent. The appeal to the Superintendent must be made in writing, reciting the matter submitted to the Principal as specified above. The Superintendent shall communicate his decision, in writing, with reasons, to the employee and to the Principal within ten (10) school days of receipt of the written grievance.
3. Level 3: If the grievance is not resolved to the teacher's satisfaction, he, no later than five (5) school days after receipt of the Superintendent's decision, may request a review by the Board. The request shall be submitted in writing through the Superintendent who shall attach all related papers and forward the request within five (5) school days to the Board. The Board shall review the grievance and shall, at the option of the Board or upon request of the teacher, hold a hearing with the teacher and render a decision in writing, with reasons, within thirty-five (35) calendar days of receipt of the grievance by the Board.
4. No claim by a teacher shall constitute a grievable matter beyond level three or be processed beyond level three if it pertains to any of the following:
 - a. Any matter for which detailed method of review is prescribed by law.
 - b. Any rules or regulations of the State Commissioner of Education, but not to the violation, misinterpretation, or misapplication of such a rule or regulation.
 - c. Any by-law of the Board pertaining to its internal operation.

- d. Any matter which according to law is beyond the scope of Board authority.
5. Level 4: If the decision of the Board does not resolve the grievance to the satisfaction of the teacher and the teacher wishes review by a third party, and if the matter pertains to this agreement between the Board and the Association, he shall so notify the Board through the Superintendent within ten (10) school days of receipt of the Board's decision. A teacher, in order to process his grievance beyond level three, must have his request for such action accompanied by written recommendation for such action by the Association.

H. Arbitration

1. Procedure for securing the services of an arbitrator
 - a. A request will be made to the American Arbitration Association to submit a roster of persons qualified to function as an arbitrator in the dispute in question.
 - b. If the parties are unable to determine a mutually satisfactory arbitrator from the submitted list they will request the American Arbitration Association to submit a second roster of names.
 - c. If the parties are unable to determine a mutually satisfactory arbitrator within ten (10) school days after receipt of the second roster of names, the American Arbitration Association may be requested by either party to designate an arbitrator.
2. Procedure for the arbitrator regarding content and disposition of findings.
 - a. 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.
 - b. The decision of the arbitrator shall be final and binding.
 - c. Only the Board and the aggrieved shall be given copies of the arbitrator's report of findings, reasons, and recommendations. This shall be accomplished within thirty

(30) calendar days of the completion of the arbitrator's hearing.

I. Miscellaneous

1. It is agreed by both parties that these proceedings will be kept as informal and confidential as may be appropriate at any level of this procedure. All meetings and hearings shall not be conducted in public, and shall include only such parties concerned or their designated representative (s) unless required by the Sunshine Legislation of the State of New Jersey.
2. It is understood that teachers shall, during and notwithstanding the pending of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been fully determined.
3. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level is a maximum and every effort should be made to expedite the process.
4. Costs
 - a. Each party shall bear the total cost incurred by themselves.
 - b. The fees and expenses of the arbitrator are the only costs which will be shared by the two parties and they will be shared equally.

ARTICLE XIV - MISCELLANEOUS PROVISIONS

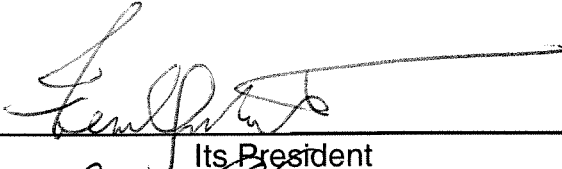
- A. The commercial cost of printing this Agreement shall be shared by the parties and a copy of this Agreement shall be presented to all teachers, if possible, on or before the beginning of the school year.
- B. Should any part hereof or any provision herein contained be rendered or declared invalid by reason of any existing or subsequently enacted legislation, or by any decree of a court of competent jurisdiction, or by rules and regulations or an appropriate administrative agency, such invalidation of such part or provisions of this agreement shall not invalidate the remaining portions hereof, and they shall remain in full force and effect.
- C. Whenever any notice is required to be given by either of the parties to this agreement to the other, pursuant to the provision (s) of this Agreement,

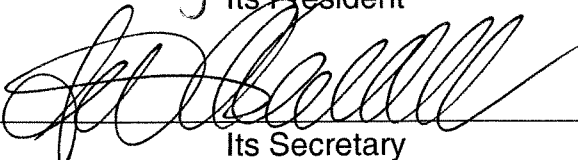
either party may do so by telegram or registered letter to the following address:

Greenwich Township School District
Nehaunsey Middle School
415 Swedesboro Road
Gibbstown, New Jersey 08027-1199.

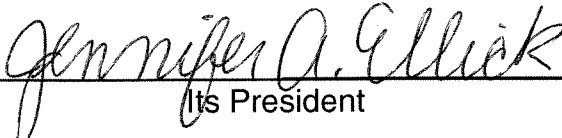
In witness whereof, the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective secretaries, and their corporate seals to be placed hereon, this _____ day of _____, 2007.

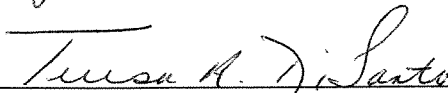
GREENWICH TOWNSHIP BOARD OF EDUCATION

By  _____
Its President

By  _____
Its Secretary

GREENWICH TOWNSHIP EDUCATION ASSOCIATION, INC.

By  _____
Its President

By  _____
Its Secretary

PROF

BASE YEAR
2006-07 Greenwich

Salary Guide

| Step | BA | BA+15 | BA+30 | MA | MA+15 | MA+30 | DOC |
|------|--------|--------|--------|--------|--------|--------|--------|
| 1 | 42,463 | 43,063 | 43,663 | 44,263 | 44,863 | 45,463 | 46,063 |
| 2 | 42,663 | 43,263 | 43,863 | 44,463 | 45,063 | 45,663 | 46,263 |
| 3 | 42,863 | 43,463 | 44,063 | 44,663 | 45,263 | 45,863 | 46,463 |
| 4 | 43,063 | 43,663 | 44,263 | 44,863 | 45,463 | 46,063 | 46,663 |
| 5 | 43,765 | 44,365 | 44,965 | 45,565 | 46,165 | 46,765 | 47,365 |
| 6 | 44,468 | 45,068 | 45,668 | 46,268 | 46,868 | 47,468 | 48,068 |
| 7 | 45,333 | 45,933 | 46,533 | 47,133 | 47,733 | 48,333 | 48,933 |
| 8 | 46,510 | 47,110 | 47,710 | 48,310 | 48,910 | 49,510 | 50,110 |
| 9 | 47,688 | 48,288 | 48,888 | 49,488 | 50,088 | 50,688 | 51,288 |
| 10 | 49,338 | 49,938 | 50,538 | 51,138 | 51,738 | 52,338 | 52,938 |
| 11 | 51,693 | 52,293 | 52,893 | 53,493 | 54,093 | 54,693 | 55,293 |
| 12 | 54,992 | 55,592 | 56,192 | 56,792 | 57,392 | 57,992 | 58,592 |
| 13 | 58,289 | 58,889 | 59,489 | 60,089 | 60,689 | 61,289 | 61,889 |
| 14 | 61,588 | 62,188 | 62,788 | 63,388 | 63,988 | 64,588 | 65,188 |
| 15 | 64,532 | 65,132 | 65,732 | 66,332 | 66,932 | 67,532 | 68,132 |
| 16 | 67,595 | 68,195 | 68,795 | 69,395 | 69,995 | 70,595 | 71,195 |
| 17 | 71,837 | 72,437 | 73,037 | 73,637 | 74,237 | 74,837 | 75,437 |

Staff

| Step | BA | BA+15 | BA+30 | MA | MA+15 | MA+30 | DOC | Total | Percent |
|----------------|--------|-------|-------|--------|-------|-------|-----|-------|---------|
| 1 | 1 | | | | | | | 1 | 1.75% |
| 2 | | | | 1 | | | | 1 | 1.75% |
| 3 | 7 | | | 1 | | | | 8 | 14.04% |
| 4 | 3 | | | 1 | | | | 4 | 7.02% |
| 5 | 4 | | 1 | 2 | | | | 7 | 12.28% |
| 6 | 2 | | | | | | | 2 | 3.51% |
| 7 | | | | | | | 1 | 1 | 1.75% |
| 8 | | 1 | | | | | | 1 | 1.75% |
| 9 | | | | | | | | 1 | 1.75% |
| 10 | | | | | | | | - | - |
| 11 | | | | | | | | - | - |
| 12 | | | | | | | | - | - |
| 13 | | | | | | | | - | - |
| 14 | | | | | | | | - | - |
| 15 | 1 | | | 1 | | | | 2 | 3.51% |
| 16 | 4 | | | 1 | | | | 5 | 8.77% |
| 17 | 18 | 1 | 1 | 3 | 1 | 1 | | 25 | 43.86% |
| Totals | 40 | 2 | 2 | 10 | 1 | 2 | - | 57 | 100.00% |
| Percent | 70.18% | 3.51% | 3.51% | 17.54% | 1.75% | 3.51% | - | | |

PROF

BASE YEAR
2006-07 Greenwich

| Guide Cost | 2,363,667 | 119,547 | 118,002 | 581,757 | 74,237 | 123,170 | - | |
|------------|-----------|---------|---------|---------|--------|----------------|-----------|-------------|
| Step | BA | BA+15 | BA+30 | MA | MA+15 | MA+30 | DOC | |
| 1 | 42,463 | - | - | - | - | - | - | - |
| 2 | - | - | - | 44,463 | - | - | - | - |
| 3 | 300,041 | - | - | 44,663 | - | - | - | - |
| 4 | 129,189 | - | - | 44,863 | - | - | - | - |
| 5 | 175,060 | - | 44,965 | 91,130 | - | - | - | - |
| 6 | 88,936 | - | - | - | - | - | - | - |
| | - | - | - | - | - | 48,333 | - | - |
| 9 | - | 47,110 | - | - | - | - | - | - |
| 10 | - | - | - | - | - | - | - | - |
| 11 | - | - | - | - | - | - | - | - |
| 12 | - | - | - | - | - | - | - | - |
| 13 | - | - | - | - | - | - | - | - |
| 14 | - | - | - | - | - | - | - | - |
| 15 | 64,532 | - | - | 66,332 | - | - | - | - |
| 16 | 270,380 | - | - | 69,395 | - | - | - | - |
| 17 | 1,293,066 | 72,437 | 73,037 | 220,911 | 74,237 | 74,837 | - | - |
| | | | | | | Total | 3,380,380 | 3,380,380 ✓ |
| | | | | | | Average | 59,305 | |
| | | | | | | 1% | 33,804 | |
| | | | | | | Long | 40,600 | |

PROF

BASE YEAR
2006-07 Greenwich

Increment Dollars

| Step | BA | BA+15 | BA+30 | MA | MA+15 | MA+30 | DOC |
|------|-------|-------|-------|-------|-------|-------|-------|
| 1 | 200 | 200 | 200 | 200 | 200 | 200 | 200 |
| 2 | 200 | 200 | 200 | 200 | 200 | 200 | 200 |
| 3 | 200 | 200 | 200 | 200 | 200 | 200 | 200 |
| 4 | 702 | 702 | 702 | 702 | 702 | 702 | 702 |
| 5 | 703 | 703 | 703 | 703 | 703 | 703 | 703 |
| 6 | 865 | 865 | 865 | 865 | 865 | 865 | 865 |
| 7 | 1,177 | 1,177 | 1,177 | 1,177 | 1,177 | 1,177 | 1,177 |
| 8 | 1,178 | 1,178 | 1,178 | 1,178 | 1,178 | 1,178 | 1,178 |
| 9 | 1,650 | 1,650 | 1,650 | 1,650 | 1,650 | 1,650 | 1,650 |
| 10 | 2,355 | 2,355 | 2,355 | 2,355 | 2,355 | 2,355 | 2,355 |
| 11 | 3,299 | 3,299 | 3,299 | 3,299 | 3,299 | 3,299 | 3,299 |
| 12 | 3,297 | 3,297 | 3,297 | 3,297 | 3,297 | 3,297 | 3,297 |
| 13 | 3,299 | 3,299 | 3,299 | 3,299 | 3,299 | 3,299 | 3,299 |
| 14 | 2,944 | 2,944 | 2,944 | 2,944 | 2,944 | 2,944 | 2,944 |
| 15 | 3,063 | 3,063 | 3,063 | 3,063 | 3,063 | 3,063 | 3,063 |
| 16 | 4,242 | 4,242 | 4,242 | 4,242 | 4,242 | 4,242 | 4,242 |
| 17 | - | - | - | - | - | - | - |

Increment Cost

| Step | BA | BA+15 | BA+30 | MA | MA+15 | MA+30 | DOC |
|------|--------|-------|-------|-------|-------|------------------|--------|
| 1 | 200 | - | - | - | - | - | - |
| 2 | - | - | - | 200 | - | - | - |
| 3 | 1,400 | - | - | 200 | - | - | - |
| 4 | 2,106 | - | - | 702 | - | - | - |
| 5 | 2,812 | - | 703 | 1,406 | - | - | - |
| 6 | 1,730 | - | - | - | - | - | - |
| 7 | - | - | - | - | - | 1,177 | - |
| 8 | - | 1,178 | - | - | - | - | - |
| 9 | - | - | - | - | - | - | - |
| 10 | - | - | - | - | - | - | - |
| 11 | - | - | - | - | - | - | - |
| 12 | - | - | - | - | - | - | - |
| 13 | - | - | - | - | - | - | - |
| 14 | - | - | - | - | - | - | - |
| 15 | 3,063 | - | - | 3,063 | - | - | - |
| 16 | 16,968 | - | - | 4,242 | - | - | - |
| 17 | - | - | - | - | - | - | - |
| | | | | | | Total | 41,150 |
| | | | | | | % of Base | 1.22% |

PROF

BASE YEAR
2006-07 Greenwich

Increments as a Percent

| Step | BA | BA+15 | BA+30 | MA | MA+15 | MA+30 | DOC |
|------|-------|-------|-------|-------|-------|-------|-------|
| 1 | 0.47% | 0.46% | 0.46% | 0.45% | 0.45% | 0.44% | 0.43% |
| 2 | 0.47% | 0.46% | 0.46% | 0.45% | 0.44% | 0.44% | 0.43% |
| 3 | 0.47% | 0.46% | 0.45% | 0.45% | 0.44% | 0.44% | 0.43% |
| 4 | 1.63% | 1.61% | 1.59% | 1.56% | 1.54% | 1.52% | 1.50% |
| 5 | 1.61% | 1.58% | 1.56% | 1.54% | 1.52% | 1.50% | 1.48% |
| 6 | 1.95% | 1.92% | 1.89% | 1.87% | 1.85% | 1.82% | 1.80% |
| | 2.60% | 2.56% | 2.53% | 2.50% | 2.47% | 2.44% | 2.41% |
| | 2.53% | 2.50% | 2.47% | 2.44% | 2.41% | 2.38% | 2.35% |
| 9 | 3.46% | 3.42% | 3.38% | 3.33% | 3.29% | 3.26% | 3.22% |
| 10 | 4.77% | 4.72% | 4.66% | 4.61% | 4.55% | 4.50% | 4.45% |
| 11 | 6.38% | 6.31% | 6.24% | 6.17% | 6.10% | 6.03% | 5.97% |
| 12 | 6.00% | 5.93% | 5.87% | 5.81% | 5.74% | 5.69% | 5.63% |
| 13 | 5.66% | 5.60% | 5.55% | 5.49% | 5.44% | 5.38% | 5.33% |
| 14 | 4.78% | 4.73% | 4.69% | 4.64% | 4.60% | 4.56% | 4.52% |
| 15 | 4.75% | 4.70% | 4.66% | 4.62% | 4.58% | 4.54% | 4.50% |
| 16 | 6.28% | 6.22% | 6.17% | 6.11% | 6.06% | 6.01% | 5.96% |
| 17 | - | - | - | - | - | - | - |

PROF

B. YEAR
2006-07 Greenwich

Horizontal Increment \$

| Step | BA | BA+15 | BA+30 | MA | MA+15 | MA+30 | DOC |
|------|----|-------|-------|-------|-------|-------|-------|
| 1 | | 600 | 1,200 | 1,800 | 2,400 | 3,000 | 3,600 |
| 2 | | 600 | 1,200 | 1,800 | 2,400 | 3,000 | 3,600 |
| 3 | | 600 | 1,200 | 1,800 | 2,400 | 3,000 | 3,600 |
| 4 | | 600 | 1,200 | 1,800 | 2,400 | 3,000 | 3,600 |
| 5 | | 600 | 1,200 | 1,800 | 2,400 | 3,000 | 3,600 |
| 6 | | 600 | 1,200 | 1,800 | 2,400 | 3,000 | 3,600 |
| 7 | | 600 | 1,200 | 1,800 | 2,400 | 3,000 | 3,600 |
| 8 | | 600 | 1,200 | 1,800 | 2,400 | 3,000 | 3,600 |
| 9 | | 600 | 1,200 | 1,800 | 2,400 | 3,000 | 3,600 |
| 10 | | 600 | 1,200 | 1,800 | 2,400 | 3,000 | 3,600 |
| 11 | | 600 | 1,200 | 1,800 | 2,400 | 3,000 | 3,600 |
| 12 | | 600 | 1,200 | 1,800 | 2,400 | 3,000 | 3,600 |
| 13 | | 600 | 1,200 | 1,800 | 2,400 | 3,000 | 3,600 |
| 14 | | 600 | 1,200 | 1,800 | 2,400 | 3,000 | 3,600 |
| 15 | | 600 | 1,200 | 1,800 | 2,400 | 3,000 | 3,600 |
| 16 | | 600 | 1,200 | 1,800 | 2,400 | 3,000 | 3,600 |
| 17 | | 600 | 1,200 | 1,800 | 2,400 | 3,000 | 3,600 |

Horizontal Increments %

| Step | BA | BA+15 | BA+30 | MA | MA+15 | MA+30 | DOC |
|------|----|-------|-------|-------|-------|-------|-------|
| 1 | | 1.41% | 2.83% | 4.24% | 5.65% | 7.06% | 8.48% |
| 2 | | 1.41% | 2.81% | 4.22% | 5.63% | 7.03% | 8.44% |
| 3 | | 1.40% | 2.80% | 4.20% | 5.60% | 7.00% | 8.40% |
| 4 | | 1.39% | 2.79% | 4.18% | 5.57% | 6.97% | 8.36% |
| 5 | | 1.37% | 2.74% | 4.11% | 5.48% | 6.85% | 8.23% |
| 6 | | 1.35% | 2.70% | 4.05% | 5.40% | 6.75% | 8.10% |
| 7 | | 1.32% | 2.65% | 3.97% | 5.29% | 6.62% | 7.94% |
| 8 | | 1.29% | 2.58% | 3.87% | 5.16% | 6.45% | 7.74% |
| 9 | | 1.26% | 2.52% | 3.77% | 5.03% | 6.29% | 7.55% |
| 10 | | 1.22% | 2.43% | 3.65% | 4.86% | 6.08% | 7.30% |
| 11 | | 1.16% | 2.32% | 3.48% | 4.64% | 5.80% | 6.96% |
| 12 | | 1.09% | 2.18% | 3.27% | 4.36% | 5.46% | 6.55% |
| 13 | | 1.03% | 2.06% | 3.09% | 4.12% | 5.15% | 6.18% |
| 14 | | 0.97% | 1.95% | 2.92% | 3.90% | 4.87% | 5.85% |
| 15 | | 0.93% | 1.86% | 2.79% | 3.72% | 4.65% | 5.58% |
| 16 | | 0.89% | 1.78% | 2.66% | 3.55% | 4.44% | 5.33% |
| 17 | | 0.84% | 1.67% | 2.51% | 3.34% | 4.18% | 5.01% |

Prof

BASE YEAR
2006-07 Greenwich

Long

| | | |
|-------|----|--------|
| 400 | 2 | 800 |
| 800 | 12 | 9,600 |
| 1,300 | 4 | 5,200 |
| 2,300 | 4 | 9,200 |
| 2,800 | 5 | 14,000 |
| 1,800 | 1 | 1,800 |
| | | 40,600 |

7

YEAR 1
2007-08 **Greenwich**

1.0366
4.92%

Salary Guide

| Step | BA | BA+15 | BA+30 | MA | MA+15 | MA+30 | DOC |
|------|--------|--------|--------|--------|--------|--------|--------|
| 1 | 44,024 | 44,646 | 45,268 | 45,890 | 46,512 | 47,134 | 47,756 |
| 2 | 44,224 | 44,846 | 45,468 | 46,090 | 46,712 | 47,334 | 47,956 |
| 3 | 44,432 | 45,054 | 45,676 | 46,298 | 46,920 | 47,542 | 48,164 |
| 4 | 44,639 | 45,261 | 45,883 | 46,505 | 47,127 | 47,749 | 48,371 |
| 5 | 45,367 | 45,989 | 46,611 | 47,233 | 47,855 | 48,477 | 49,099 |
| 6 | 46,096 | 46,717 | 47,339 | 47,961 | 48,583 | 49,205 | 49,827 |
| 7 | 46,992 | 47,614 | 48,236 | 48,858 | 49,480 | 50,102 | 50,724 |
| 8 | 48,212 | 48,834 | 49,456 | 50,078 | 50,700 | 51,322 | 51,944 |
| 9 | 49,433 | 50,055 | 50,677 | 51,299 | 51,921 | 52,543 | 53,165 |
| 10 | 51,144 | 51,766 | 52,388 | 53,010 | 53,632 | 54,254 | 54,876 |
| 11 | 53,585 | 54,207 | 54,829 | 55,451 | 56,073 | 56,695 | 57,317 |
| 12 | 57,005 | 57,627 | 58,249 | 58,871 | 59,493 | 60,115 | 60,736 |
| 13 | 60,422 | 61,044 | 61,666 | 62,288 | 62,910 | 63,532 | 64,154 |
| 14 | 63,842 | 64,464 | 65,086 | 65,708 | 66,330 | 66,952 | 67,574 |
| 15 | 66,894 | 67,516 | 68,138 | 68,760 | 69,382 | 70,004 | 70,626 |
| 16 | 70,069 | 70,691 | 71,313 | 71,935 | 72,557 | 73,179 | 73,801 |
| 17 | 74,466 | 75,088 | 75,710 | 76,332 | 76,954 | 77,576 | 78,198 |

Staff

| Step | BA | BA+15 | BA+30 | MA | MA+15 | MA+30 | DOC | Total | Percent |
|----------------|--------|-------|-------|--------|-------|-------|-----|-------|---------|
| 1 | | | | | | | | | |
| 2 | 1 | - | - | - | - | - | - | 1 | 1.75% |
| 3 | - | - | - | 1 | - | - | - | 1 | 1.75% |
| 4 | 7 | - | - | 1 | - | - | - | 8 | 14.04% |
| 5 | 3 | - | - | 1 | - | - | - | 4 | 7.02% |
| 6 | 4 | - | 1 | 2 | - | - | - | 7 | 12.28% |
| 7 | 2 | - | - | - | - | - | - | 2 | 3.51% |
| 8 | - | - | - | - | - | 1 | - | 1 | 1.75% |
| 9 | - | 1 | - | - | - | - | - | 1 | 1.75% |
| 10 | - | - | - | - | - | - | - | - | - |
| 11 | - | - | - | - | - | - | - | - | - |
| 12 | - | - | - | - | - | - | - | - | - |
| 13 | - | - | - | - | - | - | - | - | - |
| 14 | - | - | - | - | - | - | - | - | - |
| 15 | - | - | - | - | - | - | - | - | - |
| 16 | 1 | - | - | 1 | - | - | - | 2 | 3.51% |
| 17 | 22 | 1 | 1 | 4 | 1 | 1 | - | 30 | 52.63% |
| Totals | 40 | 2 | 2 | 10 | 1 | 2 | - | 57 | 100.00% |
| Percent | 70.18% | 3.51% | 3.51% | 17.54% | 1.75% | 3.51% | - | | |

8

PROF

YEAR 1
2007-08 Greenwich

1.0366

Guide Cost

| Step | BA | BA+15 | BA+30 | MA | MA+15 | MA+30 | DOC |
|-------------------|-----------|--------|--------|---------|--------|--------|-----------|
| 1 | - | - | - | - | - | - | - |
| 2 | 44,224 | - | - | - | - | - | - |
| 3 | - | - | - | 46,298 | - | - | - |
| 4 | 312,474 | - | - | 46,505 | - | - | - |
| 5 | 136,100 | - | - | 47,233 | - | - | - |
| 6 | 184,382 | - | 47,339 | 95,923 | - | - | - |
| 7 | 93,984 | - | - | - | - | - | - |
| 8 | - | - | - | - | - | 51,322 | - |
| 9 | - | 50,055 | - | - | - | - | - |
| 10 | - | - | - | - | - | - | - |
| 11 | - | - | - | - | - | - | - |
| 12 | - | - | - | - | - | - | - |
| 13 | - | - | - | - | - | - | - |
| 14 | - | - | - | - | - | - | - |
| 15 | - | - | - | - | - | - | - |
| 16 | 70,069 | - | - | 71,935 | - | - | - |
| 17 | 1,638,257 | 75,088 | 75,710 | 305,328 | 76,954 | 77,576 | - |
| Total | | | | | | | 3,546,758 |
| 2006-07 | | | | | | | 3,380,380 |
| Difference | | | | | | | 166,378 |
| % Increase | | | | | | | 4.92% |

PROF

9

YEAR 1
2007-08 **Greenwich**

\$ Increase over previous year

| Step | BA | BA+15 | BA+30 | MA | MA+15 | MA+30 | DOC |
|------|-------|-------|-------|-------|-------|-------|-----|
| 1 | 1,761 | - | - | - | - | - | - |
| 2 | - | - | - | 1,835 | - | - | - |
| 3 | 1,776 | - | - | 1,842 | - | - | - |
| 4 | 2,304 | - | - | 2,370 | - | - | - |
| 5 | 2,331 | - | 2,374 | 2,396 | - | - | - |
| 6 | 2,524 | - | - | - | - | - | - |
| 7 | - | - | - | - | - | 2,989 | - |
| 8 | - | 2,945 | - | - | - | - | - |
| 9 | - | - | - | - | - | - | - |
| 10 | - | - | - | - | - | - | - |
| 11 | - | - | - | - | - | - | - |
| 12 | - | - | - | - | - | - | - |
| 13 | - | - | - | - | - | - | - |
| 14 | - | - | - | - | - | - | - |
| 15 | 5,537 | - | - | 5,603 | - | - | - |
| 16 | 6,871 | - | - | 6,937 | - | - | - |
| 17 | 2,629 | 2,651 | 2,673 | 2,695 | 2,717 | 2,739 | - |

% Increase over previous year

| Step | BA | BA+15 | BA+30 | MA | MA+15 | MA+30 | DOC |
|------|--------|-------|-------|--------|-------|-------|-----|
| 1 | 4.15% | - | - | - | - | - | - |
| 2 | - | - | - | 4.13% | - | - | - |
| 3 | 4.14% | - | - | 4.12% | - | - | - |
| 4 | 5.35% | - | - | 5.28% | - | - | - |
| 5 | 5.33% | - | 5.28% | 5.26% | - | - | - |
| 6 | 5.68% | - | - | - | - | - | - |
| 7 | - | - | - | - | - | 6.18% | - |
| 8 | - | 6.25% | - | - | - | - | - |
| 9 | - | - | - | - | - | - | - |
| 10 | - | - | - | - | - | - | - |
| 11 | - | - | - | - | - | - | - |
| 12 | - | - | - | - | - | - | - |
| 13 | - | - | - | - | - | - | - |
| 14 | - | - | - | - | - | - | - |
| 15 | 8.58% | - | - | 8.45% | - | - | - |
| 16 | 10.17% | - | - | 10.00% | - | - | - |
| 17 | 3.66% | 3.66% | 3.66% | 3.66% | 3.66% | 3.66% | - |

Proof

10

YEAR 1
2007-08 Greenwich

Guide Increase

| Step | BA | BA+15 | BA+30 | MA | MA+15 | MA+30 | DOC |
|------|-------|-------|-------|-------|-------|-------|-------|
| 1 | 1,561 | 1,583 | 1,605 | 1,627 | 1,649 | 1,671 | 1,693 |
| 2 | 1,561 | 1,583 | 1,605 | 1,627 | 1,649 | 1,671 | 1,693 |
| 3 | 1,569 | 1,591 | 1,613 | 1,635 | 1,657 | 1,679 | 1,701 |
| 4 | 1,576 | 1,598 | 1,620 | 1,642 | 1,664 | 1,686 | 1,708 |
| 5 | 1,602 | 1,624 | 1,646 | 1,668 | 1,690 | 1,712 | 1,734 |
| 6 | 1,628 | 1,649 | 1,671 | 1,693 | 1,715 | 1,737 | 1,759 |
| 7 | 1,659 | 1,681 | 1,703 | 1,725 | 1,747 | 1,769 | 1,791 |
| 8 | 1,702 | 1,724 | 1,746 | 1,768 | 1,790 | 1,812 | 1,834 |
| 9 | 1,745 | 1,767 | 1,789 | 1,811 | 1,833 | 1,855 | 1,877 |
| 10 | 1,806 | 1,828 | 1,850 | 1,872 | 1,894 | 1,916 | 1,938 |
| 11 | 1,892 | 1,914 | 1,936 | 1,958 | 1,980 | 2,002 | 2,024 |
| 12 | 2,013 | 2,035 | 2,057 | 2,079 | 2,101 | 2,123 | 2,144 |
| 13 | 2,133 | 2,155 | 2,177 | 2,199 | 2,221 | 2,243 | 2,265 |
| 14 | 2,254 | 2,276 | 2,298 | 2,320 | 2,342 | 2,364 | 2,386 |
| 15 | 2,362 | 2,384 | 2,406 | 2,428 | 2,450 | 2,472 | 2,494 |
| 16 | 2,474 | 2,496 | 2,518 | 2,540 | 2,562 | 2,584 | 2,606 |
| 17 | 2,629 | 2,651 | 2,673 | 2,695 | 2,717 | 2,739 | 2,761 |

Prof

11

YEAR 2
2008-09 **Greenwich**

1.0383
4.70%

Salary Guide

| Step | BA | BA+15 | BA+30 | MA | MA+15 | MA+30 | DOC |
|------|--------|--------|--------|--------|--------|--------|--------|
| 1 | 45,734 | 46,379 | 47,025 | 47,671 | 48,317 | 48,962 | 49,608 |
| 2 | 45,934 | 46,579 | 47,225 | 47,871 | 48,517 | 49,162 | 49,808 |
| 3 | 46,134 | 46,779 | 47,425 | 48,071 | 48,717 | 49,362 | 50,008 |
| 4 | 46,349 | 46,995 | 47,640 | 48,286 | 48,932 | 49,578 | 50,223 |
| 5 | 47,104 | 47,750 | 48,396 | 49,042 | 49,687 | 50,333 | 50,979 |
| 6 | 47,861 | 48,507 | 49,153 | 49,798 | 50,444 | 51,090 | 51,736 |
| 7 | 48,792 | 49,438 | 50,084 | 50,729 | 51,375 | 52,021 | 52,667 |
| 8 | 50,059 | 50,705 | 51,350 | 51,996 | 52,642 | 53,288 | 53,933 |
| 9 | 51,327 | 51,972 | 52,618 | 53,264 | 53,910 | 54,556 | 55,201 |
| 10 | 53,103 | 53,748 | 54,394 | 55,040 | 55,686 | 56,331 | 56,977 |
| 11 | 55,637 | 56,283 | 56,929 | 57,575 | 58,220 | 58,866 | 59,512 |
| 12 | 59,188 | 59,834 | 60,480 | 61,125 | 61,771 | 62,417 | 63,063 |
| 13 | 62,737 | 63,382 | 64,028 | 64,674 | 65,320 | 65,965 | 66,611 |
| 14 | 66,287 | 66,933 | 67,579 | 68,225 | 68,870 | 69,516 | 70,162 |
| 15 | 69,456 | 70,102 | 70,747 | 71,393 | 72,039 | 72,685 | 73,331 |
| 16 | 72,753 | 73,398 | 74,044 | 74,690 | 75,336 | 75,982 | 76,627 |
| 17 | 77,318 | 77,964 | 78,610 | 79,256 | 79,901 | 80,547 | 81,193 |

Staff

| Step | BA | BA+15 | BA+30 | MA | MA+15 | MA+30 | DOC | Total | Percent |
|----------------|--------|-------|-------|--------|-------|-------|-----|-------|---------|
| 1 | | | | | | | | | |
| 2 | - | - | - | - | - | - | - | - | - |
| 3 | 1 | - | - | - | - | - | - | 1 | 1.75% |
| 4 | - | - | - | 1 | - | - | - | 1 | 1.75% |
| 5 | 7 | - | - | 1 | - | - | - | 8 | 14.04% |
| 6 | 3 | - | - | 1 | - | - | - | 4 | 7.02% |
| 7 | 4 | - | 1 | 2 | - | - | - | 7 | 12.28% |
| 8 | 2 | - | - | - | - | - | - | 2 | 3.51% |
| 9 | - | - | - | - | - | 1 | - | 1 | 1.75% |
| 10 | - | 1 | - | - | - | - | - | 1 | 1.75% |
| 11 | - | - | - | - | - | - | - | - | - |
| 12 | - | - | - | - | - | - | - | - | - |
| 13 | - | - | - | - | - | - | - | - | - |
| 14 | - | - | - | - | - | - | - | - | - |
| 15 | - | - | - | - | - | - | - | - | - |
| 16 | - | - | - | - | - | - | - | - | - |
| 17 | 23 | 1 | 1 | 5 | 1 | 1 | - | 32 | 56.14% |
| Totals | 40 | 2 | 2 | 10 | 1 | 2 | - | 57 | 100.00% |
| Percent | 70.18% | 3.51% | 3.51% | 17.54% | 1.75% | 3.51% | - | | |

PROF

12

YEAR 2

2008-09 Greenwich

1.0383

Guide Cost

| Step | BA | BA+15 | BA+30 | MA | MA+15 | MA+30 | DOC |
|------|-----------|--------|--------|---------|--------|-------------------|-----------|
| 1 | - | - | - | - | - | - | - |
| 2 | - | - | - | - | - | - | - |
| 3 | 46,134 | - | - | - | - | - | - |
| 4 | - | - | - | 48,286 | - | - | - |
| 5 | 329,730 | - | - | 49,042 | - | - | - |
| 6 | 143,583 | - | - | 49,798 | - | - | - |
| 7 | 195,168 | - | 50,084 | 101,459 | - | - | - |
| 8 | 100,118 | - | - | - | - | - | - |
| 9 | - | - | - | - | - | 54,556 | - |
| 10 | - | 53,748 | - | - | - | - | - |
| 11 | - | - | - | - | - | - | - |
| 12 | - | - | - | - | - | - | - |
| 13 | - | - | - | - | - | - | - |
| 14 | - | - | - | - | - | - | - |
| 15 | - | - | - | - | - | - | - |
| 16 | - | - | - | - | - | - | - |
| 17 | 1,778,321 | 77,964 | 78,610 | 396,278 | 79,901 | 80,547 | - |
| | | | | | | Total | 3,713,326 |
| | | | | | | 2007-08 | 3,546,758 |
| | | | | | | Difference | 166,568 |
| | | | | | | % Increase | 4.70% |

PROF

13

YEAR 2
2008-09 *Greenwich*

\$ Increase over previous year

| Step | BA | BA+15 | BA+30 | MA | MA+15 | MA+30 | DOC |
|------|-------|-------|-------|-------|-------|-------|-----|
| 1 | - | - | - | - | - | - | - |
| 2 | 1,909 | - | - | - | - | - | - |
| 3 | - | - | - | 1,988 | - | - | - |
| 4 | 2,465 | - | - | 2,537 | - | - | - |
| 5 | 2,494 | - | - | 2,566 | - | - | - |
| 6 | 2,696 | - | 2,744 | 2,768 | - | - | - |
| 7 | 3,067 | - | - | - | - | - | - |
| 8 | - | - | - | - | - | 3,234 | - |
| 9 | - | 3,693 | - | - | - | - | - |
| 10 | - | - | - | - | - | - | - |
| 11 | - | - | - | - | - | - | - |
| 12 | - | - | - | - | - | - | - |
| 13 | - | - | - | - | - | - | - |
| 14 | - | - | - | - | - | - | - |
| 15 | - | - | - | - | - | - | - |
| 16 | 7,249 | - | - | 7,321 | - | - | - |
| 17 | 2,852 | 2,876 | 2,900 | 2,924 | 2,947 | 2,971 | - |

% Increase over previous year

| Step | BA | BA+15 | BA+30 | MA | MA+15 | MA+30 | DOC |
|------|--------|-------|-------|--------|-------|-------|-----|
| 1 | - | - | - | - | - | - | - |
| 2 | 4.32% | - | - | - | - | - | - |
| 3 | - | - | - | 4.29% | - | - | - |
| 4 | 5.52% | - | - | 5.45% | - | - | - |
| 5 | 5.50% | - | - | 5.43% | - | - | - |
| 6 | 5.85% | - | 5.80% | 5.77% | - | - | - |
| 7 | 6.53% | - | - | - | - | - | - |
| 8 | - | - | - | - | - | 6.30% | - |
| 9 | - | 7.38% | - | - | - | - | - |
| 10 | - | - | - | - | - | - | - |
| 11 | - | - | - | - | - | - | - |
| 12 | - | - | - | - | - | - | - |
| 13 | - | - | - | - | - | - | - |
| 14 | - | - | - | - | - | - | - |
| 15 | - | - | - | - | - | - | - |
| 16 | 10.35% | - | - | 10.18% | - | - | - |
| 17 | 3.83% | 3.83% | 3.83% | 3.83% | 3.83% | 3.83% | - |

PROF

14

YEAR 2
2008-09 Greenwich

Guide Increase

| Step | BA | BA+15 | BA+30 | MA | MA+15 | MA+30 | DOC |
|-------------|-----------|--------------|--------------|-----------|--------------|--------------|------------|
| 1 | 1,709 | 1,733 | 1,757 | 1,781 | 1,804 | 1,828 | 1,852 |
| 2 | 1,709 | 1,733 | 1,757 | 1,781 | 1,804 | 1,828 | 1,852 |
| 3 | 1,702 | 1,726 | 1,749 | 1,773 | 1,797 | 1,821 | 1,845 |
| 4 | 1,710 | 1,733 | 1,757 | 1,781 | 1,805 | 1,829 | 1,853 |
| 5 | 1,738 | 1,761 | 1,785 | 1,809 | 1,833 | 1,857 | 1,880 |
| 6 | 1,765 | 1,789 | 1,813 | 1,837 | 1,861 | 1,885 | 1,908 |
| 7 | 1,800 | 1,824 | 1,847 | 1,871 | 1,895 | 1,919 | 1,943 |
| 8 | 1,847 | 1,870 | 1,894 | 1,918 | 1,942 | 1,966 | 1,989 |
| 9 | 1,893 | 1,917 | 1,941 | 1,965 | 1,989 | 2,012 | 2,036 |
| 10 | 1,959 | 1,983 | 2,006 | 2,030 | 2,054 | 2,078 | 2,102 |
| 11 | 2,052 | 2,076 | 2,100 | 2,124 | 2,148 | 2,171 | 2,195 |
| 12 | 2,183 | 2,207 | 2,231 | 2,255 | 2,279 | 2,302 | 2,326 |
| 13 | 2,314 | 2,338 | 2,362 | 2,386 | 2,409 | 2,433 | 2,457 |
| 14 | 2,445 | 2,469 | 2,493 | 2,517 | 2,540 | 2,564 | 2,588 |
| 15 | 2,562 | 2,586 | 2,610 | 2,633 | 2,657 | 2,681 | 2,705 |
| 16 | 2,684 | 2,707 | 2,731 | 2,755 | 2,779 | 2,803 | 2,827 |
| 17 | 2,852 | 2,876 | 2,900 | 2,924 | 2,947 | 2,971 | 2,995 |

Proof

1
15

YEAR 3
2009-10 **Greenwich**

1.0356
4.30%

Salary Guide

| Step | BA | BA+15 | BA+30 | MA | MA+15 | MA+30 | DOC |
|------|--------|--------|--------|--------|--------|--------|--------|
| 1 | 47,399 | 48,068 | 48,736 | 49,405 | 50,074 | 50,743 | 51,411 |
| 2 | 47,599 | 48,268 | 48,936 | 49,605 | 50,274 | 50,943 | 51,611 |
| 3 | 47,799 | 48,468 | 49,136 | 49,805 | 50,474 | 51,143 | 51,811 |
| 4 | 47,999 | 48,668 | 49,336 | 50,005 | 50,674 | 51,343 | 52,011 |
| 5 | 48,781 | 49,450 | 50,119 | 50,788 | 51,456 | 52,125 | 52,794 |
| 6 | 49,565 | 50,234 | 50,902 | 51,571 | 52,240 | 52,909 | 53,577 |
| 7 | 50,529 | 51,198 | 51,867 | 52,535 | 53,204 | 53,873 | 54,542 |
| 8 | 51,841 | 52,510 | 53,178 | 53,847 | 54,516 | 55,185 | 55,854 |
| 9 | 53,154 | 53,823 | 54,491 | 55,160 | 55,829 | 56,498 | 57,167 |
| 10 | 54,993 | 55,662 | 56,331 | 56,999 | 57,668 | 58,337 | 59,006 |
| 11 | 57,618 | 58,287 | 58,955 | 59,624 | 60,293 | 60,962 | 61,631 |
| 12 | 61,295 | 61,964 | 62,633 | 63,301 | 63,970 | 64,639 | 65,308 |
| 13 | 64,970 | 65,639 | 66,308 | 66,976 | 67,645 | 68,314 | 68,983 |
| 14 | 68,647 | 69,316 | 69,985 | 70,653 | 71,322 | 71,991 | 72,660 |
| 15 | 71,929 | 72,597 | 73,266 | 73,935 | 74,604 | 75,272 | 75,941 |
| 16 | 75,343 | 76,011 | 76,680 | 77,349 | 78,018 | 78,686 | 79,355 |
| 17 | 80,071 | 80,740 | 81,408 | 82,077 | 82,746 | 83,415 | 84,083 |

Staff

| Step | BA | BA+15 | BA+30 | MA | MA+15 | MA+30 | DOC | Total | Percent |
|----------------|---------------|--------------|--------------|---------------|--------------|--------------|----------|-----------|----------------|
| 1 | | | | | | | | - | - |
| 2 | - | - | - | - | - | - | - | - | - |
| 3 | - | - | - | - | - | - | - | - | - |
| 4 | 1 | - | - | - | - | - | - | 1 | 1.75% |
| 5 | - | - | - | 1 | - | - | - | 1 | 1.75% |
| 6 | 7 | - | - | 1 | - | - | - | 8 | 14.04% |
| 7 | 3 | - | - | 1 | - | - | - | 4 | 7.02% |
| 8 | 4 | - | 1 | 2 | - | - | - | 7 | 12.28% |
| 9 | 2 | - | - | - | - | - | - | 2 | 3.51% |
| 10 | - | - | - | - | - | 1 | - | 1 | 1.75% |
| 11 | - | 1 | - | - | - | - | - | 1 | 1.75% |
| 12 | - | - | - | - | - | - | - | - | - |
| 13 | - | - | - | - | - | - | - | - | - |
| 14 | - | - | - | - | - | - | - | - | - |
| 15 | - | - | - | - | - | - | - | - | - |
| 16 | - | - | - | - | - | - | - | - | - |
| 17 | 23 | 1 | 1 | 5 | 1 | 1 | - | 32 | 56.14% |
| Totals | 40 | 2 | 2 | 10 | 1 | 2 | - | 57 | 100.00% |
| Percent | 70.18% | 3.51% | 3.51% | 17.54% | 1.75% | 3.51% | - | | |

Prof

SA

YEAR 3
2009-10 Greenwich

| Salary Guide Step | BA | BA+15 | BA+30 | MA | MA+15 | MA+30 | DOC | count |
|-------------------|--------|--------|--------|--------|--------|--------|--------|-------|
| 1-3 | 47,799 | 48,468 | 49,136 | 49,805 | 50,474 | 51,143 | 51,811 | 1 |
| 4 | 47,999 | 48,668 | 49,336 | 50,005 | 50,674 | 51,343 | 52,011 | 2 |
| 5 | 48,781 | 49,450 | 50,119 | 50,788 | 51,456 | 52,125 | 52,794 | 3 |
| 6 | 49,565 | 50,234 | 50,902 | 51,571 | 52,240 | 52,909 | 53,577 | 4 |
| 7 | 50,529 | 51,198 | 51,867 | 52,535 | 53,204 | 53,873 | 54,542 | 5 |
| 8 | 51,841 | 52,510 | 53,178 | 53,847 | 54,516 | 55,185 | 55,854 | 6 |
| 9 | 53,154 | 53,823 | 54,491 | 55,160 | 55,829 | 56,498 | 57,167 | 7 |
| 10 | 54,993 | 55,662 | 56,331 | 56,999 | 57,668 | 58,337 | 59,006 | 8 |
| 11 | 57,618 | 58,287 | 58,955 | 59,624 | 60,293 | 60,962 | 61,631 | 9 |
| 12 | 61,295 | 61,964 | 62,633 | 63,301 | 63,970 | 64,639 | 65,308 | 10 |
| 13 | 64,970 | 65,639 | 66,308 | 66,976 | 67,645 | 68,314 | 68,983 | 11 |
| 14 | 68,647 | 69,316 | 69,985 | 70,653 | 71,322 | 71,991 | 72,660 | 12 |
| 15 | 71,929 | 72,597 | 73,266 | 73,935 | 74,604 | 75,272 | 75,941 | 13 |
| 16 | 75,343 | 76,011 | 76,680 | 77,349 | 78,018 | 78,686 | 79,355 | 14 |
| 17 | 80,071 | 80,740 | 81,408 | 82,077 | 82,746 | 83,415 | 84,083 | 15 |

Prof

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YEAR 3
2009-10 Greenwich

1.0356

Guide Cost

| Step | BA | BA+15 | BA+30 | MA | MA+15 | MA+30 | DOC |
|------|-----------|--------|--------|---------|--------|-------------------|-----------|
| 1 | - | - | - | - | - | - | - |
| 2 | - | - | - | - | - | - | - |
| 3 | - | - | - | - | - | - | - |
| 4 | 47,999 | - | - | - | - | - | - |
| 5 | - | - | - | 50,788 | - | - | - |
| 6 | 346,954 | - | - | 51,571 | - | - | - |
| 7 | 151,587 | - | - | 52,535 | - | - | - |
| 8 | 207,364 | - | 53,178 | 107,694 | - | - | - |
| 9 | 106,308 | - | - | - | - | - | - |
| 10 | - | - | - | - | - | 58,337 | - |
| 11 | - | 58,287 | - | - | - | - | - |
| 12 | - | - | - | - | - | - | - |
| 13 | - | - | - | - | - | - | - |
| 14 | - | - | - | - | - | - | - |
| 15 | - | - | - | - | - | - | - |
| 16 | - | - | - | - | - | - | - |
| 17 | 1,841,629 | 80,740 | 81,408 | 410,386 | 82,746 | 83,415 | - |
| | | | | | | Total | 3,872,925 |
| | | | | | | 2008-09 | 3,713,326 |
| | | | | | | Difference | 159,598 |
| | | | | | | % Increase | 4.30% |

PROF

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YEL 13
2009-10 Greenwich

1.0356

\$ Increase over previous year

| Step | BA | BA+15 | BA+30 | MA | MA+15 | MA+30 | DOC |
|------|-------|-------|-------|-------|-------|-------|-----|
| 1 | - | - | - | - | - | - | - |
| 2 | - | - | - | - | - | - | - |
| 3 | 1,865 | - | - | - | - | - | - |
| 4 | - | - | - | 2,501 | - | - | - |
| 5 | 2,460 | - | - | 2,529 | - | - | - |
| 6 | 2,668 | - | - | 2,737 | - | - | - |
| 7 | 3,049 | - | 3,095 | 3,118 | - | - | - |
| 8 | 3,095 | - | - | - | - | - | - |
| 9 | - | - | - | - | - | 3,781 | - |
| 10 | - | 4,538 | - | - | - | - | - |
| 11 | - | - | - | - | - | - | - |
| 12 | - | - | - | - | - | - | - |
| 13 | - | - | - | - | - | - | - |
| 14 | - | - | - | - | - | - | - |
| 15 | - | - | - | - | - | - | - |
| 16 | - | - | - | - | - | - | - |
| 17 | 2,753 | 2,776 | 2,799 | 2,822 | 2,844 | 2,867 | - |

% Increase over previous year

| Step | BA | BA+15 | BA+30 | MA | MA+15 | MA+30 | DOC |
|------|-------|-------|-------|-------|-------|-------|-----|
| 1 | - | - | - | - | - | - | - |
| 2 | - | - | - | - | - | - | - |
| 3 | 4.04% | - | - | - | - | - | - |
| 4 | - | - | - | 5.18% | - | - | - |
| 5 | 5.22% | - | - | 5.16% | - | - | - |
| 6 | 5.57% | - | - | 5.50% | - | - | - |
| 7 | 6.25% | - | 6.18% | 6.15% | - | - | - |
| 8 | 6.18% | - | - | - | - | - | - |
| 9 | - | - | - | - | - | 6.93% | - |
| 10 | - | 8.44% | - | - | - | - | - |
| 11 | - | - | - | - | - | - | - |
| 12 | - | - | - | - | - | - | - |
| 13 | - | - | - | - | - | - | - |
| 14 | - | - | - | - | - | - | - |
| 15 | - | - | - | - | - | - | - |
| 16 | - | - | - | - | - | - | - |
| 17 | 3.56% | 3.56% | 3.56% | 3.56% | 3.56% | 3.56% | - |

PROF

YEAR 3
2009-10 Greenwich

1.0356

Guide Increase

| Step | BA | BA+15 | BA+30 | MA | MA+15 | MA+30 | DOC |
|------|-------|-------|-------|-------|-------|-------|-------|
| 1 | 1,665 | 1,688 | 1,711 | 1,734 | 1,757 | 1,780 | 1,803 |
| 2 | 1,665 | 1,688 | 1,711 | 1,734 | 1,757 | 1,780 | 1,803 |
| 3 | 1,665 | 1,688 | 1,711 | 1,734 | 1,757 | 1,780 | 1,803 |
| 4 | 1,650 | 1,673 | 1,696 | 1,719 | 1,742 | 1,765 | 1,788 |
| 5 | 1,677 | 1,700 | 1,723 | 1,746 | 1,769 | 1,792 | 1,815 |
| 6 | 1,704 | 1,727 | 1,750 | 1,773 | 1,796 | 1,819 | 1,842 |
| 7 | 1,737 | 1,760 | 1,783 | 1,806 | 1,829 | 1,852 | 1,875 |
| | 1,782 | 1,805 | 1,828 | 1,851 | 1,874 | 1,897 | 1,920 |
| | 1,827 | 1,850 | 1,873 | 1,896 | 1,919 | 1,942 | 1,965 |
| 10 | 1,890 | 1,913 | 1,936 | 1,959 | 1,982 | 2,005 | 2,028 |
| 11 | 1,981 | 2,004 | 2,027 | 2,050 | 2,073 | 2,096 | 2,119 |
| 12 | 2,107 | 2,130 | 2,153 | 2,176 | 2,199 | 2,222 | 2,245 |
| 13 | 2,233 | 2,256 | 2,279 | 2,302 | 2,325 | 2,348 | 2,371 |
| 14 | 2,360 | 2,383 | 2,406 | 2,429 | 2,452 | 2,475 | 2,498 |
| 15 | 2,473 | 2,496 | 2,519 | 2,542 | 2,565 | 2,588 | 2,611 |
| 16 | 2,590 | 2,613 | 2,636 | 2,659 | 2,682 | 2,705 | 2,728 |
| 17 | 2,753 | 2,776 | 2,799 | 2,822 | 2,844 | 2,867 | 2,890 |

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Y 03
2009-10 Greenwich

1.0356

3yr cumulative increase

| Step | BA | BA+15 | BA+30 | MA | MA+15 | MA+30 | DOC |
|------|--------|--------|-------|--------|-------|--------|-----|
| 1 | 5,536 | - | - | - | - | - | - |
| 2 | - | - | - | 6,325 | - | - | - |
| 3 | 6,702 | - | - | 6,908 | - | - | - |
| 4 | 7,466 | - | - | 7,672 | - | - | - |
| 5 | 8,076 | - | 8,213 | 8,282 | - | - | - |
| 6 | 8,686 | - | - | - | - | - | - |
| 7 | - | - | - | - | - | 10,004 | - |
| 8 | - | 11,177 | - | - | - | - | - |
| 9 | - | - | - | - | - | - | - |
| 10 | - | - | - | - | - | - | - |
| 11 | - | - | - | - | - | - | - |
| 12 | - | - | - | - | - | - | - |
| 13 | - | - | - | - | - | - | - |
| 14 | - | - | - | - | - | - | - |
| 15 | 15,539 | - | - | 15,745 | - | - | - |
| 16 | 12,476 | - | - | 12,682 | - | - | - |
| 17 | 8,234 | 8,303 | 8,371 | 8,440 | 8,509 | 8,578 | - |

3yr cumulative percent

| Step | BA | BA+15 | BA+30 | MA | MA+15 | MA+30 | DOC |
|------|--------|--------|--------|--------|--------|--------|-----|
| 1 | 13.04% | - | - | - | - | - | - |
| 2 | - | - | - | 14.22% | - | - | - |
| 3 | 15.64% | - | - | 15.47% | - | - | - |
| 4 | 17.34% | - | - | 17.10% | - | - | - |
| 5 | 18.45% | - | 18.27% | 18.18% | - | - | - |
| 6 | 19.53% | - | - | - | - | - | - |
| 7 | - | - | - | - | - | 20.70% | - |
| 8 | - | 23.72% | - | - | - | - | - |
| 9 | - | - | - | - | - | - | - |
| 10 | - | - | - | - | - | - | - |
| 11 | - | - | - | - | - | - | - |
| 12 | - | - | - | - | - | - | - |
| 13 | - | - | - | - | - | - | - |
| 14 | - | - | - | - | - | - | - |
| 15 | 24.08% | - | - | 23.74% | - | - | - |
| 16 | 18.46% | - | - | 18.28% | - | - | - |
| 17 | 11.46% | 11.46% | 11.46% | 11.46% | 11.46% | 11.46% | - |

Proof

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YEAR 3
2009-10 Greenwich

1.0356

3yr Cumulative Earnings

| Step | BA | BA+15 | BA+30 | MA | MA+15 | MA+30 | DOC |
|------|---------|---------|---------|---------|---------|---------|-----|
| 1 | 138,357 | - | - | - | - | - | - |
| 2 | - | - | - | 145,371 | - | - | - |
| 3 | 141,308 | - | - | 147,118 | - | - | - |
| 4 | 143,757 | - | - | 149,566 | - | - | - |
| 5 | 146,728 | - | 150,601 | 152,538 | - | - | - |
| 6 | 150,205 | - | - | - | - | - | - |
| 7 | - | - | - | - | - | 164,215 | - |
| 8 | - | 162,090 | - | - | - | - | - |
| 9 | - | - | - | - | - | - | - |
| 10 | - | - | - | - | - | - | - |
| 11 | - | - | - | - | - | - | - |
| 12 | - | - | - | - | - | - | - |
| 13 | - | - | - | - | - | - | - |
| 14 | - | - | - | - | - | - | - |
| 15 | 227,458 | - | - | 233,268 | - | - | - |
| 16 | 231,855 | - | - | 237,665 | - | - | - |
| 17 | 231,855 | 233,792 | 235,728 | 237,665 | 239,601 | 241,538 | - |

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YEAR 3
2009-10 **Greenwich**

1.0356

Increment Dollars

| Step | BA | BA+15 | BA+30 | MA | MA+15 | MA+30 | DOC |
|------|-------|-------|-------|-------|-------|-------|-------|
| 1 | 200 | 200 | 200 | 200 | 200 | 200 | 200 |
| 2 | 200 | 200 | 200 | 200 | 200 | 200 | 200 |
| 3 | 200 | 200 | 200 | 200 | 200 | 200 | 200 |
| 4 | 782 | 782 | 782 | 782 | 782 | 782 | 782 |
| 5 | 784 | 784 | 784 | 784 | 784 | 784 | 784 |
| 6 | 964 | 964 | 964 | 964 | 964 | 964 | 964 |
| 7 | 1,312 | 1,312 | 1,312 | 1,312 | 1,312 | 1,312 | 1,312 |
| 8 | 1,313 | 1,313 | 1,313 | 1,313 | 1,313 | 1,313 | 1,313 |
| 9 | 1,839 | 1,839 | 1,839 | 1,839 | 1,839 | 1,839 | 1,839 |
| 10 | 2,625 | 2,625 | 2,625 | 2,625 | 2,625 | 2,625 | 2,625 |
| 11 | 3,677 | 3,677 | 3,677 | 3,677 | 3,677 | 3,677 | 3,677 |
| 12 | 3,675 | 3,675 | 3,675 | 3,675 | 3,675 | 3,675 | 3,675 |
| 13 | 3,677 | 3,677 | 3,677 | 3,677 | 3,677 | 3,677 | 3,677 |
| 14 | 3,281 | 3,281 | 3,281 | 3,281 | 3,281 | 3,281 | 3,281 |
| 15 | 3,414 | 3,414 | 3,414 | 3,414 | 3,414 | 3,414 | 3,414 |
| 16 | 4,728 | 4,728 | 4,728 | 4,728 | 4,728 | 4,728 | 4,728 |
| 17 | - | - | - | - | - | - | - |

Increment Cost

| Step | BA | BA+15 | BA+30 | MA | MA+15 | MA+30 | DOC |
|------|-------|-------|-------|-------|-------|------------------|---------------|
| 1 | - | - | - | - | - | - | - |
| 2 | - | - | - | - | - | - | - |
| 3 | - | - | - | - | - | - | - |
| 4 | 782 | - | - | - | - | - | - |
| 5 | - | - | - | 784 | - | - | - |
| 6 | 6,749 | - | - | 964 | - | - | - |
| 7 | 3,936 | - | - | 1,312 | - | - | - |
| 8 | 5,252 | - | 1,313 | 2,626 | - | - | - |
| 9 | 3,678 | - | - | - | - | - | - |
| 10 | - | - | - | - | - | 2,625 | - |
| 11 | - | 3,677 | - | - | - | - | - |
| 12 | - | - | - | - | - | - | - |
| 13 | - | - | - | - | - | - | - |
| 14 | - | - | - | - | - | - | - |
| 15 | - | - | - | - | - | - | - |
| 16 | - | - | - | - | - | - | - |
| 17 | - | - | - | - | - | - | - |
| | | | | | | Total | 33,698 |
| | | | | | | % of Base | 0.87% |

PROF

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YEAR 3
2009-10 Greenwich

1.0356

Increments as a Percent

| Step | BA | BA+15 | BA+30 | MA | MA+15 | MA+30 | DOC |
|------|-------|-------|-------|-------|-------|-------|-------|
| 1 | 0.42% | 0.42% | 0.41% | 0.40% | 0.40% | 0.39% | 0.39% |
| 2 | 0.42% | 0.41% | 0.41% | 0.40% | 0.40% | 0.39% | 0.39% |
| 3 | 0.42% | 0.41% | 0.41% | 0.40% | 0.40% | 0.39% | 0.39% |
| 4 | 1.63% | 1.61% | 1.59% | 1.56% | 1.54% | 1.52% | 1.50% |
| 5 | 1.61% | 1.58% | 1.56% | 1.54% | 1.52% | 1.50% | 1.48% |
| 6 | 1.95% | 1.92% | 1.89% | 1.87% | 1.85% | 1.82% | 1.80% |
| 7 | 2.60% | 2.56% | 2.53% | 2.50% | 2.47% | 2.44% | 2.41% |
| 8 | 2.53% | 2.50% | 2.47% | 2.44% | 2.41% | 2.38% | 2.35% |
| 9 | 3.46% | 3.42% | 3.38% | 3.33% | 3.29% | 3.26% | 3.22% |
| 10 | 4.77% | 4.72% | 4.66% | 4.61% | 4.55% | 4.50% | 4.45% |
| 11 | 6.38% | 6.31% | 6.24% | 6.17% | 6.10% | 6.03% | 5.97% |
| 12 | 6.00% | 5.93% | 5.87% | 5.81% | 5.74% | 5.69% | 5.63% |
| 13 | 5.66% | 5.60% | 5.55% | 5.49% | 5.44% | 5.38% | 5.33% |
| 14 | 4.78% | 4.73% | 4.69% | 4.64% | 4.60% | 4.56% | 4.52% |
| 15 | 4.75% | 4.70% | 4.66% | 4.62% | 4.58% | 4.54% | 4.50% |
| 16 | 6.28% | 6.22% | 6.17% | 6.11% | 6.06% | 6.01% | 5.96% |
| 17 | - | - | - | - | - | - | - |

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Y 13
2009-10 Greenwich

1.0356

Horizontal Increment \$

| Step | BA | BA+15 | BA+30 | MA | MA+15 | MA+30 | DOC |
|------|----|-------|-------|-------|-------|-------|-------|
| 1 | | 669 | 1,338 | 2,006 | 2,675 | 3,344 | 4,013 |
| 2 | | 669 | 1,338 | 2,006 | 2,675 | 3,344 | 4,013 |
| 3 | | 669 | 1,338 | 2,006 | 2,675 | 3,344 | 4,013 |
| 4 | | 669 | 1,338 | 2,006 | 2,675 | 3,344 | 4,013 |
| 5 | | 669 | 1,338 | 2,006 | 2,675 | 3,344 | 4,013 |
| 6 | | 669 | 1,338 | 2,006 | 2,675 | 3,344 | 4,013 |
| 7 | | 669 | 1,338 | 2,006 | 2,675 | 3,344 | 4,013 |
| 8 | | 669 | 1,338 | 2,006 | 2,675 | 3,344 | 4,013 |
| 9 | | 669 | 1,338 | 2,006 | 2,675 | 3,344 | 4,013 |
| 10 | | 669 | 1,338 | 2,006 | 2,675 | 3,344 | 4,013 |
| 11 | | 669 | 1,338 | 2,006 | 2,675 | 3,344 | 4,013 |
| 12 | | 669 | 1,338 | 2,006 | 2,675 | 3,344 | 4,013 |
| 13 | | 669 | 1,338 | 2,006 | 2,675 | 3,344 | 4,013 |
| 14 | | 669 | 1,338 | 2,006 | 2,675 | 3,344 | 4,013 |
| 15 | | 669 | 1,338 | 2,006 | 2,675 | 3,344 | 4,013 |
| 16 | | 669 | 1,338 | 2,006 | 2,675 | 3,344 | 4,013 |
| 17 | | 669 | 1,338 | 2,006 | 2,675 | 3,344 | 4,013 |

Horizontal Increments %

| Step | BA | BA+15 | BA+30 | MA | MA+15 | MA+30 | DOC |
|------|----|-------|-------|-------|-------|-------|-------|
| 1 | | 1.41% | 2.82% | 4.23% | 5.64% | 7.05% | 8.47% |
| 2 | | 1.41% | 2.81% | 4.22% | 5.62% | 7.03% | 8.43% |
| 3 | | 1.40% | 2.80% | 4.20% | 5.60% | 7.00% | 8.39% |
| 4 | | 1.39% | 2.79% | 4.18% | 5.57% | 6.97% | 8.36% |
| 5 | | 1.37% | 2.74% | 4.11% | 5.48% | 6.85% | 8.23% |
| 6 | | 1.35% | 2.70% | 4.05% | 5.40% | 6.75% | 8.10% |
| 7 | | 1.32% | 2.65% | 3.97% | 5.29% | 6.62% | 7.94% |
| 8 | | 1.29% | 2.58% | 3.87% | 5.16% | 6.45% | 7.74% |
| 9 | | 1.26% | 2.52% | 3.77% | 5.03% | 6.29% | 7.55% |
| 10 | | 1.22% | 2.43% | 3.65% | 4.86% | 6.08% | 7.30% |
| 11 | | 1.16% | 2.32% | 3.48% | 4.64% | 5.80% | 6.96% |
| 12 | | 1.09% | 2.18% | 3.27% | 4.36% | 5.46% | 6.55% |
| 13 | | 1.03% | 2.06% | 3.09% | 4.12% | 5.15% | 6.18% |
| 14 | | 0.97% | 1.95% | 2.92% | 3.90% | 4.87% | 5.85% |
| 15 | | 0.93% | 1.86% | 2.79% | 3.72% | 4.65% | 5.58% |
| 16 | | 0.89% | 1.78% | 2.66% | 3.55% | 4.44% | 5.33% |
| 17 | | 0.84% | 1.67% | 2.51% | 3.34% | 4.18% | 5.01% |