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16-01

AGREEMENT

between  
the

BLOOMINGDALE BOARD OF EDUCATION

and the

BLOOMINGDALE TEACHERS' ASSOCIATION

1984-86

✓ July 1, 1984 - June 30, 1986

## AGREEMENT

This agreement entered into this *15th* day of *October* 1984, by and between the Board of Education of the Borough of Bloomingdale in the County of Passaic, State of New Jersey, hereinafter called the "Board" and the Bloomingdale Teachers' Association, hereinafter called the "Association."

### I. RECOGNITION

The Board hereby recognizes the Bloomingdale Teachers' Association as the exclusive bargaining representative, as defined in Chapter 123, P.L. of 1975, for all certified teaching personnel under contract, but excluding supervisory and executive personnel, office, clerical and maintenance and operating employees, and Basic Skills Instructors. (Refer to IV. D)

- A. The term "teacher" when used hereinafter in this Agreement shall refer to all employees represented by the name of the employee organization in the negotiating unit as above defined.
- B. The term "board" shall include its members and designated agents.

### II. NEGOTIATION AGREEMENT

- A. All parties agree to enter into collective negotiation over a successor agreement no later than October 15th of the calendar year preceding the calendar year in which this agreement expires.
- B. This agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

### III. GRIEVANCE PROCEDURE

#### A. Definitions

- 1. "A grievance is a claim by a teacher or representatives of teachers based upon the interpretation, application or violation of this agreement, policies or administrative decisions, affecting the terms and conditions of employment of a teacher or a group of teachers."
- 2. An "aggrieved person" is the person or persons making the claim.

3. A "party of interest" is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim, including the Board of Education.
4. The term "grievance" shall not apply to any matter in which the Board of Education is prohibited by specific statute or case law to act, or a complaint of a non-tenure teacher which arises by reason of his not being reemployed.
5. The term "days" as defined under this article shall be school teaching days.

B. Purpose

The purpose of this procedure is to resolve grievances at the lowest possible level.

Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure. Any teacher having a grievance may discuss the matter informally with any appropriate member of the administration and have the grievance resolved with or without intervention of the Association, provided the solution is not inconsistent with the terms of this agreement and state statutes.

C. Procedure

1. Step One

The aggrieved person presents the grievance orally or in writing, directly or through his Association Representative to his building principal. An interview is arranged within two days; a decision in writing is given by the principal within five days after the interview. If the matter is settled or explained to the aggrieved person's satisfaction, the matter is resolved.

2. Step Two

If the decision made at the first step does not satisfy the aggrieved person, the Association Representative and the aggrieved person has five days to file an appeal with the superintendent. The superintendent or his designee shall arrange another interview with the aggrieved person, within two days. Within five days following the interview, the superintendent shall give his written decision to the aggrieved person and the Association Representative.

### 3. Step Three

If the aggrieved person is still not satisfied, he may within five days of the superintendent's decision, make a written request to the Board through the Association for a review of the decision. The Board or its designated committee shall set a hearing date to be held within twenty-one days after receipt of aggrieved person's request. Within ten days after the next scheduled board meeting, the Board will notify the aggrieved person and the Association of its decision in writing.

### 4. Step Four

If the aggrieved person is not satisfied with the Board's decision and the grievance shall involve an alleged violation of a specific article and section of this agreement, he may ask the Association to notify the Board in writing within fifteen days of his desire to submit the grievance to an arbitrator subject to the following conditions:

- a. The arbitrator shall be mutually agreed upon. If no agreement is reached on the selection of an arbitrator after ten days, an arbitrator shall be selected by the rules established by the American Arbitration Association.
  - b. The decision of the arbitrator shall be final and binding on both parties.
  - c. The costs of arbitration, including the arbitrator's fees but excluding the attorney fees, shall be divided equally between both parties.
- D. An aggrieved person shall not have the right to refuse to follow an administrative directive or a board policy on the grounds that he has instituted a grievance. The party of interest is required to continue under the direction of the superintendent and administrators, regardless of the pendency of any grievance, until such grievance is properly determined.
- E. No grievance shall be considered under the grievance procedure outlined herein unless it is presented for consideration within thirty days from the date of its known occurrence or unless good and sufficient reason is given for not presenting the grievance within this period.
- F. Documents dealing with the process of grievances shall be filed separately from the personnel file of the participants.

G. To insure prompt resolution of grievances, all time limits are considered maximum but may be extended by mutual agreement.

IV. BLOOMINGDALE BOARD OF EDUCATION TEACHERS' SALARY GUIDE 1984-85, 1985-1986

A. See attached Salary Guide

B. Salaries shall be paid in twenty semi-monthly payments.

C. Teachers who complete five months and one day of consecutive teaching during one regular school year shall receive credit for an additional salary guide step on the next year's Bloomington Board of Education Teachers' Salary Guide.

D. A commensurate reduction of benefits will be given for less than full-time but more than 20 hours to new part-time employees. Existing part-time employees will remain status quo.

V. HOME INSTRUCTION

The rate for home instruction shall be \$10.92 per hour for the 1984-85 school year and \$11.85 per hour for 1985-86.

VI. ACTIVITIES' GUIDE

Intramurals	1st year	\$650.00
	2nd year	750.00
	3rd year	850.00
	4th year	950.00
Yearbook		300.00
Instrumental Band		200.00

VII. HEALTH AND INSURANCE PROTECTION

A. The Board shall provide the full single rate coverage and one hundred percent (100%) of the cost of the family coverage to all teachers enrolled in the New Jersey-Public and School Employee Health Benefits Plan.

B. Dental Plan

The Board shall provide single, two-party or 80% of the family contract coverage to all teachers. Effective, September 1, 1985 the Board shall provide 100% of the family contract coverage to all eligible teachers.

Effective February 1, 1985 the Board agrees to provide a dental plan which includes the following elements:

1. Preventive and Diagnostic 100%
2. Basic Services 80/20 co-pay
3. Prosthodontic Benefits 50/50 co-pay

The maximum amount payable for the above services shall be \$1,000 per calendar year.

C. Prescription Drug Plan

The Board shall provide a full family coverage Prescription Plan with \$2.00 deductible for each prescription filled. This coverage shall commence February 1, 1985.

D. Change in Insurance Carriers

It is understood that the Board reserves the right to change carriers provided that the new carrier provides equal or improved benefits than those in existence.

- E. Employees hired after September 1, 1984 who are employed less than full time will be responsible to pay a portion of the insurance premium costs which equal to the percentage of employment which is less than full time.

VIII. RETIREMENT ALLOWANCE

Accumulative sick leave (ten years employment or more)--  
One day for five days, maximum of 10% of final yearly salary.  
Notice of at least one year prior to retirement. Payment to be made in the following full year. These stipulations apply to allowance of untaken sick leave on retirement; retirement as defined in the Teachers' Pension and Annuity Fund.

IX. SICK LEAVE

All teachers employed by the Bloomingdale Board of Education shall be entitled to ten (10) days sick leave each school year. Unused sick leave days shall be accumulated from year to year. Teachers must present to the administration a doctor's certificate verifying the illness after five (5) consecutive days' absence.

## X. TEMPORARY LEAVES OF ABSENCE

Teachers shall be entitled to the following temporary leaves of absence with full pay:

- A. Death in the Immediate Family - an allowance of three consecutive school days' leave shall be granted at any one time to attend the funeral of a member of the immediate family. Immediate family shall be interpreted as mother, father, mother-in-law, father-in-law, spouse, child, brother, sister, grandfather, grandmother or any relative of the same household.
- B. Personal Business - an allowance of up to three days' leave shall be granted without reasons. Personal business days shall not be taken on the last work day immediately preceding a legal holiday or the first work day following a legal holiday. No personal business days shall be taken during the last two weeks of school. This section shall not apply in cases of emergency as approved by the Board or its designee.

Except in cases of extreme emergency, all requests for leaves shall be in writing to the superintendent or his delegated agent prior to the date requested.

- C. Visitation to Other Schools - an allowance of up to two days' leave shall be granted for administration approved visitation to other schools. A follow-up report shall be filed with the building principal within one week following such visitation. The number of teachers allowed to leave at any one time will be within the discretion of the administration.

## XI. EXTENDED LEAVES OF ABSENCE

### A. Maternity/Adoption Leave

- 1. No tenured teacher shall be removed from her regular teaching duties during her pregnancy nor shall any non-tenured teacher be removed from her regular teaching duties during those months of her pregnancy which occur during a school year for which she has signed a contract for employment with the board, except as indicated in section 2.
- 2. The board may remove any pregnant teacher from her teaching duties on any one of the basis:
  - a. Her teaching performance has substantially declined from the time immediately prior to her pregnancy.
  - b. If the basis for removal from duties is the physical condition or capacity of the teacher:

- (1) The pregnant teacher fails to produce a certification from her physician that she is medically able to continue teaching, or
- (2) the Board of Education's physician and the teacher's physician agree that she cannot continue teaching, or
- (3) following any difference of medical opinion between the Board's physician and the teacher's physician, the Board requests expert consultation in which case the Passaic County Medical Society shall appoint an impartial third physician who shall examine the teacher and whose medical opinion shall be conclusive and binding on the issue of medical capacity to continue teaching. The expense of any examination by an impartial third physician under this paragraph shall be shared equally by the teacher and the Board.

c. Any other just cause as defined in N.J.S.A Title 18.

3. All tenured or non-tenured pregnant or adopting teachers may apply to the Board for a leave of absence without pay and shall be granted that leave at any time requested before the expected date of birth and continuing to a reasonable requested date after the arrival of a natural or adopted child. Following the grant of such leave to any teacher, the date of return of that teacher shall be further extended in the discretion of the Board of Education for an additional reasonable period of time at the teacher's request for reasons associated with the pregnancy or birth or for other proper cause. However, the Board of Education need not grant or extend the leave of absence of any non-tenured teacher beyond the end of the contract school year in which that leave is obtained.
4. No tenured or non-tenured teacher shall be barred from returning to work after the birth of her child solely on the ground that there has not been a lapse of time between that birth and her desired date of return or that a new school year has not begun except as is provided in the preceding paragraph. Nothing contained in this paragraph shall be construed to preclude the Board from requiring any teacher after birth of her child to produce a certificate from her physician showing that she is physically capable of resuming her duties, provided that if the Board's physician is in disagreement that conflict of medical opinion shall be resolved in the same manner as is set out in paragraph 2b. (3).



5. A pregnant employee may apply for a leave of absence based upon a claim of disability, in which instance such leave of absence shall be chargeable to the sick leave account of said employee.
6. A pregnant employee may apply for a leave of absence not based upon a claim of disability, in which instance, said leave of absence shall be without pay and shall not be charged against sick leave of said employee.
7. All extensions or renewals of such leave shall be applied for in writing to the superintendent, subject to the approval of the Board.

## B. Sabbatical Leaves

### 1. Purpose

A sabbatical may be granted to a teacher by the Board for study in their field, study in another area of specialization or for other exceptional reason of value to the school system. The full and final determination as to the degree of value of a sabbatical and the granting thereof shall rest with the Board.

### 2. Conditions

Sabbatical leave shall be granted subject to the following:

- a. Requests for sabbatical leave must be received by the superintendent in writing no later than January 1 of the year preceding the school year for which the sabbatical leave is requested. The superintendent shall examine the application and make his recommendation promptly to the Board. The Board shall take action on each application by March 1 or as soon thereafter as circumstances may allow.
- b. To qualify for a sabbatical leave, a teacher must have completed at least five full years of service in the Bloomingdale School District at the time of application.
- c. To qualify for a sabbatical leave, a teacher must agree in writing, to complete two additional years of service in the Bloomingdale School District immediately following the sabbatical.
- d. A sabbatical may be granted for either one-half of a school year or for a full school year. Teachers granted sabbaticals shall be paid by the Board at fifty percent of the salary rate which he would have received had he remained on active duty, excluding educational assistance and sick leave. Health insurance will be paid by the Board.

- e. If there are sufficient qualified applicants, sabbatical leaves shall be granted to a minimum of two percent (2%) of teaching staff at any one time.
- f. Upon return from sabbatical, the teacher shall submit a report to the Board within thirty (30) days after his/her return to active employment.

C. Military - Without Deduction

Military leaves related to annual active duty training shall be granted on an individual basis in accordance with existing New Jersey Statutes. Teachers who are members of the Reserves or National Guard shall request his or her superior officer to allow him or her to fulfill his military requirements during the summer vacation.

D. Illness in Family

1. A Leave of Absence without pay for up to one (1) calendar year shall be granted for the purpose of caring for a sick member of a teacher's immediate family or a family member resident in the teacher's home, upon presentation of a physician's letter stating need.
2. Additional leave may be granted upon review and approval of the Board. Upon return from an extended leave of absence, the teacher shall be reinstated in his same position or a similar position for which he is certified.
3. The Board is under no compulsion to continue the employment of a non-tenured employee beyond the contractual period so long as the non renewal of employment is not based solely upon the unpaid extended leave of absence.

E. Disability Leave (including Maternity Related Leave)

1. Any teacher who experiences a disability arising out of, but ~~not~~ limited to surgery, hospital confinement, medical treatment, pregnancy, child-birth, miscarriage, and/or recovery shall apply for and receive disability leave upon presentation of documentation from a medical doctor.

2. Disability leave shall be charged to accumulated sick leave, if any, of said teacher. If the accumulated sick leave is or has been exhausted, the disability leave shall be without pay, but with full insurance coverage as provided to all employed teachers under this Agreement. However, notwithstanding any other paragraph in this section, insurance coverage provided at Board expense shall not exceed one year.
3. If the teacher's absence shall be the result of a personal injury caused by an accident or unprovoked assault arising out of and in the course of his employment, such teacher shall be allowed disability leave with full pay for up to one (1) calendar year. Such leave shall not be charged to sick leave. In accordance with NJSA 18A:30-2.1, any amount of salary or wages paid or payable to the teacher under this subsection shall be reduced by the amount of any Workman's Compensation award made to the teacher under this subsection for temporary disability pursuant to Title 34 of the N.J. Statutes.
4. The Board shall grant a disability leave for a period of up to one (1) calendar year. The Board shall have discretionary power to grant an extension or reduction of the disability leave for a reasonable period of time, as requested (See NJSA 18A:30-1 et seq., specifically 18A:30-7).
5. A teacher who desires to continue in the performance of his duties during a period expected to lead to a disability shall be permitted to do so provided the teacher produces a statement from his physician, certified in writing to the Board not more than once per month, and confirmed by the School Medical Inspector, stating that the teacher is physically capable of continuing to perform his duties and stating up to what date, in the opinion of the physician, the teacher is capable of performing his duties.

F. Other

Employees may be granted leave without pay upon submitting request in writing to the superintendent, specifying reason and duration of request and subject to the final approval of the Board.

## XII. EDUCATIONAL ASSISTANCE PLAN

A. The Board will reimburse an eligible employee for the full cost of books, tuition and/or laboratory fees upon completion of approved courses with passing grades. Books must be returned to the Board of Education for use in the teachers' professional library.

1. Reimbursement will be limited to a maximum of seven hundred (\$700.) during the fiscal year.
2. The cost of supplies, transportation, registration fees, matriculation fees, etc., are not included in the plan and, therefore, will not be paid by the Board.

To be eligible for assistance under this plan, an employee must qualify as follows:

1. For assistance requested for the period July 1 to August 31, the employee must actively be employed on the payroll for sixty days after the opening of the Bloomingdale Schools in September.

For assistance requested for the period September 1 to June 30, the employee must be on the active payroll during the entire period for which assistance is requested.

2. Pursue an educational objective and courses leading to it that are:
  - a. Related to the employee's position in the school system or preparatory to a position to which he may aspire in the future with the Bloomingdale School System.
  - b. Offered at an accredited college or university.
  - c. All courses other than certification or degree programs shall be subject to approval of the board and shall exclude correspondence, television courses, weekend courses where classroom or project hours are not comparable to a traditional program and courses irrelevant to the teacher's field and this approval shall not be preceded by past practice.

C. Holders of provisional or emergency certificates shall receive reimbursement only for courses which earn credits in addition to the initial four credits required to keep their present certificates valid.

### XIII. DEDUCTION FROM SALARY

- A. The Board agrees to deduct from the salaries of its employees, dues for the Bloomingdale Teachers' Association, the Passaic County Teachers' Association, the New Jersey Education Association, the National Education Association and a payroll savings plan or tax shelter annuity program as said employees individually and voluntarily authorize the Board to deduct.

### XIV. RIGHTS AND PRIVILEGES

#### A. Association Rights and Privileges

1. The Association shall be permitted the reasonable use of school facilities with the approval of the administration and according to the community use of school regulations.
2. Bulletin board space in the school central offices shall be available for Association notices with the approval of the administration.
3. The Association may place notices in the faculty mailboxes with the approval of the administration.

#### B. Teachers' Rights and Privileges

A teacher shall have the right upon request to review the contents of his/her personnel file and to receive copies at Board expense of any documents contained therein. A teacher shall be entitled to have a representative of the Association accompany him/her during such review. Teachers may make written comment concerning content of their files. This written comment will be part of the file.

### XV. TEACHING HOURS

- A. As professionals, teachers are expected to devote to their assignments, the time necessary to meet their responsibilities, but they shall not be required to "clock in or out" by hours and minutes. Teachers shall indicate their presence for and leaving of duty by placing a check mark in the appropriate column of the faculty "sign in and sign out" register.
- B. The total in-school workdays shall consist of not more than seven hours and five minutes which shall include a duty-free lunch period during any regularly scheduled student lunch period. In the event that an aide is absent, unavailable or late for his assigned duties, it will be the responsibility of the teacher to supervise the class. However, for any prolonged absence of a period exceeding one week, the Board will make every reasonable effort to obtain a replacement.

- C. No teacher shall be required to report for work earlier than twenty minutes before the opening of the pupil's day and shall be permitted to leave thirty minutes after the close of the pupil's school day with the exception of faculty meetings, curriculum and instructional workshops, emergency situations and programs involving the school and community, to the extent of past practice. However, teachers shall be permitted to leave ten minutes after the close of the pupil's day on the last school day of the week.
- D. Parties agree to establish a joint committee for the purpose of reviewing the current lunch schedules in the elementary schools. If the parties are unable to agree or if one party disregards the committee's conclusions, the matter shall be subject to a special fact finder's report. The fact finder shall be mutually agreed upon or selected under the rules of the American Arbitration Association. The decision of the fact finder shall be binding on the parties and incorporated into the agreement.
- E. The Parties agree to form a joint committee to study the feasibility of implementing daily preparation periods in the Bloomingdale schools. The decision of the committee shall be advisory only.

#### XVI. TEACHER EVALUATION

- A. Teachers shall be evaluated only by persons certified by the New Jersey State Board of Examiners to supervise instruction.
- B. All monitoring or observation of the work performance of a teacher shall be conducted openly.
- C. The teaching staff member shall be given a copy of the written evaluation of his/her performance which shall include:
  - 1. Performance areas of strength, including but not limited to those evidenced during the observation period.
  - 2. Performance areas needing improvement, including but not limited to those evidenced during the observation period.
  - 3. Suggestions for improvement.
- D. The evaluation shall be signed by both the evaluator and the teaching staff member. The teaching staff member's signature shall not be interpreted as an assent to the contents signed.
- E. All teachers shall have an opportunity to have a conference within 10 school days after receipt of said evaluation.

XVII. PROFESSIONAL OPENINGS

- A. The superintendent of schools shall have posted in all schools, a list of professional position vacancies which occur under this Agreement.

XVIII. MILEAGE REIMBURSEMENT

- A. The Board agrees to provide mileage reimbursement in the amount of twenty-five cents per mile for those staff personnel who must travel from school to school in the performance of their duties.

XIX. BACK-TO-SCHOOL NIGHT

- A. That a Back-To-School Night be held annually in late September or early October in each school to explain the educational objectives of each class to parents and guardians.
  - 1. "It is agreed that forty-five minutes for grades K-6 and sixty minutes for grades 7 and 8 after the first P.T.A. meeting of the school year, be designated for the Back-To-School Night."

XX. PARENT-TEACHER CONFERENCES

- A. That an evening conference be held during each of the three regularly scheduled conferences, two times a year, for those parents or guardians who cannot attend the daytime conferences.

XXI. MISCELLANEOUS PROVISIONS

- A. Copies of this Agreement shall be provided at the expense of the Board and shall be available to staff members with the issuance of the next year's contract, if practicable.
- B. The Board agrees to use central registers for attendance purposes.
- C. There will be an early dismissal of all schools on Thanksgiving Eve and on the last day school is open before the Christmas recess.
- D. Children of non-resident teachers of the Board may be enrolled in the schools of this district at the annual net cost incurred by the board.

XXII. SEPARABILITY

If any provision, or part of any provision, or this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

XXIII. DURATION

This Agreement shall be effective as of July 1, 1984 and shall continue in effect until June 30, 1986.

IN WITNESS WHEREOF, the Association has caused this Agreement to be signed by its co-presidents and the secretary and the Board has caused this Agreement to be signed by its president, attested by its secretary and its corporate seal to be placed hereon, all on the day and year first above written.

ASSOCIATION

BOARD OF EDUCATION

by James Whitenour  
Co-President

by Grace L. Leonard  
President

by Ray Spalero  
Co-President

by Wendy B. Van Dyke  
Secretary

by Linda Dingle  
Secretary



SALARY GUIDE - EFFECTIVE 9/1/85 thru 1/31/86

<u>STEP</u>	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+60</u>
1.	15,158	15,552	15,841	16,568	16,856	17,129	17,462
2.	15,398	15,798	16,091	16,830	17,122	17,399	17,738
3.	16,332	16,758	17,067	17,851	18,162	18,456	18,815
4.	16,869	17,308	17,628	18,438	18,758	19,062	19,433
5.	17,455	17,909	18,240	19,078	19,410	19,724	20,108
6.	18,093	18,564	18,907	19,775	20,120	20,445	20,843
7.	18,790	19,278	19,635	20,538	20,894	21,232	21,645
8.	20,376	20,906	21,293	22,272	22,659	23,025	23,474
9.	21,276	21,830	22,234	23,255	23,659	24,042	24,510
10.	23,325	23,932	24,375	25,494	25,938	26,358	26,871
11.	24,489	25,126	25,592	26,767	27,232	27,672	28,212
12.	27,141	27,847	28,362	29,665	30,181	30,670	31,267

**LONGEVITY:**

An additional 1% of salary after fifteen (15) years of teaching in Bloomingdale

An additional 3% of salary after twenty (20) years of teaching in Bloomingdale

An additional 5% of salary after twenty-five (25) years of teaching in Bloomingdale

SALARY GUIDE -- 1984-85

<u>STEP</u>	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+60</u>
1.	14,300	14,672	14,944	15,630	15,902	16,159	16,474
2.	14,526	14,904	15,180	15,877	16,153	16,414	16,734
3.	15,408	15,809	16,101	16,841	17,134	17,411	17,750
4.	15,914	16,328	16,630	17,394	17,696	17,983	18,333
5.	16,467	16,895	17,208	17,998	18,311	18,608	18,970
6.	17,069	17,513	17,837	18,656	18,981	19,288	19,663
7.	17,726	18,187	18,524	19,375	19,711	20,030	20,420
8.	19,223	19,723	20,088	21,011	21,376	21,722	22,145
9.	20,072	20,594	20,975	21,939	22,320	22,681	23,123
10.	22,005	22,577	22,995	24,051	24,470	24,866	25,350
11.	23,103	23,704	24,143	25,252	25,691	26,106	26,615
12.	25,605	26,271	26,757	27,986	28,473	28,934	29,497

**LONGEVITY:**

An additional 1% of salary after fifteen (15) years of teaching in Bloomingdale

An additional 3% of salary after twenty (20) years of teaching in Bloomingdale

An additional 5% of salary after twenty-five (25) years of teaching in Bloomingdale

SALARY GUIDE EFFECTIVE 2/1/86

<u>STEP</u>	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+60</u>
1.	15,840	16,252	16,554	17,314	17,615	17,900	18,248
2.	16,091	16,509	16,815	17,587	17,892	18,182	18,536
3.	17,067	17,512	17,835	18,654	18,979	19,287	19,662
4.	17,628	18,087	18,421	19,268	19,602	19,920	20,307
5.	18,240	18,715	19,061	19,937	20,283	20,612	21,013
6.	18,907	19,399	19,758	20,665	21,025	21,365	21,781
7.	19,636	20,146	20,519	21,462	21,834	22,187	22,619
8.	21,293	21,847	22,251	23,274	23,679	24,061	24,530
9.	22,233	22,812	23,235	24,301	24,724	25,124	25,613
10.	24,375	25,009	25,472	26,641	27,105	27,544	28,080
11.	25,591	26,257	26,744	27,972	28,457	28,917	29,482
12.	28,362	29,100	29,638	31,000	31,539	32,050	32,674

LONGEVITY:

An additional 1% of salary after fifteen (15) years of teaching in Bloomingdale

An additional 3% of salary after twenty (20) years of teaching in Bloomingdale

An additional 5% of salary after twenty-five (25) years of teaching in Bloomingdale

CONVERSION FORMULA

IF YOU WERE AT THIS STEP IN 83-84

THEN YOU ARE AT THIS STEP IN 84-85 and 85-86

- |     |     |
|-----|-----|
| 1.  | 1.  |
| 2.  | 2.  |
| 3.  | 3.  |
| 4.  | 4.  |
| 5.  | 5.  |
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| 11. | 10. |
| 12. | 10. |
| 13. | 11. |
| 14. | 12. |
| 15. | 12. |

This conversion formula applies to the placement of new teachers but does not require the Board to give experience credit to future teachers.