

AGREEMENT BETWEEN

HAMMONTON BOARD OF EDUCATION

AND

HAMMONTON EDUCATION ASSOCIATION

JULY 1, 2002 TO JUNE 30, 2005

June 27, 2003

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ARTICLE I

RECOGNITION

A. Unit:

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

1. Teachers
2. Librarians
3. Nurses
4. Child Study Team and Speech Therapist
5. Guidance
6. C.I.E.
7. Extracurricular Personnel
8. Department Chairpersons
9. Office Managers, Secretaries, Clerks, and Attendance Personnel. (Referred to as "Secretaries" throughout this agreement.)

B. Definition of Member:

1. Unless otherwise indicated, the term "member" when used hereinafter in this Agreement, shall refer to all certified and non-certified employees represented by the Association in the negotiating unit as above defined and references to male members shall also include female members.

C. Definition of Teacher

1. Unless otherwise indicated, the term "Teachers", when used hereinafter in this Agreement, shall refer to all professional employees represented by the Association in the negotiating unit as above defined, with the exception of #9, and references to male teachers shall include female teachers.

D. Exclusion of other Employees:

1. Excluded from contract will be Central Office Administrators, Principals Assistant Principals, Supervisors Secretaries in Superintendent, Board Secretary/Business Administrator and Directors' offices.

ARTICLE II

NEGOTIATION PROCEDURE

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

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

ARTICLE III

GRIEVANCE PROCEDURE

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

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

If they fail to do so, upon request of the aggrieved member or group, or the Hammonton Board of Education, a meeting will be held with the Hammonton Board of Education in Closed Session in an effort to satisfy or reach a mutual determination of the grievance.

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

- B. Definition:

A grievance is a claim by a member or group of members based upon the interpretation, application, or violations of this Agreement.

ARTICLE IV

TEACHING HOURS AND LOAD

- A. Sign-In: A teacher shall be required to indicate his/her presence for the day by initialing his/her arrival and departure in the appropriate column of the faculty "sign-in" roster.
- B. 1. Teachers shall be required to report for duty fifteen (15) minutes before the opening of the school day, and shall be required to stay fifteen (15) minutes after the close of the pupil's school day. The teachers' workday shall not exceed a total of seven hours seven minutes (7 hours & 7 minutes), unless designated by the Administration for the following responsibilities:

- a. Faculty meetings (15 per year)
 - b. Duty rosters
 - (a) Office detention
 - (b) Bus duty
 - c. Departmental meetings
 - d. Administrative-teacher conferences; scheduled at mutually agreeable times
 - e. Field trips
2. In the middle school and high school, no teacher shall teach more than (6) periods per day.
 3. Should the district decide to implement a nine (9) period day at the elementary school in year three of this agreement, the administration shall meet with the Association no later than April 30, 2004 in order to discuss the implementation of same.
 4. At the elementary level, in the event of a nine (9) period day being implemented in year three of this agreement, special area teachers and resource teachers will teach a maximum of six (6) periods per day, plus one (1) period which will be a duty assignment or a special classroom assignment (assist regular teacher) as assigned by the administration.
- C. When teachers are required to attend pre- or post – school meetings, such meetings shall begin no later than fifteen (15) minutes after the students' dismissal time. Administrators shall make every effort to limit said meetings to sixty (60) minutes, except during evaluation and/or monitoring periods. Forty-eight (48) hours written notice shall be given prior to any faculty or departmental meeting whenever possible.
- D. Parent-teacher meetings and student assistance are considered a duty of each teacher and shall be scheduled at a mutually agreeable time at the request of the student, parent, teacher or administrator as needed.
- E. 1. All teachers shall receive one (1) uninterrupted preparation period per workday equal in length to the normal period for the individual building.
2. When qualified substitute teachers are not available, faculty members will be required to cover classes of teacher who are absent.

Teacher s who cover these classes should:

1. Be utilized from study halls first of all.
2. Secondly, be taken from their P.P.S.A. periods
3. When a teacher is taken from P.P.S.A. period to cover a class, he/she will be compensated in time equal to the lost P.P.S.A. time. For each full P.P.S.A. period taken, an equivalent amount of compensatory time will be provided.
4. Teachers should not be taken from inclusion or BSI classes because of state regulations requiring two teachers to be in the room, unless it is an extreme emergency.
5. If teachers who cover classes cannot be compensated in release time, they shall receive a \$25 monetary stipend for covering each class.

F. Department Chairpersons

1. Compensation: See Schedule "D".

G. Extracurricular Activities

Contract year 02-03 5% 03-04 5.3% 04-05 5.25%

1. Compensation: See Schedules "E" and "F"

H. Secretaries

1. Work Calendar

- a. Twelve (12) month employees will be required to work a five (5) day week, Monday through Friday, 7 hours, 45 minutes per day; 38 hours, 45 minutes per week inclusive of a minimum daily duty free lunch period of 45 minutes.
- b. Overtime will be computed after forty (40) hours per week. The regular week shall be 35 hours per week, exclusive of a lunch period.
- c. Ten (10) month employees work year shall be September 1, through June 30.

- d. HOLIDAYS

School – Year: July 1 – June 30

July: 4th		1
16 th		1
August:		0
September:	Labor Day	1
October:	Columbus Day	1
November:	NJEA Convention	2
	Veterans Day	1
	Election Day	1
	Thanksgiving Day	2
December:	Christmas	As outlined by School Calendar
January:	Martin Luther King Day	1
February:	Lincoln's Birthday	1
	President's Day	1
March:		0
April:	Easter/Spring Break	As outlined by School Calendar
May:	Memorial Day	1
June:		0

If Administrative Staff requires service from any member of the secretarial staff during the above-mentioned holidays, compensation will be as follows:

- (1) When any office personnel is required to work on days that other staff members are off, those working will be compensated on an hourly rate (according to the salary scale) for the actual time worked by these persons or as accumulated time to be taken a later date. Authorization is subject to approval of the Superintendent or his designee.
- (2) In the event the Easter/Spring break is for five (5) workdays, employees shall be required to work up to a maximum of three (3) of the above specified holidays for that work year.

e. EMERGENCY DAYS

- (a) When school is closed prior to the starting time, all members covered by this Agreement are not required to report to work.
- (b) When school is dismissed early, a determination will be made by the Superintendent and Building Principals.

f. OFFICE HOURS

(a) Staggered hours for the general offices will be as follows:

- 1. Elementary School – 8:00 AM – 4:30 PM Daily
- 2. Middle School – 7:30 AM – 4:00 PM Daily
- 3. High School - 7:30 AM – 4:00 PM Daily

A supervising Administrator will be in the building throughout all staggered shifts.

I. ADDITIONAL COMPENSATION

- 1. Secretaries responsible for calling substitutes shall receive three (3) compensatory days per year.

ARTICLE V

NON-TEACHING DUTIES

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

ARTICLE VI

INSURANCE

- A. The Board shall assume full cost for each member, and in cases where appropriate, for family-plan insurance coverage: New Jersey Health Benefits Program; Traditional Plan (Blue Cross/Blue Shield of New Jersey, Medical/Surgical & Major Medical); Preferred Provider Organization (PPO).
- B. Prescription Plan: The Board shall provide full family coverage \$5.00 co-pay, (Brand Name), \$1.00 (Generic), \$0 (Mail Order).
- C. Dental Plan: The Board of Education shall provide full family dental coverage as is presently in existence with the Delta Dental Plan of New Jersey. Orthodontic Coverage shall be provided.
- D. Optical Benefit: The Board of Education shall provide a reimbursement of \$250.00 per employee, per family per year, for optical care.
- E. In the event that a new health insurance carrier for A. above is obtained, which carrier permits a waiver of insurance coverage, there shall be a split on the savings of 55% to the Board and 45% to the employee, upon the Board adopting a policy permitting such split and providing that at least 25 people participate. Tax liability for the employee is subject to law. There shall be no tax liability to the Board.

- F. Every bargaining unit member that moves from traditional plan coverage to P.O.S. coverage would receive a one-time \$200 stipend.

ARTICLE VII

REEMPLOYMENT RIGHTS

- A. On or before May 1, all non-tenured teachers will have had their administrative conference wherein they will be notified of the recommendation of the administration regarding their reemployment or the termination of their employment as of the end of that school year.
- B. On or before May 15, in each school year, the Board of Education shall give to each non-tenure teaching staff member continuously employed by it since the preceding September 30, either:
 - 1. A written offer of a contract for employment for the next succeeding year providing for at least the same terms and conditions of employment but with such increases in salary as may be required by law or policies of the Board of Education,

OR

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

- C. Each non-tenured teacher receiving contracts must notify the Board of Education of such acceptance, in writing, on or before June 1, in which event such employment shall continue as provided for herein. In the absence of such notice of acceptance, the provision of this Article shall no longer be applicable.
- D. Tenured teachers shall assume reemployment under existing policies and contracts unless otherwise notified.
- E. Upon request, teachers shall be notified of their tentative assignment of the following school year by August 1.
- F. The President of the Hammonton Education Association shall be notified in writing of all Unit vacancies. If said vacancy(s) occur(s) during the summer recess, in addition to the aforementioned, such vacancy(s) shall be posted on each school main office bulletin board.
- G. Home-School Teaching Salary Guide: See Schedule "G".
- H. Whenever any member is requested to appear before an administrator, his/her designee, any committee of the Board, or any agent thereof concerning any matter from which he can reasonably believe disciplinary action may be imposed, he/she shall be entitled to have a representative of the Association present during such proceedings.

ARTICLE VIII

PHYSICAL EXAMINATIONS

- A. A doctor's certification shall be required and provided by a member absent for more than three (3) consecutive school days due to illness. This certification shall be at the member's expense, provided, however, that the member shall have the option of submitting himself to examination by the school Doctor.

- B. The Board of Education shall require, at the initial employment, a physical examination by the school Physician or any other Physician designated by the Board of Education.
- C. Annual pre-school term physical examinations may be required at the Board's request. The cost of this physical is to be borne by the Board of Education. Any other physical exam requested by the Board of Education will be the Board's expense.

ARTICLE IX

PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

- A. The Board of Education will reimburse any fully certificated teacher seventy-five percent (75%) of the yearly cost of tuition of professional courses taken by him. Seventy-five percent (75%) of the yearly cost is not to exceed one thousand two hundred dollars (\$1,200) for the school year. (School fiscal year, July 1 to June 30).

Each person must obtain approval by the Superintendent of Schools before enrolling in said course. An official grade must be submitted to the Superintendent for approval within sixty (60) days after completion of course, and then forwarded to the Board Secretary/Business Administrator for payment of seventy-five percent (75%) of the presented bill. No one is to receive any payment for any course with grade below a "C".

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

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

The expenditure of the Board for graduate credit reimbursement for teaching staff members shall be \$25,000 in any one year of this agreement, subject to the following:

Should the District reimbursement costs be within \$3,000 of the cap, the graduate credit reimbursement account shall be increased for the next school year by \$2,500, which shall establish the new cap.

- B. **EDUCATIONAL BENEFITS - SECRETARIES**

Secretaries will be reimbursed 75% of the cost of up to nine (9) credits per fiscal year for college and/or business school courses taken and successfully completed at any accredited college and/or business school. Such reimbursement is contingent upon prior approval of the Superintendent.

The expenditure of the Board for credit reimbursement for secretarial staff members shall be \$2,500 in any one year of this agreement, subject to the following:

Should the District reimburse costs be within \$750 of the cap, the credit Reimbursement account shall be increased for the next school year by \$500, which shall establish the new cap.

- C. **LIAISON COMMITTEE**

Upon the request of the Association, its representatives may meet with the Superintendent up to three times during the year to review and discuss current problems, successes, and/or practices of mutual interest and concerns of the administration of this Agreement.

Such requests shall be made in writing. These meetings are not intended to by-pass the grievance procedure or replace the negotiation process, but rather to open the channels of communication between the association and administration.

TEACHERS: Such meetings shall be held within (7) days of the request, except in cases of emergency or mutual agreement. The time and place of such meetings shall be at the discretion of the Superintendent.

SECRETARIES: Such meetings shall be held within two (2) weeks of the request, except in case of emergency or mutual agreement. The time and place of such meetings shall be at the discretion of the Superintendent.

ARTICLE X

PERSONNEL RECORD

- A. (1) There shall be one (1) designated file in the office of the Superintendent for each member; however, copies of evaluations and other pertinent information may be kept in the building principal's own personal file. Copies of all building principal's documents shall be duplicated for the designated file. There shall also exist, a personnel file for each member maintained in the office of the School Business Administrator.
- (2) A member, upon presentation of advanced written request, may inspect his personnel file.
- (3) The Superintendent has the right to remove materials pertaining to pre-employment prior to review.
- (4) Upon inspection, the member shall have the right to add his comments to any material filed and these written comments shall be made part of the member's personnel file.
- B. A teacher shall be given a copy of any class visit or evaluation report prepared by his evaluator 48 hours before a scheduled conference. Teacher(s) shall have the opportunity to review and add written comments to the evaluation.
- C. Upon request of the member and at the convenience of Superintendent's office, materials within the personnel file exclusive of A. (3) above may be reproduced. All costs of reproduction shall be borne by the member.

ARTICLE XI

SICK LEAVE

- A. Members are to be given a written accounting of accumulated sick leave days no later than November 1 of each year.
1. All ten (10) month employees shall be granted twelve (12) sick leave days per year. Such days shall be accumulative.
 2. All twelve (12) month employees shall be granted thirteen (13) sick leave days per year. Such days shall be accumulative.

B. For 2002-2003 School Year:

ADDENDUM

WHEREAS, The Hammonton Board of Education and the Hammonton Education Association have signed a negotiated agreement for the period of September, 2002 to June 30, 2003 and;

WHEREAS, Article XI, Paragraph B, Line 4 states that effective July 1, 1997 the sick leave compensation cap shall increase to \$12,500 for the duration of the contract;

THEREFORE BE IT AGREED, effective with the 2002-03 School Year and expiring at the end of the 2002-03 School Year, the Sick Leave compensation cap shall increase to \$30,000 provided the following provisions are met:

1. The employee must be at least 50 years old with 15 years of service credit in either the TPAF or PERS or be at least 55 years old.
2. Employee will be compensated for 75% of their daily rate up to \$30,000 on the total number of sick days remaining at the end of their employment with the Hammonton Board of Education.
3. Payment schedule will be 1/3 of total amount due to the employee per year for three years after retirement.
4. Employee must notify the Board of Education of their intent to retire by March 1, 2003 and must retire no later than June 30, 2003.
5. Any and all sick leave payments described in this Addendum shall not be included as pensionable salary.

In the event that a unit member shall desire to retire, while not meeting the criteria described above, they shall be entitled to the contract provisions for sick leave compensation as is currently outlined in the negotiated agreement between the Hammonton Board of Education and the Hammonton Education Association.

In witness whereof the parties have caused this Addendum to be signed by their Respective President, attested by their Secretaries and shall be in effect for the period of September, 2002 to June 20, 2003.

For 2003-2004 and 2004-2005 School Years:

Upon retirement, any employee who has been employed in the district for a minimum of fifteen (15) years prior to retirement, or any employee that has a minimum of ten (10) years with at least five (5) years of military service, and who has accumulated sick leave pursuant to N.J.S.A. 18A:30, shall be paid at the time of retirement such sum as shall be arrived at according to the following formula and conditions: (SEE CONTRACT)

1. One-third of the employee's salary, computed by taking one-two hundredth of the ten-month employee's yearly salary, or one-two hundred fortieth of the twelve-month employee's yearly salary and shall be multiplied by the total number of accumulated sick leave days accumulated by the employee. This amount subject to the conditions below shall represent the total sum to be paid upon retirement.

2. Any employee retiring prior to the age of 50, or retiring prior to 20 years of service in this school district, shall not be eligible to receive payment under this policy, unless said employee who has been employed for a minimum of 20 years retires due to ill health, as certified by a physician licensed to practice medicine.
3. In order to receive payment under this policy, the retiring employee shall provide, no later than January 15 of the school year during which the employee intends to retire, advance notice to the Board of Education of his intentions to retire so that appropriate sums of money can be budgeted in the annual school budget. In the event the School Board is not given adequate notice, the retiring employee shall not receive payment until the next annual budget.
4. Under no circumstances shall any individual receive more than \$10,000 under this provision. Effective July 1, 1997, the sick leave compensation cap shall increase to \$12,500 for the duration of the contract. Further, during the term of the contract, there shall be an additional \$1,500.00 for retirees with a 95% or better attendance record for the employee's last three (3) years of employment.
5. In the event that an employee is deceased and all requirements mentioned above have been met, the sick leave benefit shall be paid to the employee's estate.

ARTICLE XII

LEAVES OF ABSENCE

A. PERSONAL LEAVE

1. All employees shall be granted a leave of absence for personal business not to exceed two (2) days per year.
2. Such leave shall be without loss of pay and, if not utilized, shall be added to unused sick days.
3. Personal leave shall be granted for the following defined reasons:
 - (a) Illness in the immediate family when the presence of the employee is required.
 - (b) Death of a relative or close friend.
 - (c) Court summons or other legal process involving no moral turpitude on the part of the employee.
 - (d) Religious holiday.
 - (e) Personal confidential (confide in one administrator of your choice).
 - (f) Or for any other valid reason at the discretion of Superintendent.
 - (g) Attendance at an employee's child's function (Secretaries)
4. One day of personal leave shall be granted without specific reason; however, such leave must be certified by the employee that the need for a day is for personal business that could not be handled outside of working hours. The employee must further certify that the day will not be used for recreation, entertainment, shopping, travel, vacation or other employment (Teachers only).
5. Each employee shall be required to obtain prior approval for the personal leave from his/her principal or supervisor except in the case of emergency. In the event of an emergency, such personal leave shall be confirmed by the principal or supervisor.
6. Contract language pursuant to personal leave shall take precedence over any language specified in Board policy or teacher handbooks.

B. BEREAVEMENT LEAVE

1. A maximum of five (5) days shall be allowed with no loss of pay whenever an employee is absent due to death of a member of his immediate family. Immediate family is defined to include husband, wife, brother, sister, son, daughter, mother, father, grandparents, grandchildren, brother-in-law, sister-in-law, father-in-law, mother-in-law, son-in-law, daughter-in-law, legal guardian, and children of legal guardian, and any resident or relative residing in the employee's household for at least four (4) years immediately prior to death.
2. Five (5) days shall mean five consecutive days, excluding Saturday and Sunday.

C. CHILD REARING LEAVE

1. Disability leave is provided for under Article XI, Section A.1.
2. Unpaid child rearing leave shall commence on the date requested provided that the Superintendent has been notified in writing at least fifteen (15) school days prior to the date requested.
3. (a) A teacher may return from Child Rearing Leave at the beginning or midyear (second semester) of the following school year provided she has notified the Board sixty (60) days prior to the date of the teacher's anticipated return.
(b) A secretary covered by the Agreement shall be granted leave without pay as Child Rearing Leave for a period of six (6) months.
4. The Board shall have the discretion to delay reinstatement of an employee until certification of the employee's ability to return to work is provided by the employee's physician.

ARTICLE XIII

VACATIONS

- A. All twelve (12) month employees covered by this Agreement shall receive an annual paid vacation as follows:

One (1) years service through eight (8) years – Two (2) weeks.
Nine (9) years service or more – Three (3) weeks.
- B. During the term of employment, each employee covered by this Agreement working a twelve (12) month year, shall be granted vacation for every contractual year worked. If said employee leaves the employ of the Board without the vacation due him/her, he/she will be given vacation compensation in accordance with Board policy.
- C. No employees' vacation shall be cumulative from year to year. If the earned vacation is not taken within sixty (60) days after the end of the contractual year such vacation time will be forfeited. Up to a maximum of five (5) vacation days out of an employee's total allotment may be taken within the school year with prior approval of the Superintendent.
- D. To clarify the above, it must be stated that due to the contractual year beginning July 1 and ending June 30, it is necessary to give earned vacation after the contractual year has ended. (Vacations usually taken during July and August)

Therefore, during July and August, the twelve (12) month employee received his/her vacation earned in the previous contractual year. Upon termination of employment, the twelve (12) month employee may have earned vacation due him/her for which he/she will be compensated accordingly.

- E. Initially, it will be necessary for twelve (12) month employees to have worked at least six (6) months to be eligible for any vacation the first year. Earned vacation for six (6) months of service of contractual year will be one-half normal vacation.
- F. Any ten (10) month employee who becomes a twelve (12) month employee shall receive one (1) year's credit for the computation of vacation time for each year worked as a ten (10) month employee. Any current employee who became a twelve (12) month employee prior to this Agreement shall be covered and his/her vacation allowance shall be adjusted to reflect this provision.

ARTICLE XIV

RIGHT TO WITHHOLD INCREMENT

The Hammonton Board of Education reserves the right to withhold an employment and/or adjustment increment from any employee due to inefficiency or other just cause according to the following:

A. Notice Given to Employee of Inefficiency

The Board shall not certify a charge of inefficiency to the commissioner, unless at least ninety (90) days prior thereto and within the current or preceding school year, the Board or the Superintendent of Schools of the district has given to the employee against whom such charge is made, written notice of the alleged inefficiency, specifying the nature thereof with such particulars as to furnish the employee an opportunity to correct and overcome the same.

- B. No tenured employee will be denied an employment and/or adjustment increment for evaluative reasons unless he has been observed at least three (3) times during any school year. The three observations are to be concluded with at least a two (2) week interval between each, and are to be done by more than one administrator.

ARTICLE XV

MISCELLANEOUS

- A. For any mileage driven on school business or within the course of a normal teaching assignment, the teacher shall be reimbursed at the current IRS rate.
- B. The Hammonton Education Association President, or his/her designee, shall be granted one (1) free period per week of non-teaching duties to conduct Association business. The principal shall make every effort to provide two (2) free periods per week of non-teaching duties for the Association President or his/her designee.
- C. The Association representative shall be granted leave time for mutually scheduled hearings or meetings as directed by a state agency or courts.

D. Salary Guides: for Teachers and Secretaries are attached hereto and made a part hereof.

- 1. See Schedule A1 2002-2003
- A2 2003-2004
- A3 2004-2005

Salary Guides – Secretaries & Clerks

- 2. See Schedule B1 2002-2003
- B2 2003-2004
- B3 2004-2005

F. Representation Fee

All employees who are eligible to be members of the HEA but choose not to, shall be assessed 85% of unified dues for the services they receive from the HEA.

ARTICLE XVI

DURATION

A. Duration Period: This agreement shall be effective as of July 1, 2002, and shall continue in effect until June 30, 2003.

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

B. In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective secretaries and their corporate seals to be placed hereon, all on the day and year first above written.

HAMMONTON EDUCATION ASSOCIATION

BY Nancy Rouger
President

BY: Landra Hilipino

Witness: Ace De Cicco

Date: 8/25/03

HAMMONTON BOARD OF EDUCATION

BY Loretta Robinson
President

BY: Mary Lou De Francisco

Witness: Cara L. Gata

Date: 8/25/03

Hammonton Board of Education
 - and -
 Hammonton Education Association

Schedule A1

Teachers

2002-2003

Base Year
 Salary Guide

Work Year	Step	B.A.	B.A.+15	B.A.+30	B.A.+45	M.A.	M.A.+15	M.A.+30	M.A.+45	DOC
New	1	\$ 35,218	\$ 35,750	\$ 36,278	\$ 36,634	\$ 36,985	\$ 37,694	\$ 38,046	\$ 38,399	\$ 38,740
2,3,4	2	\$ 35,768	\$ 36,304	\$ 36,841	\$ 37,202	\$ 37,563	\$ 38,282	\$ 38,640	\$ 38,997	\$ 39,355
5	3	\$ 36,505	\$ 37,052	\$ 37,600	\$ 37,968	\$ 38,337	\$ 39,071	\$ 39,436	\$ 39,801	\$ 40,166
6	4	\$ 37,520	\$ 38,082	\$ 38,645	\$ 39,024	\$ 39,403	\$ 40,157	\$ 40,532	\$ 40,908	\$ 41,283
7	5	\$ 38,645	\$ 39,224	\$ 39,804	\$ 40,194	\$ 40,584	\$ 41,361	\$ 41,748	\$ 42,134	\$ 42,521
8	6	\$ 39,665	\$ 40,259	\$ 40,854	\$ 41,255	\$ 41,656	\$ 42,453	\$ 42,850	\$ 43,246	\$ 43,643
9	7	\$ 40,685	\$ 41,295	\$ 41,905	\$ 42,316	\$ 42,727	\$ 43,545	\$ 43,952	\$ 44,358	\$ 44,765
10	8	\$ 41,705	\$ 42,330	\$ 42,956	\$ 43,377	\$ 43,798	\$ 44,636	\$ 45,053	\$ 45,470	\$ 45,880
11	9	\$ 44,146	\$ 44,813	\$ 45,475	\$ 45,921	\$ 46,362	\$ 47,249	\$ 47,691	\$ 48,132	\$ 48,574
12	10	\$ 49,182	\$ 49,925	\$ 50,662	\$ 51,159	\$ 51,651	\$ 52,639	\$ 53,131	\$ 53,623	\$ 54,115
13	11	\$ 52,383	\$ 53,174	\$ 53,960	\$ 54,489	\$ 55,013	\$ 56,066	\$ 56,589	\$ 57,113	\$ 57,637
14	12	\$ 55,594	\$ 56,433	\$ 57,267	\$ 57,829	\$ 58,385	\$ 59,502	\$ 60,058	\$ 60,614	\$ 61,170
15	13	\$ 61,410	\$ 62,331	\$ 63,252	\$ 63,872	\$ 64,492	\$ 65,727	\$ 66,341	\$ 66,955	\$ 67,569

Each member with a recognized Masters in their field shall receive a stipend of \$375.

Schedule A2

2003-2004

Teachers

Work

Year	Step	B.A.	B.A.+15	B.A.+30	B.A.+45	M.A.	M.A.+15	M.A.+30	M.A.+45	DOC
New	1	\$ 37,624	\$ 38,188	\$ 38,752	\$ 39,132	\$ 39,512	\$ 40,268	\$ 40,645	\$ 41,021	\$ 41,397
2	2	\$ 38,124	\$ 38,695	\$ 39,267	\$ 39,652	\$ 40,037	\$ 40,804	\$ 41,185	\$ 41,566	\$ 41,947
3,4,5	3	\$ 38,649	\$ 39,228	\$ 39,808	\$ 40,198	\$ 40,589	\$ 41,366	\$ 41,752	\$ 42,139	\$ 42,525
6	4	\$ 39,677	\$ 40,272	\$ 40,867	\$ 41,268	\$ 41,668	\$ 42,466	\$ 42,863	\$ 43,259	\$ 43,656
7	5	\$ 40,844	\$ 41,456	\$ 42,069	\$ 42,481	\$ 42,894	\$ 43,715	\$ 44,123	\$ 44,532	\$ 44,940
8	6	\$ 41,902	\$ 42,530	\$ 43,161	\$ 43,582	\$ 44,005	\$ 44,847	\$ 45,266	\$ 45,685	\$ 46,104
9	7	\$ 42,961	\$ 43,605	\$ 44,249	\$ 44,683	\$ 45,117	\$ 45,981	\$ 46,410	\$ 46,840	\$ 47,269
10	8	\$ 44,019	\$ 44,679	\$ 45,339	\$ 45,784	\$ 46,228	\$ 47,113	\$ 47,453	\$ 47,993	\$ 48,434
11	9	\$ 46,096	\$ 46,787	\$ 47,478	\$ 47,944	\$ 48,410	\$ 49,335	\$ 49,797	\$ 50,258	\$ 50,719
12	10	\$ 49,182	\$ 49,925	\$ 50,662	\$ 51,159	\$ 51,651	\$ 52,639	\$ 53,131	\$ 53,623	\$ 54,115
13	11	\$ 52,182	\$ 53,275	\$ 54,062	\$ 54,608	\$ 55,117	\$ 56,172	\$ 56,697	\$ 57,222	\$ 57,748
14	12	\$ 56,183	\$ 56,750	\$ 57,874	\$ 58,458	\$ 59,003	\$ 60,132	\$ 60,694	\$ 61,256	\$ 61,818
15	13	\$ 64,560	\$ 65,528	\$ 66,496	\$ 67,148	\$ 67,800	\$ 69,194	\$ 69,744	\$ 70,389	\$ 71,035

Each member with a recognized Masters in their field shall receive a stipend of \$375.

Hammonnton Board of Education
 - and -
 Hammonnton Education Association

Schedule A3

Base Year Salary Guide
Work
 2004-2005 Teachers

Year	Step	B.A.	B.A.+15	B.A.+30	B.A.+45	M.A.	M.A.+15	M.A.+30	M.A.+45	DOC
New	2	\$ 40,194	\$ 40,796	\$ 41,399	\$ 41,805	\$ 42,211	\$ 43,019	\$ 43,421	\$ 43,823	\$ 44,225
	3	\$ 40,374	\$ 40,979	\$ 41,585	\$ 41,993	\$ 42,400	\$ 43,212	\$ 43,616	\$ 44,019	\$ 44,423
	4,5,6	\$ 40,899	\$ 41,512	\$ 42,125	\$ 42,539	\$ 42,952	\$ 43,774	\$ 44,183	\$ 44,592	\$ 45,001
	7	\$ 41,927	\$ 42,555	\$ 53,184	\$ 43,608	\$ 44,031	\$ 44,874	\$ 45,293	\$ 45,713	\$ 46,132
	8	\$ 43,094	\$ 43,740	\$ 44,386	\$ 44,822	\$ 45,257	\$ 46,123	\$ 46,554	\$ 46,985	\$ 47,416
	9	\$ 44,152	\$ 44,814	\$ 45,476	\$ 45,922	\$ 46,368	\$ 47,255	\$ 47,697	\$ 48,138	\$ 48,580
	10	\$ 45,211	\$ 45,889	\$ 46,567	\$ 47,024	\$ 47,480	\$ 48,389	\$ 48,841	\$ 49,293	\$ 49,745
	11	\$ 46,269	\$ 46,963	\$ 47,657	\$ 48,332	\$ 48,591	\$ 49,521	\$ 49,984	\$ 50,447	\$ 50,909
	12	\$ 49,182	\$ 49,919	\$ 50,657	\$ 51,154	\$ 51,651	\$ 52,639	\$ 53,131	\$ 53,623	\$ 54,114
	13	\$ 53,182	\$ 53,979	\$ 54,777	\$ 55,314	\$ 55,851	\$ 56,920	\$ 57,452	\$ 57,984	\$ 58,516
	14	\$ 56,483	\$ 57,330	\$ 58,177	\$ 58,748	\$ 59,318	\$ 60,453	\$ 61,018	\$ 61,583	\$ 62,148
	15	\$ 60,683	\$ 61,593	\$ 62,503	\$ 63,116	\$ 63,729	\$ 64,949	\$ 65,555	\$ 66,162	\$ 66,769
	16	\$ 67,810	\$ 68,827	\$ 69,844	\$ 70,529	\$ 71,214	\$ 72,577	\$ 73,255	\$ 73,933	\$ 74,611

Each member with a recognized Masters in their field shall receive a stipend of \$375.

In the third year of the contract, (2004-2005) EVERYONE will remain on the same step as the previous year (2003-04)

(i.e. 2002-03 step 8; 2003-04 STEP 9; 2004-05 STEP 9)

Hammonton Board of Education
 - and -
 Hammonton Education Association

Schedule B1 **2002-2003**

Step	OFFICE	SECRETARY	ATTENDANCE	CLERK
1	\$ 25,381	\$ 21,663	\$ 20,965	\$ 20,268
2	\$ 25,581	\$ 21,863	\$ 21,165	\$ 20,468
3	\$ 25,881	\$ 22,163	\$ 21,465	\$ 20,768
4	\$ 26,181	\$ 22,463	\$ 21,765	\$ 21,068
5	\$ 26,481	\$ 22,763	\$ 22,065	\$ 21,368
6	\$ 26,781	\$ 23,063	\$ 22,365	\$ 21,668
7	\$ 27,481	\$ 23,763	\$ 23,065	\$ 22,368
8	\$ 28,181	\$ 24,463	\$ 23,765	\$ 23,068
9	\$ 28,881	\$ 25,163	\$ 24,465	\$ 23,768
10	\$ 29,581	\$ 25,863	\$ 25,165	\$ 24,468
11	\$ 30,281	\$ 26,563	\$ 25,865	\$ 25,168
12	\$ 31,852	\$ 27,940	\$ 27,332	\$ 26,702
13	\$ 34,681	\$ 30,477	\$ 29,608	\$ 28,820
14	\$ 38,158	\$ 33,661	\$ 32,541	\$ 31,586

Schedule B2 **2003-2004**

Step	OFFICE	SECRETARY	ATTENDANCE	CLERK
1	\$ 26,246	\$ 22,528	\$ 21,830	\$ 21,133
2	\$ 26,446	\$ 22,728	\$ 22,030	\$ 21,333
3	\$ 26,646	\$ 22,928	\$ 22,230	\$ 21,533
4	\$ 26,956	\$ 23,238	\$ 22,540	\$ 21,843
5	\$ 27,266	\$ 23,548	\$ 22,850	\$ 22,153
6	\$ 27,577	\$ 23,859	\$ 23,161	\$ 22,464
7	\$ 28,301	\$ 24,583	\$ 23,885	\$ 23,188
8	\$ 29,025	\$ 25,307	\$ 24,609	\$ 23,912
9	\$ 29,749	\$ 26,031	\$ 25,333	\$ 24,636
10	\$ 30,473	\$ 26,755	\$ 26,057	\$ 25,360
11	\$ 31,197	\$ 27,479	\$ 26,781	\$ 26,084
12	\$ 32,816	\$ 28,904	\$ 28,296	\$ 27,665
13	\$ 35,732	\$ 31,528	\$ 30,659	\$ 29,871
14	\$ 39,319	\$ 34,822	\$ 33,702	\$ 32,747

Schedule B3 **2004-2005**

Step	OFFICE	SECRETARY	ATTENDANCE	CLERK
1,2	\$ 27,451	\$ 23,733	\$ 23,035	\$ 22,338
3	\$ 27,651	\$ 23,933	\$ 23,235	\$ 22,538
4	\$ 27,851	\$ 24,133	\$ 23,435	\$ 22,738
5	\$ 28,173	\$ 24,455	\$ 23,757	\$ 23,060
6	\$ 28,495	\$ 24,777	\$ 24,079	\$ 23,382
7	\$ 29,247	\$ 25,529	\$ 24,831	\$ 24,134
8	\$ 29,999	\$ 26,281	\$ 25,583	\$ 24,886
9	\$ 30,751	\$ 27,033	\$ 26,335	\$ 25,638
10	\$ 31,503	\$ 27,785	\$ 27,087	\$ 26,390
11	\$ 32,255	\$ 28,537	\$ 27,839	\$ 27,142
12	\$ 34,971	\$ 31,059	\$ 30,451	\$ 29,821
13	\$ 37,785	\$ 33,581	\$ 32,712	\$ 31,924
14	\$ 40,660	\$ 36,163	\$ 35,043	\$ 34,088

Hammonton Board of Education
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Hammonton Education Association

SCHEDULE C

LONGEVITY

Contract year 2002-2003

Years completed in district	20-24	25-29	30-
Longevity amount	\$ 1,500	\$ 2,500	\$ 3,500

Contract years 2003-2004, 2004-2005

Years completed in district	15-19	20-24	25-29	30-34	35-
Longevity amount	\$ 500	\$ 1,500	\$ 2,500	\$ 3,500	\$ 5,000

Hammonton Board of Education
 - and -
 Hammonton Education Association

Schedule D 2002-2005

Compensation Department Chairpersons

1. Each department chairperson will receive a base stipend of:

	2002-2003	2003-2004	2004-2005
First Year	1,057	1,110	1,165
Second Year	1,175	1,234	1,295
Third Year	1,293	1,358	1,426
Fourth Year	1,527	1,603	1,684

2. In addition, the Chairperson shall receive an additional stipend for each department member working with the chairperson

2002-2003	2003-2004	2004-2005
\$53	\$55	\$56

Hammonton Board of Education
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Extra Curricular Positions**Schedule E1**

2002-2003

Class Advisors

1	Twelfth Grade (x2)
2	Eleventh Grade (x2)
3	Tenth Grade (x2)
4	Ninth Grade (x2)
5	Eighth Grade (x2)
6	Seventh Grade
7	Sixth Grade

Step 1	Step 2	Step 3
\$1,520	\$1,784	\$2,049
\$1,388	\$1,653	\$1,917
\$793	\$1,057	\$1,322
\$793	\$1,057	\$1,322
\$1,256	\$1,520	\$1,784
\$662	\$926	\$1,191
\$662	\$926	\$1,191

Clubs

1	Yearbook - High School
2	Yearbook -Advisor M.S.
3	Yearbook Club E.S.
4	Yearbook/Financial Advisor H.S.
5	National Honor Society
6	Photo Club
7	F.H.A.
8	Student Council - H.S.
9	Student Council - M.S.
10	Student Council - E.S.
11	History Club M.S.
12	Multi-Culturer Club H.S.
13	Foreign Language - H.S. (x3)
14	Language Club M.S.
15	Leo Club H.S.
16	Leo Club M.S. (x2)
17	Science League H.S. (x2)
18	Science Club M.S.
19	Science Club E.S.
20	Chess Club M.S.
21	Key Club - H.S.
22	Environmental Outdoor Club H.S.
23	Computer Club Advisor (Co-Adv)
24	Builders' Club
25	Drama Club H.S.

Step 1	Step 2	Step 3
\$2,115	\$2,379	\$2,644
\$991	\$1,256	\$1,520
\$793	\$1,057	\$1,322
\$959	\$1,223	\$1,488
\$860	\$1,124	\$1,388
\$727	\$991	\$1,256
\$727	\$991	\$1,256
\$959	\$1,223	\$1,488
\$793	\$1,057	\$1,322
\$793	\$1,057	\$1,322
\$727	\$991	\$1,256
\$727	\$991	\$1,256
\$727	\$991	\$1,256
\$1,057	\$1,322	\$1,587
\$793	\$1,057	\$1,322
\$793	\$1,057	\$1,322
\$727	\$991	\$1,256
\$727	\$991	\$1,256
\$727	\$991	\$1,256
\$1,057	\$1,322	\$1,587
\$727	\$991	\$1,256
\$727	\$991	\$1,256
\$727	\$991	\$1,256
\$692	\$944	\$1,196

Band

1	Band Director - H.S.
2	Band Front - H.S.
3	Asst. Band Director-H.S.
4	Band Director - M.S.
5	Band Director Ass't M.S.
6	Pom Pom
7	Choral Director H.S.
8	Choral Director - M.S.
9	Choral Assistant - M.S.
10	Jazz Band

Step 1	Step 2	Step 3
\$3,966	\$4,230	\$4,495
\$3,835	\$4,099	\$4,363
\$2,909	\$3,173	\$3,426
\$991	\$1,256	\$1,520
\$727	\$991	\$1,256
\$1,719	\$1,982	\$2,248
\$1,719	\$1,982	\$2,248
\$991	\$1,256	\$1,520
\$727	\$991	\$1,256
\$1,719	\$1,982	\$2,248

Hammonton Board of Education
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Extra Curricular PositionsSchedule E1

2002-2003

Miscellaneous

		Step 1	Step 2	Step 3
1	Musical Director (Play) - H.S.	\$2,115	\$2,379	\$2,644
2	Play Director - H.S.	\$2,115	\$2,379	\$2,644
3	Asst. Play Director - H.S.	\$1,256	\$1,520	\$1,784
4	A.V. Director - H.S.	\$1,719	\$1,982	\$2,248
5	A.V. Director - M.S.	\$860	\$1,124	\$1,388
6	Choreographer H.S.			\$649
7	Costume H.S.			\$433
8	Lighting Design H.S.			\$433
9	Musical Director H.S.	\$1,023	\$1,289	\$1,554
10	Orchestra Director H.S.	\$868	\$1,124	\$1,388
11	Playbook Coordinator H.S.			\$433
12	Set Construction H.S.			\$649
13	Technical Director	\$345		
14	Prop Supervisor	\$520		
15	Costume Supervisor	\$345		
16	Stage Manager	\$5,000	\$5,000	\$5,000
17	Summer Music Program	\$1,719	\$1,982	\$2,248
18	Accompaniest H.S.	\$520		
19	Art Director H.S.			\$757
20	Drama Director M.S.	\$727	\$991	\$1,256
21	Drama Assistant Director M.S.	\$487	\$662	\$842
22	Set Designer M.S.	\$218	\$297	\$377
23	Lighting Design M.S.	\$218	\$297	\$377
24	F.B.L.A. - H.S.	\$727	\$991	\$1,256
25	School Store Advisor - H.S.	\$1,322	\$1,587	\$1,851
26	School Store - M.S.	\$793	\$1,057	\$1,322
27	Safety Patrol Advisor - E.S.	\$793	\$1,057	\$1,322
28	School Newspaper - H.S.	\$959	\$1,223	\$1,488
29	School Newspaper - M.S.	\$793	\$1,057	\$1,322
30	Asst. Newspaper Editor - M.S.	\$504	\$756	\$1,007
31	School Newspaper - E.S.	\$793	\$1,057	\$1,322
32	Intramural Director - M.S.	\$529	\$794	\$1,057
33	Intramural Basketball - M.S. (x6)	\$397	\$662	\$926
34	Intramural Bowling - M.S.	\$727	\$991	\$1,256
35	Intramural Flag Football - M.S. (x2)	\$397	\$662	\$926
36	Intramural Softball - M.S. (x6)	\$397	\$662	\$926
37	Intramural Volleyball - M.S. (x6)	\$397	\$662	\$926
38	Wrestling M.S. (x2)	\$397	\$662	\$926
39	Softball E.S. (x3)	\$397	\$662	\$926
40	Baseball E.S. (x3)	\$397	\$662	\$926
41	Cheerleaders - Eighth Grade - M.S.	\$529	\$794	\$1,057
42	Mock Trial Advisor - H.S. (x2)	\$991	\$1,256	\$1,520
43	R.O.G.A.T.E. - M.S.	\$860	\$1,124	\$1,388
44	S.A.A.D. Advisor - H.S.	\$727	\$991	\$1,256
45	Peer Mediation - H.S. (x2)	\$2,115	\$2,379	\$2,644
46	Peer Support - H.S. (x2)	\$2,115	\$2,379	\$2,644
47	Peer Support Advisor M.S. (x2)	\$991	\$1,256	\$1,520
48	Academic Challenge (x2)	\$727	\$991	\$1,256

Extra Curricular Positions

Schedule E1

2002-2003

Miscellaneous

49	Academic Excellence H.S.
50	M.A.S.H - H.S.
51	World Affairs H.S.
52	Library Aides Advisor
53	Think Day M.S.
54	Think Day Asst. M.S.
55	Arts & Crafts M.S.
56	Bagel Express M.S.
57	Interventional & Referral Adv. (x4)
58	PASS M.S. (x4)
59	SRA H.S. (x2)

Step 1	Step 2	Step 3
\$727	\$991	\$1,256
\$727	\$991	\$1,256
\$727	\$991	\$1,256
\$991	\$1,256	\$1,520
\$727	\$991	\$1,256
\$504	\$756	\$1,007
\$727	\$991	\$1,256
\$793	\$1,057	\$1,322
\$2,000	\$2,250	\$2,500
\$2,000	\$2,250	\$2,500
\$959	\$1,223	\$1,488

Hammonton Board of Education
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Extra Curricular Positions**Schedule E2**

2003-2004

Class Advisors

1	Twelfth Grade (x2)
2	Eleventh Grade (x2)
3	Tenth Grade (x2)
4	Ninth Grade (x2)
5	Eighth Grade (x2)
6	Seventh Grade
7	Sixth Grade

Step 1	Step 2	Step 3
\$1,601	\$1,879	\$2,158
\$1,462	\$1,741	\$2,019
\$835	\$1,113	\$1,392
\$835	\$1,113	\$1,392
\$1,323	\$1,601	\$1,879
\$697	\$975	\$1,254
\$697	\$975	\$1,254

Clubs

1	Yearbook - High School
2	Yearbook -Advisor M.S.
3	Yearbook Club E.S.
4	Yearbook/Financial Advisor H.S.
5	National Honor Society
6	Photo Club
7	F.H.A.
8	Student Council - H.S.
9	Student Council - M.S.
10	Student Council - E.S.
11	Language Club M.S.
12	Foreign Language - H.S. (x3)
13	Multi-Culturur Club H.S.
14	History Club M.S.
15	Leo Club H.S.
16	Leo Club M.S. (x2)
17	Science Club E.S.
18	Science League H.S. (x2)
19	Science Club M.S.
20	Chess Club M.S.
21	Key Club - Director
22	Environmental Outdoor Club H.S.
23	Computer Club Advisor (Co-Adv)
24	Builders' Club
25	Drama Club H.S.

Step 1	Step 2	Step 3
\$2,227	\$2,505	\$2,784
\$1,044	\$1,323	\$1,601
\$835	\$1,113	\$1,392
\$1,010	\$1,288	\$1,567
\$906	\$1,184	\$1,462
\$766	\$1,044	\$1,323
\$766	\$1,044	\$1,323
\$1,010	\$1,288	\$1,567
\$835	\$1,113	\$1,392
\$835	\$1,113	\$1,392
\$766	\$1,044	\$1,323
\$766	\$1,044	\$1,323
\$766	\$1,044	\$1,323
\$1,113	\$1,392	\$1,671
\$835	\$1,113	\$1,392
\$766	\$1,044	\$1,323
\$836	\$1,113	\$1,392
\$766	\$1,044	\$1,323
\$766	\$1,044	\$1,323
\$1,113	\$1,392	\$1,671
\$766	\$1,044	\$1,323
\$766	\$1,044	\$1,323
\$766	\$1,044	\$1,323
\$729	\$994	\$1,259

Band

1	Band Director - H.S.
2	Band Front - H.S.
3	Asst. Band Director-H.S.
4	Band Director - M.S.
5	Band Director Ass't M.S.
6	Pom Pom
7	Choral Director H.S.
8	Choral Director - M.S.
9	Choral Assistant - M.S.
10	Jazz Band

Step 1	Step 2	Step 3
\$4,176	\$4,454	\$4,733
\$4,038	\$4,316	\$4,594
\$3,063	\$3,341	\$3,608
\$1,044	\$1,323	\$1,601
\$766	\$1,044	\$1,323
\$1,810	\$2,087	\$2,367
\$1,810	\$2,087	\$2,367
\$1,044	\$1,323	\$1,601
\$766	\$1,044	\$1,323
\$1,810	\$2,087	\$2,367

Hammonton Board of Education
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Extra Curricular PositionsSchedule E2

2003-2004

Miscellaneous

		Step 1	Step 2	Step 3
1	Musical Director (Play) - H.S.	\$2,227	\$2,505	\$2,784
2	Play Director - H.S.	\$2,227	\$2,505	\$2,784
3	Asst. Play Director - H.S.	\$1,323	\$1,601	\$1,879
4	A.V. Director - H.S.	\$1,810	\$2,087	\$2,367
5	A.V. Director - M.S.	\$906	\$1,184	\$1,462
6	Choreographer H.S.			\$683
7	Costume H.S.			\$456
8	Lighting Design H.S.			\$456
9	Musical Director H.S.	\$1,077	\$1,357	\$1,636
10	Orchestra Director H.S.	\$914	\$1,184	\$1,462
11	Playbook Coordinator H.S.			\$456
12	Set Construction H.S.			\$683
13	Technical Director	\$363		
14	Prop Supervisor	\$548		
15	Costume Supervisor	\$363		
16	Stage Manager	\$5,265	\$5,265	\$5,265
17	Summer Music Program	\$1,810	\$2,087	\$2,367
18	Accompaniest H.S.	\$548		
19	Art Director H.S.			\$797
20	Drama Director M.S.	\$766	\$1,044	\$1,323
21	Drama Assistant Director M.S.	\$513	\$697	\$887
22	Set Designer M.S.	\$230	\$313	\$397
23	Lighting Design M.S.	\$230	\$313	\$397
24	F.B.L.A. - H.S.	\$766	\$1,044	\$1,323
25	School Store Advisor - H.S.	\$1,392	\$1,671	\$1,949
26	School Store - M.S.	\$835	\$1,113	\$1,392
27	Safety Patrol Advisor - E.S.	\$835	\$1,113	\$1,392
28	School Newspaper - H.S.	\$1,010	\$1,288	\$1,567
29	School Newspaper - M.S.	\$835	\$1,113	\$1,392
30	Asst. Newspaper Editor - M.S.	\$531	\$796	\$1,060
31	School Newspaper - E.S.	\$835	\$1,113	\$1,392
32	Intramural Director - M.S.	\$557	\$836	\$1,113
33	Intramural Basketball - M.S. (x6)	\$418	\$697	\$975
34	Intramural Bowling - M.S.	\$766	\$1,044	\$1,323
35	Intramural Flag Football - M.S. (x2)	\$418	\$697	\$975
36	Intramural Softball - M.S. (x6)	\$418	\$697	\$975
37	Intramural Volleyball - M.S. (x2)	\$418	\$697	\$975
38	Wrestling M.S. (x2)	\$418	\$697	\$975
39	Softball E.S. (x3)	\$418	\$697	\$975
40	Baseball E.S. (x3)	\$418	\$697	\$975
41	Cheerleaders - Eighth Grade - M.S.	\$557	\$836	\$1,113
42	Mock Trial Advisor - H.S. (x2)	\$1,044	\$1,323	\$1,601
43	R.O.G.A.T.E. - M.S.	\$906	\$1,184	\$1,462
44	S.A.A.D. Advisor - H.S.	\$766	\$1,044	\$1,323
45	Peer Mediation - H.S. (x2)	\$2,227	\$2,505	\$2,784
46	Peer Support H.S. (x2)	\$2,227	\$2,505	\$2,784
47	Peer Support Advisor M.S. (x2)	\$1,044	\$1,323	\$1,601
48	Academic Challenge (x2)	\$766	\$1,044	\$1,323

Extra Curricular Positions

Schedule E2

2003-2004

Miscellaneous

		Step 1	Step 2	Step 3
49	Academic Excellence H.S.	\$766	\$1,044	\$1,323
50	M.A.S.H - H.S.	\$766	\$1,044	\$1,323
51	World Affairs H.S.	\$766	\$1,044	\$1,323
52	Library Aides Advisor	\$1,044	\$1,323	\$1,601
53	Think Day M.S.	\$766	\$1,044	\$1,323
54	Think Day Asst. M.S.	\$531	\$796	\$1,060
55	Arts & Crafts M.S.	\$766	\$1,044	\$1,323
56	Bagel Express M.S.	\$835	\$1,113	\$1,392
57	Interventional & Referral Adv. (x4)	\$2,106	\$2,369	\$2,633
58	PASS M.S. (x4)	\$2,106	\$2,369	\$2,633
59	SRA H.S. (x2)	\$1,010	\$1,288	\$1,567

Hammonton Board of Education
- and -
Hammonton Education Association

Extra Curricular Positions**Schedule E3**

2004-2005

Class Advisors

1	Twelfth Grade (x2)
2	Eleventh Grade (x2)
3	Tenth Grade (x2)
4	Ninth Grade (x2)
5	Eighth Grade (x2)
6	Seventh Grade
7	Sixth Grade

Step 1	Step 2	Step 3
\$1,685	\$1,978	\$2,271
\$1,539	\$1,832	\$2,125
\$879	\$1,171	\$1,465
\$879	\$1,171	\$1,465
\$1,392	\$1,685	\$1,978
\$734	\$1,026	\$1,320
\$734	\$1,026	\$1,320

Clubs

1	Yearbook - High School
2	Yearbook -Advisor M.S.
3	Yearbook Club E.S.
4	Yearbook/Financial Advisor H.S.
5	National Honor Society
6	Photo Club
7	F.H.A.
8	Student Council - H.S.
9	Student Council - M.S.
10	Student Council - E.S.
11	Language Club M.S.
12	Foreign Language - H.S. (x3)
13	Multi-Culturer Club H.S.
14	History Club M.S.
15	Leo Club H.S.
16	Leo Club M.S. (x2)
17	Science Club E.S.
18	Science League H.S. (x2)
19	Science Club M.S.
20	Chess Club M.S.
21	Key Club - Director HS
22	Environmental Outdoor Club H.S.
23	Computer Club Advisor (Co-Adv)
24	Builders' Club
25	Drama Club H.S.

Step 1	Step 2	Step 3
\$2,344	\$2,637	\$2,930
\$1,099	\$1,392	\$1,685
\$879	\$1,171	\$1,465
\$1,063	\$1,356	\$1,649
\$954	\$1,246	\$1,539
\$806	\$1,099	\$1,392
\$806	\$1,099	\$1,392
\$1,063	\$1,356	\$1,649
\$879	\$1,171	\$1,465
\$879	\$1,171	\$1,465
\$806	\$1,099	\$1,392
\$806	\$1,099	\$1,392
\$806	\$1,099	\$1,392
\$1,171	\$1,465	\$1,759
\$879	\$1,171	\$1,465
\$806	\$1,099	\$1,392
\$879	\$1,171	\$1,465
\$806	\$1,099	\$1,392
\$806	\$1,099	\$1,392
\$1,171	\$1,465	\$1,759
\$806	\$1,099	\$1,392
\$806	\$1,099	\$1,392
\$806	\$1,099	\$1,392
\$767	\$1,046	\$1,325

Band

1	Band Director - H.S.
2	Band Front - H.S.
3	Asst. Band Director-H.S.
4	Band Director - M.S.
5	Band Director Ass't M.S.
6	Pom Pom
7	Choral Director H.S.
8	Choral Director - M.S.
9	Choral Assistant - M.S.
10	Jazz Band

Step 1	Step 2	Step 3
\$4,395	\$4,688	\$4,981
\$4,250	\$4,543	\$4,835
\$3,224	\$3,516	\$3,797
\$1,099	\$1,392	\$1,685
\$806	\$1,099	\$1,392
\$1,905	\$2,197	\$2,491
\$1,905	\$2,197	\$2,491
\$1,099	\$1,392	\$1,685
\$806	\$1,099	\$1,392
\$1,905	\$2,197	\$2,491

Hammonton Board of Education
- and -
Hammonton Education Association

Extra Curricular Positions**Schedule E3**

2004-2005

Miscellaneous

		Step 1	Step 2	Step 3
1	Musical Director (Play) - H.S.	\$2,344	\$2,637	\$2,930
2	Play Director - H.S.	\$2,344	\$2,637	\$2,930
3	Asst. Play Director - H.S.	\$1,392	\$1,685	\$1,978
4	A.V. Director - H.S.	\$1,905	\$2,197	\$2,491
5	A.V. Director - M.S.	\$954	\$1,246	\$1,539
6	Choreographer H.S.			\$719
7	Costume H.S.			\$480
8	Lighting Design H.S.			\$480
9	Musical Director H.S.	\$1,134	\$1,428	\$1,722
10	Orchestra Director H.S.	\$962	\$1,246	\$1,539
11	Playbook Coordinator H.S.			\$480
12	Set Construction H.S.			\$719
13	Technical Director	\$382		
14	Prop Supervisor	\$577		
15	Costume Supervisor	\$382		
16	Stage Manager	\$5,541	\$5,541	\$5,541
17	Summer Music Program	\$1,905	\$2,197	\$2,491
18	Accompaniest H.S.	\$577		
19	Art Director H.S.			\$839
20	Drama Director M.S.	\$806	\$1,099	\$1,392
21	Drama Assistant Director M.S.	\$540	\$734	\$934
22	Set Designer M.S.	\$242	\$329	\$418
23	Lighting Design M.S.	\$242	\$329	\$418
24	F.B.L.A. - H.S.	\$806	\$1,099	\$1,392
25	School Store Advisor - H.S.	\$1,465	\$1,759	\$2,051
26	School Store - M.S.	\$879	\$1,171	\$1,465
27	Safety Patrol Advisor - E.S.	\$879	\$1,171	\$1,465
28	School Newspaper - H.S.	\$1,063	\$1,356	\$1,649
29	School Newspaper - M.S.	\$879	\$1,171	\$1,465
30	Asst. Newspaper Editor - M.S.	\$559	\$838	\$1,116
31	School Newspaper - E.S.	\$879	\$1,171	\$1,465
32	Intramural Director - M.S.	\$586	\$880	\$1,171
33	Intramural Basketball - M.S. (x6)	\$440	\$734	\$1,026
34	Intramural Bowling - M.S.	\$806	\$1,099	\$1,392
35	Intramural Flag Football - M.S. (x2)	\$440	\$734	\$1,026
36	Intramural Softball - M.S. (x6)	\$440	\$734	\$1,026
37	Intramural Volleyball - M.S. (x6)	\$440	\$734	\$1,026
38	Wrestling M.S. (x2)	\$440	\$734	\$1,026
39	Softball E.S. (x3)	\$440	\$734	\$1,026
40	Baseball E.S. (x3)	\$440	\$734	\$1,026
41	Cheerleaders - Eighth Grade - M.S.	\$586	\$880	\$1,171
42	Mock Trial Advisor - H.S. (x2)	\$1,099	\$1,392	\$1,685
43	R.O.G.A.T.E. - M.S.	\$954	\$1,246	\$1,539
44	S.A.A.D. Advisor - H.S.	\$806	\$1,099	\$1,392
45	Peer Mediation - H.S. (x2)	\$2,344	\$2,637	\$2,930
46	Peer Support H.S.(x2)	\$2,344	\$2,637	\$2,930
47	Peer Support Advisor M.S. (x2)	\$1,099	\$1,392	\$1,685
48	Academic Challenge (x2)	\$806	\$1,099	\$1,392

Extra Curricular Positions

Schedule E3

2004-2005

Miscellaneous

49	Academic Excellence H.S.
50	M.A.S.H - H.S.
51	World Affairs H.S.
52	Library Aides Advisor
53	Think Day M.S.
54	Think Day Asst. M.S.
55	Arts & Crafts M.S.
56	Bagel Express M.S.
57	Interventional & Referral Adv. (x4)
58	PASS M.S. (x4)
59	SRA H.S. (x2)

Step 1	Step 2	Step 3
\$806	\$1,099	\$1,392
\$806	\$1,099	\$1,392
\$806	\$1,099	\$1,392
\$1,099	\$1,392	\$1,685
\$806	\$1,099	\$1,392
\$559	\$838	\$1,116
\$806	\$1,099	\$1,392
\$879	\$1,171	\$1,465
\$2,217	\$2,493	\$2,771
\$2,217	\$2,493	\$2,771
\$1,063	\$1,356	\$1,649

Schedule F-1 Coaches Salary Guide

Activity	Step one	two	three	four	Step one	two	three	four
Athletic Trainer								
Athletic Trainer HS	0.09	0.10	0.11	0.12	3,973	4,415	4,856	5,298
Athletic Trainer MS	0.05	0.06	0.07	0.08	2,207	2,649	3,090	3,532
Football								
Head Coach	0.12	0.13	0.14	0.15	5,298	5,739	6,180	6,622
Assistant Coach	0.08	0.09	0.10	0.11	3,532	3,973	4,415	4,856
Boy's Basketball								
Head Coach	0.10	0.11	0.12	0.13	4,415	4,856	5,298	5,739
Assistant Coach	0.06	0.07	0.08	0.09	2,649	3,090	3,532	3,973
Middle School	0.06	0.07	0.08	0.09	2,649	3,090	3,532	3,973
Assistant Coach MS	0.03	0.035	0.04	0.045	1,324	1,545	1,766	1,987
Girl's Basketball								
Head Coach	0.10	0.11	0.12	0.13	4,415	4,856	5,298	5,739
Assistant Coach	0.06	0.07	0.08	0.09	2,649	3,090	3,532	3,973
Middle School	0.06	0.07	0.08	0.09	2,649	3,090	3,532	3,973
Assistant Coach MS	0.03	0.035	0.04	0.045	1,324	1,545	1,766	1,987
Baseball								
HS Head Coach	0.09	0.10	0.11	0.12	3,973	4,415	4,856	5,298
Assistant Coach	0.05	0.06	0.07	0.08	2,207	2,649	3,090	3,532
MS Head Coach	0.05	0.06	0.07	0.08	2,207	2,649	3,090	3,532
Assistant Coach MS	0.025	0.03	0.035	0.04	1,104	1,324	1,545	1,766
Softball								
Head Coach	0.09	0.10	0.11	0.12	3,973	4,415	4,856	5,298
Assistant Coach	0.05	0.06	0.07	0.08	2,207	2,649	3,090	3,532
MS Head Coach	0.05	0.06	0.07	0.08	2,207	2,649	3,090	3,532
Assistant Coach MS	0.025	0.03	0.035	0.04	1,104	1,324	1,545	1,766
Vars Track								
Head Coach	0.09	0.10	0.11	0.12	3,973	4,415	4,856	5,298
Assistant Coach	0.05	0.06	0.07	0.08	2,207	2,649	3,090	3,532
MS Head Coach	0.05	0.06	0.07	0.08	2,207	2,649	3,090	3,532
Assistant Coach MS	0.025	0.03	0.035	0.04	1,104	1,324	1,545	1,766
Girls Track								
Head Coach	0.09	0.10	0.11	0.12	3,973	4,415	4,856	5,298
Assistant Coach	0.05	0.06	0.07	0.08	2,207	2,649	3,090	3,532
MS Head Coach	0.05	0.06	0.07	0.08	2,207	2,649	3,090	3,532
Assistant Coach MS	0.025	0.03	0.035	0.04	1,104	1,324	1,545	1,766
Field Hockey								
Head Coach	0.09	0.10	0.11	0.12	3,973	4,415	4,856	5,298
Assistant Coach	0.05	0.06	0.07	0.08	2,207	2,649	3,090	3,532
Head Coach MS	0.05	0.06	0.07	0.08	2,207	2,649	3,090	3,532
Assistant Coach MS	0.025	0.03	0.035	0.04	1,104	1,324	1,545	1,766
Tennis								
HS Girl's Head Coach	0.04	0.05	0.06	0.07	1,766	2,207	2,649	3,090
HS Boy's Head Coach	0.04	0.05	0.06	0.07	1,766	2,207	2,649	3,090
HS Girl's Assistant Coach	0.02	0.03	0.04	0.05	883	1,324	1,766	2,207
MS Head Coach	0.02	0.03	0.04	0.05	883	1,324	1,766	2,207
Cross Country								
HS Girl's Head Coach	0.04	0.05	0.06	0.07	1,766	2,207	2,649	3,090
HS Boy's Head Coach	0.04	0.05	0.06	0.07	1,766	2,207	2,649	3,090
MS Head Coach	0.02	0.03	0.04	0.05	883	1,324	1,766	2,207
Golf								
Head Coach	0.04	0.05	0.06	0.07	1,766	2,207	2,649	3,090
Bowling								
Girl's Head Coach	0.04	0.05	0.06	0.07	1,766	2,207	2,649	3,090
Boy's Head Coach	0.04	0.05	0.06	0.07	1,766	2,207	2,649	3,090
Wrestling								
Head Coach	0.10	0.11	0.12	0.13	4,415	4,856	5,298	5,739
Assistant Coach	0.06	0.07	0.08	0.09	2,649	3,090	3,532	3,973
MS Head Coach	0.06	0.07	0.08	0.09	2,649	3,090	3,532	3,973
Assistant Coach MS	0.03	0.035	0.04	0.045	1,324	1,545	1,766	1,987

Boy's Soccer

Head Coach	0.09	0.10	0.11	0.12	3,973	4,415	4,856	5,298
Assistant Coach	0.05	0.06	0.07	0.08	2,207	2,649	3,090	3,532
MS Head Coach	0.05	0.06	0.07	0.08	2,207	2,649	3,090	3,532
Assistant Coach MS	0.025	0.03	0.035	0.04	1,104	1,324	1,545	1,766

Girls Soccer

Head Coach	0.09	0.10	0.11	0.12	3,973	4,415	4,856	5,298
Assistant Coach	0.05	0.06	0.07	0.08	2,207	2,649	3,090	3,532
MS Head Coach	0.05	0.06	0.07	0.08	2,207	2,649	3,090	3,532
Assistant Coach MS	0.025	0.03	0.035	0.04	1,104	1,324	1,545	1,766

Swimming

Head Coach	0.09	0.10	0.11	0.12	3,973	4,415	4,856	5,298
Assistant Coach	0.05	0.06	0.07	0.08	2,207	2,649	3,090	3,532

Cheerleader Advisor

Head Coach Fall Season	0.03	0.04	0.05	0.06	1,324	1,766	2,207	2,649
Assistant Coach Fall Season	0.01	0.02	0.03	0.04	441	883	1,324	1,766
Head Coach Winter Season	0.03	0.04	0.05	0.06	1,324	1,766	2,207	2,649
Assistant Coach Winter Season	0.01	0.02	0.03	0.04	441	883	1,324	1,766

Volleyball MS

Head Coach MS	0.02	0.03	0.04	0.05	883	1,324	1,766	2,207
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Athletic Weight Training HS	0.015	0.025	0.035	0.045	662	1,104	1,545	1,987
Weight Training MS	0.01	0.02	0.03	0.04	441	883	1,324	1,766
Site Manager MS	0.09	0.10	0.11	0.12	3,973	4,415	4,856	5,298

Schedule F-2 Coaches Salary Guide

Activity	Step				Step			
	one	two	three	four	one	two	three	four
Athletic Trainer								
Athletic Trainer HS	0.09	0.10	0.11	0.12	4,149	4,610	5,071	5,532
Athletic Trainer MS	0.05	0.06	0.07	0.08	2,305	2,766	3,227	3,688
Football								
Head Coach	0.12	0.13	0.14	0.15	5,532	5,992	6,453	6,914
Assistant Coach	0.08	0.09	0.10	0.11	3,688	4,149	4,610	5,071
Boy's Basketball								
Head Coach	0.10	0.11	0.12	0.13	4,610	5,071	5,532	5,992
Assistant Coach	0.06	0.07	0.08	0.09	2,766	3,227	3,688	4,149
Middle School	0.06	0.07	0.08	0.09	2,766	3,227	3,688	4,149
Assistant Coach MS	0.03	0.035	0.04	0.045	1,383	1,613	1,844	2,074
Girl's Basketball								
Head Coach	0.10	0.11	0.12	0.13	4,610	5,071	5,532	5,992
Assistant Coach	0.06	0.07	0.08	0.09	2,766	3,227	3,688	4,149
Middle School	0.06	0.07	0.08	0.09	2,766	3,227	3,688	4,149
Assistant Coach MS	0.03	0.035	0.04	0.045	1,383	1,613	1,844	2,074
Baseball								
HS Head Coach	0.09	0.10	0.11	0.12	4,149	4,610	5,071	5,532
Assistant Coach	0.05	0.06	0.07	0.08	2,305	2,766	3,227	3,688
MS Head Coach	0.05	0.06	0.07	0.08	2,305	2,766	3,227	3,688
Assistant Coach MS	0.025	0.03	0.035	0.04	1,152	1,383	1,613	1,844
Softball								
HS Head Coach	0.09	0.10	0.11	0.12	4,149	4,610	5,071	5,532
Assistant Coach	0.05	0.06	0.07	0.08	2,305	2,766	3,227	3,688
MS Head Coach	0.05	0.06	0.07	0.08	2,305	2,766	3,227	3,688
Assistant Coach MS	0.025	0.03	0.035	0.04	1,152	1,383	1,613	1,844
Boys Track								
HS Head Coach	0.09	0.10	0.11	0.12	4,149	4,610	5,071	5,532
Assistant Coach	0.05	0.06	0.07	0.08	2,305	2,766	3,227	3,688
MS Head Coach	0.05	0.06	0.07	0.08	2,305	2,766	3,227	3,688
Assistant Coach MS	0.025	0.03	0.035	0.04	1,152	1,383	1,613	1,844
Girls Track								
HS Head Coach	0.09	0.10	0.11	0.12	4,149	4,610	5,071	5,532
Assistant Coach	0.05	0.06	0.07	0.08	2,305	2,766	3,227	3,688
MS Head Coach	0.05	0.06	0.07	0.08	2,305	2,766	3,227	3,688
Assistant Coach MS	0.025	0.03	0.035	0.04	1,152	1,383	1,613	1,844
Field Hockey								
Head Coach	0.09	0.10	0.11	0.12	4,149	4,610	5,071	5,532
Assistant Coach	0.05	0.06	0.07	0.08	2,305	2,766	3,227	3,688
Head Coach M.S.	0.05	0.06	0.07	0.08	2,305	2,766	3,227	3,688
Assistant Coach MS	0.025	0.03	0.035	0.04	1,152	1,383	1,613	1,844
Tennis								
HS Girl's Head Coach	0.04	0.05	0.06	0.07	1,844	2,305	2,766	3,227
HS Boy's Head Coach	0.04	0.05	0.06	0.07	1,844	2,305	2,766	3,227
HS Girls Assistant Coach	0.02	0.03	0.04	0.05	922	1,383	1,844	2,305
MS Head Coach	0.02	0.03	0.04	0.05	922	1,383	1,844	2,305
Cross Country								
HS Girl's Head Coach	0.04	0.05	0.06	0.07	1,844	2,305	2,766	3,227
HS Boy's Head Coach	0.04	0.05	0.06	0.07	1,844	2,305	2,766	3,227
MS Head Coach	0.02	0.03	0.04	0.05	922	1,383	1,844	2,305
Golf								
Head Coach	0.04	0.05	0.06	0.07	1,844	2,305	2,766	3,227
Bowling								
Girls Head Coach	0.04	0.05	0.06	0.07	1,844	2,305	2,766	3,227
Boys Head Coach	0.04	0.05	0.06	0.07	1,844	2,305	2,766	3,227

Wrestling

HS Head Coach	0.10	0.11	0.12	0.13	4,610	5,071	5,532	5,992
Assistant Coach	0.06	0.07	0.08	0.09	2,766	3,227	3,688	4,149
MS Head Coach	0.06	0.07	0.08	0.09	2,766	3,227	3,688	4,149
Assistant Coach MS	0.03	0.035	0.04	0.045	1,383	1,613	1,844	2,074

Boys Soccer

Head Coach	0.09	0.10	0.11	0.12	4,149	4,610	5,071	5,532
Assistant Coach	0.05	0.06	0.07	0.08	2,305	2,766	3,227	3,688
MS Head Coach	0.05	0.06	0.07	0.08	2,305	2,766	3,227	3,688
Assistant Coach MS	0.025	0.03	0.035	0.04	1,152	1,383	1,613	1,844

Girls Soccer

HS Head Coach	0.09	0.10	0.11	0.12	4,149	4,610	5,071	5,532
Assistant Coach	0.05	0.06	0.07	0.08	2,305	2,766	3,227	3,688
MS Head Coach	0.05	0.06	0.07	0.08	2,305	2,766	3,227	3,688
Assistant Coach MS	0.025	0.03	0.035	0.04	1,152	1,383	1,613	1,844

Swimming

Head Coach	0.09	0.10	0.11	0.12	4,149	4,610	5,071	5,532
Assistant Coach	0.05	0.06	0.07	0.08	2,305	2,766	3,227	3,688

Cheerleader Advisor

Head Coach Fall Season	0.03	0.04	0.05	0.06	1,383	1,844	2,305	2,766
Assistant Coach Fall Season	0.01	0.02	0.03	0.04	461	922	1,383	1,844
Head Coach Winter Season	0.03	0.04	0.05	0.06	1,383	1,844	2,305	2,766
Assistant Coach Winter Season	0.01	0.02	0.03	0.04	461	922	1,383	1,844

Volleyball

Head Coach MS	0.02	0.03	0.04	0.05	922	1,383	1,844	2,305
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Athletic Weight Training HS	0.015	0.025	0.035	0.045	691	1,152	1,613	2,074
Weight Training MS	0.01	0.02	0.03	0.04	461	922	1,383	1,844
Site Manager MS	0.09	0.10	0.11	0.12	4,149	4,610	5,071	5,532

Schedule F-3 Coaches Salary Guide

<i>Activity</i>	Step one	two	three	four	Step one	two	three	four
Athletic Trainer								
Athletic Trainer HS	0.09	0.10	0.11	0.12	4,426	4,918	5,410	5,902
Athletic Trainer MS	0.05	0.06	0.07	0.08	2,459	2,951	3,443	3,935
Football								
Head Coach	0.12	0.13	0.14	0.15	5,902	6,394	6,885	7,377
Assistant Coach	0.08	0.09	0.10	0.11	3,935	4,426	4,918	5,410
Boy's Basketball								
Head Coach	0.10	0.11	0.12	0.13	4,918	5,410	5,902	6,394
Assistant Coach	0.06	0.07	0.08	0.09	2,951	3,443	3,935	4,426
Middle School	0.06	0.07	0.08	0.09	2,951	3,443	3,935	4,426
Assistant Coach MS	0.03	0.035	0.04	0.045	1,475	1,721	1,967	2,213
Girl's Basketball								
Head Coach	0.10	0.11	0.12	0.13	4,918	5,410	5,902	6,394
Assistant Coach	0.06	0.07	0.08	0.09	2,951	3,443	3,935	4,426
Middle School	0.06	0.07	0.08	0.09	2,951	3,443	3,935	4,426
Assistant Coach MS	0.03	0.035	0.04	0.045	1,475	1,721	1,967	2,213
Baseball								
HS Head Coach	0.09	0.10	0.11	0.12	4,426	4,918	5,410	5,902
Assistant Coach	0.05	0.06	0.07	0.08	2,459	2,951	3,443	3,935
MS Head Coach	0.05	0.06	0.07	0.08	2,459	2,951	3,443	3,935
Assistant Coach MS	0.025	0.03	0.035	0.04	1,230	1,475	1,721	1,967
Softball								
HS Head Coach	0.09	0.10	0.11	0.12	4,426	4,918	5,410	5,902
Assistant Coach	0.05	0.06	0.07	0.08	2,459	2,951	3,443	3,935
MS Head Coach	0.05	0.06	0.07	0.08	2,459	2,951	3,443	3,935
Assistant Coach MS	0.025	0.03	0.035	0.04	1,230	1,475	1,721	1,967
Boys Track								
HS Head Coach	0.09	0.10	0.11	0.12	4,426	4,918	5,410	5,902
Assistant Coach	0.05	0.06	0.07	0.08	2,459	2,951	3,443	3,935
MS Head Coach	0.05	0.06	0.07	0.08	2,459	2,951	3,443	3,935
Assistant Coach MS	0.025	0.03	0.035	0.04	1,230	1,475	1,721	1,967
Girls Track								
HS Head Coach	0.09	0.10	0.11	0.12	4,426	4,918	5,410	5,902
Assistant Coach	0.05	0.06	0.07	0.08	2,459	2,951	3,443	3,935
MS Head Coach	0.05	0.06	0.07	0.08	2,459	2,951	3,443	3,935
Assistant Coach MS	0.025	0.03	0.035	0.04	1,230	1,475	1,721	1,967
Field Hockey								
Head Coach	0.09	0.10	0.11	0.12	4,426	4,918	5,410	5,902
Assistant Coach	0.05	0.06	0.07	0.08	2,459	2,951	3,443	3,935
Head Coach MS	0.05	0.06	0.07	0.08	2,459	2,951	3,443	3,935
Assistant Coach MS	0.025	0.03	0.035	0.04	1,230	1,475	1,721	1,967
Tennis								
HS Girl's Head Coach	0.04	0.05	0.06	0.07	1,967	2,459	2,951	3,443
HS Boy's Head Coach	0.04	0.05	0.06	0.07	1,967	2,459	2,951	3,443
HS Girls Assistant Coach	0.02	0.03	0.04	0.05	984	1,475	1,967	2,459
MS Head Coach	0.02	0.03	0.04	0.05	984	1,475	1,967	2,459
Cross Country								
HS Girl's Head Coach	0.04	0.05	0.06	0.07	1,967	2,459	2,951	3,443
HS Boy's Head Coach	0.04	0.05	0.06	0.07	1,967	2,459	2,951	3,443
MS Head Coach	0.02	0.03	0.04	0.05	984	1,475	1,967	2,459
Golf								
Head Coach	0.04	0.05	0.06	0.07	1,967	2,459	2,951	3,443
Bowling								
Girls Head Coach	0.04	0.05	0.06	0.07	1,967	2,459	2,951	3,443
Boys Head Coach	0.04	0.05	0.06	0.07	1,967	2,459	2,951	3,443

Wrestling

HS Head Coach	0.10	0.11	0.12	0.13	4,918	5,410	5,902	6,394
Assistant Coach	0.06	0.07	0.08	0.09	2,951	3,443	3,935	4,426
MS Head Coach	0.06	0.07	0.08	0.09	2,951	3,443	3,935	4,426
Assistant Coach MS	0.03	0.035	0.04	0.045	1,475	1,721	1,967	2,213

Boys Soccer

HS Head Coach	0.09	0.10	0.11	0.12	4,426	4,918	5,410	5,902
Assistant Coach	0.05	0.06	0.07	0.08	2,459	2,951	3,443	3,935
MS Head Coach	0.05	0.06	0.07	0.08	2,459	2,951	3,443	3,935
Assistant Coach MS	0.025	0.03	0.035	0.04	1,230	1,475	1,721	1,967

Girls Soccer

HS Head Coach	0.09	0.10	0.11	0.12	4,426	4,918	5,410	5,902
Assistant Coach	0.05	0.06	0.07	0.08	2,459	2,951	3,443	3,935
MS Head Coach	0.05	0.06	0.07	0.08	2,459	2,951	3,443	3,935
Assistant Coach MS	0.025	0.03	0.035	0.04	1,230	1,475	1,721	1,967

Swimming

Head Coach	0.09	0.10	0.11	0.12	4,426	4,918	5,410	5,902
Assistant Coach	0.05	0.06	0.07	0.08	2,459	2,951	3,443	3,935

Cheerleader Advisor

Head Coach Fall Season	0.03	0.04	0.05	0.06	1,475	1,967	2,459	2,951
Assistant Coach Fall Season	0.01	0.02	0.03	0.04	492	984	1,475	1,967
Head Coach Winter Season	0.03	0.04	0.05	0.06	1,475	1,967	2,459	2,951
Assistant Coach Winter Season	0.01	0.02	0.03	0.04	492	984	1,475	1,967

Volleyball

Head Coach MS	0.02	0.03	0.04	0.05	984	1,475	1,967	2,459
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Athletic Weight Training HS	0.015	0.025	0.035	0.045	738	1,230	1,721	2,213
Weight Training MS	0.01	0.02	0.03	0.04	492	984	1,475	1,967
Site Manager MS	0.09	0.10	0.11	0.12	4,426	4,918	5,410	5,902

SCHEDULE G

2002-2003

Home School Teaching Salary

BS/BA Level

MS/MA Level

per hour \$27.00

per hour \$31.00

Curriculum Tutorial

per hour \$27.00

Child Study Team

Stipend

\$ 1,055

C.I.E. & C.O.E.

Years of Experience

0	\$422
1	\$528
2	\$633
3	\$739
4	\$844
5	\$950
6	\$1,055
7	\$1,161

Guidance Counselor

\$1,055

NOTE:

Guidance Counselors and Child Study Team members work an additional fifteen (15) minutes per day.