

1978-79
1979-80

This agreement entered into this 4th day of December 1978 by and between the Board of Education of the School District of the Borough of Clayton, hereinafter called "Board", and the Clayton Education Association, hereinafter called "Association".

W I T N E S S E T H :

Preamble

The Clayton Board of Education and the entire staff are dedicated to the important task of providing the best education possible for the children of their district. Satisfactory fulfillment of this great responsibility requires a climate of mutual trust and dependability on the part of both board and staff. It is important, therefore, that board and staff work together cooperatively to develop personnel policies which will insure high standards of performance and at the same time, contribute to the morale and well-being of the staff. Such policies should relate to the entire certified professional staff in their respective capacities and should promote harmonious relationships among various groups as well as between the board and staff members.

PPR
Institute of Management
Labor Relations

ARTICLE 1 Grievance Procedures

A. Definitions

SEP 1980
RUTGERS UNIVERSITY

1. The term "staff" shall mean all certified professional employees of the Board, and shall include only personnel employed on a contractual basis as teachers, guidance personnel, librarians, social workers and nurses.

2. The term "grievance" shall mean a complaint concerning the interpretation, application and/or violation of the policies, agreements and administration decisions affecting a staff member.

B. Board-Staff Relations Committee

1. The "Board-Staff Relations Committee" shall be composed of three members of the Association, two members of the Board, the Superintendent of Schools and the Principal involved.
2. The duties of the Superintendent of Schools shall be:
 - (a) To convene meetings of the Board-Staff Relations Committee whenever requested to do so by the Association members thereof, the Board members thereof, or whenever necessary in his own discretion.
 - (b) To act as chairman of all meetings of the Board-Staff Relations Committee.
3. It shall be the duty of the Board-Staff Relations Committee to:
 - (a) Evaluate the problems presented to the committee.
 - (b) Gather facts to provide for a complete understanding of these problems.
 - (c) Discuss and attempt to arrive at a solution in keeping with the aims of the school district and in keeping with the philosophies of each organization.
 - (d) Present conclusions and recommendations to the Board.
4. If the Board-Staff Relations Committee is unable to reach a mutually satisfying solution to the problem being discussed, either of the representatives groups or the Superintendent of Schools reserves the right to

request a meeting with the Board in executive session and in the presence of the person or persons concerned.

5. The above procedures do not preclude the individual or staff CEA representative from carrying on conversations with and resolving complaints through the Superintendent of Schools.

C. Procedure for Processing a Grievance

1. Any staff member who alleges a grievance shall first discuss it with his principal or immediate superior or department head, if applicable, in an attempt to resolve the complaint at that level.
2. If, as a result of said discussion, the matter is not resolved to the satisfaction of the aggrieved staff member within three school days, he shall set forth his complaint in writing to the principal and file a duplicate copy with the Superintendent of Schools. The principal shall communicate his decision to the aggrieved employee and file a duplicate copy with the Superintendent of Schools, in writing within three school days after the receipt of the written complaint.
3. The Staff member may appeal the Principal's decision to the Superintendent of Schools. The appeal to the Superintendent must be made in writing and must set forth the grounds upon which the grievance is based. Such request must be made within ten school days after receiving the Principal's decision, or the right to process the grievance shall be waived. The Superintendent of Schools shall attempt to resolve the matter within a period not to exceed six school days after the receipt of

the appeal. The Superintendent of Schools shall communicate his decision in writing along with supporting reasons to the aggrieved staff member.

4. If the grievance is not settled by the Superintendent of Schools, the aggrieved staff member may appeal to the Board-Staff Relations Committee by filing a written appeal therewith, through the Superintendent of Schools, within ten consecutive days after the Superintendent's decision. Said Committee shall, within fourteen days after filing of such appeal, make a written determination, setting forth reasons thereof, as to the merits of the grievance. The Superintendent shall inform the staff member, in writing, of the Committee's determination within three school days of said determination.
5. If the Board-Staff Relations Committee determines that the grievance has merit, it shall recommend, in writing, that the grievance be heard by the Board. The Board shall hear the grievance within fifteen consecutive days of the Board-Staff Relations Committee's determination and render a decision within ten days thereafter.
6. If the Board-Staff Relations Committee determines that the grievance is without merit, it will so advise the employee, and a copy of its findings shall be sent to the Superintendent of Schools and to the Board.
7. A staff member, whose grievance has been determined to be without merit by the Board-Staff Relations Committee, shall have the right to appeal to the Board.
Said appeal shall be made in writing and filed with the secretary of the Board within ten consecutive days after

receiving written notification from the Superintendent of the Committee's determination. Thereafter, the Board shall hear the appeal within fifteen consecutive days and thereafter render a decision thereon within ten consecutive days.

ARTICLE II NEGOTIATION OF SUCCESSOR AGREEMENT

1. Negotiations for the successor agreement shall commence no later than October 1, 1979 for Salary Schedule "A" and Schedule "B" only. Remainder of contract shall be in force for 1978-79, 1979-80, and 1980-81. Contract negotiations may be opened during the term of this agreement by mutual consent.

2. ADDENDUM

Article I, Grievance Procedures

The addendum following shall simultaneously with the negotiations being completed as to Schedules A & B for 1980-81 and ratification of same by CEA and Clayton Board of Education replace existing Article I, Grievance Procedures.

ADDENDUM - ARTICLE I GRIEVANCE PROCEDURES AS PER
ARTICLE II NEGOTIATION OF SUCCESSOR AGREEMENT

ARTICLE I GRIEVANCE PROCEDURES

A. Definitions

1. The term "staff" shall mean all certified professional employees of the Board, and shall include only personnel employed on a contractual basis as teachers, guidance, personnel, librarians, social workers, and nurses.
2. The term "grievance" shall mean a complaint concerning the interpretation, application and/or violation of the policies, agreements, and administration decisions affecting a staff member.

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 - (a) Evaluate the problems presented to the committee.
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 - (c) Discuss and attempt to arrive at a solution in keeping with the aims of the school district and in keeping with the philosophies of each organization.
 - (d) Present conclusions and recommendations to the Board.
4. If the Board-Staff Relations Committee is unable to reach a mutually satisfying solution to the problem being discussed, either of the representatives groups or the Superintendent of Schools reserves the right to request a meeting with the Board in executive session and in the presence of the person or persons concerned.

5. The above procedures do not preclude the individual or staff CEA representative from carrying on conversations with and resolving complaints through the Superintendent of Schools.

C. Procedure for Processing a Grievance

1. Any staff member who alleges a grievance shall, within ten (10) consecutive days of the time he knew or should reasonably have known of its occurrence, discuss it with his principal or immediate supervisor or department head, if applicable, in an attempt to resolve the complaint at that level.
2. If, as a result of said discussion, the matter is not resolved to the satisfaction of the aggrieved staff member within three (3) school days, he shall set forth his complaint in writing within thirty (30) consecutive days of the time the staff member knew or should reasonably have known of its occurrence, to the principal and file a duplicate copy with the Superintendent of Schools. The Principal shall communicate his decision to the aggrieved staff member and file a duplicate copy with the Superintendent of Schools, in writing, within three (3) school days after the receipt of the written complaint.
3. The Staff member may appeal the Principal's decision to the Superintendent of Schools. The appeal to the Superintendent must be made in writing and must set forth the grounds upon which the grievance is based. Such request must be made within ten school days after receiving the Principal's decision, or the right to process the grievance shall be waived. The Superintendent of

Schools shall attempt to resolve the matter within a period not to exceed six school days after the receipt of the appeal. The Superintendent of Schools shall communicate his decision in writing along with supporting reasons to the aggrieved staff member.

4. If the grievance is not settled by the Superintendent of Schools, the aggrieved staff member may appeal to the Board-Staff Relations Committee by filing a written appeal therewith, through the Superintendent of Schools, within ten consecutive days after the Superintendent's decision. Said Committee shall, within fourteen days after filing of such appeal, make a written determination, setting forth reasons thereof, as to the merits of the grievance. The Superintendent shall inform the staff member, in writing, of the Committee's determination within three school days of said determination.
5. If the Board-Staff Relations Committee determines that the grievance has merit, it shall recommend, in writing, that the grievance be heard by the Board. The Board shall hear the grievance within fifteen consecutive days of the Board-Staff Relations Committee's determination and render a decision within ten days thereafter.
6. If the Board-Staff Relations Committee determines that the grievance is without merit, it will so advise the employee, and a copy of its findings shall be sent to the Superintendent of Schools and to the Board.

7. A staff member, whose grievance has been determined to be without merit by the Board-Staff Relations Committee, shall have the right to appeal to the Board. Said appeal shall be made in writing and filed with the secretary of the Board within ten consecutive days after receiving written notification from the Superintendent of the Committee's determination. Thereafter, the Board shall hear the appeal within fifteen consecutive days and thereafter render a decision thereon within ten consecutive days. The decision of the Board shall be final except as to those grievances based upon an allegation that there has been a violation of the express written terms of this agreement.
8. If the grievance is based upon an allegation that there has been a violation of the express written terms of this agreement and the staff member is not satisfied with the decision of the Board and he, with the consent of the association, wishes review by a third party, he shall so advise the Board in writing, through the Superintendent of Schools, of his election to submit the grievance to advisory arbitration. Such election and notice shall be made within ten (10) consecutive days from receipt of the Board's decision.
 - (a) Within twenty (20) consecutive days after such written notice of submission to arbitration, the Board and the Association shall attempt to agree upon a mutually acceptable arbitor and shall obtain a commitment from said arbitor to serve. If the parties are unable to agree upon an arbitor or to

obtain such a commitment within the specified period, a request for a list of arbitors may be made to the American Arbitration Association by either party. The parties shall then be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitor. The arbitor shall limit himself to issues submitted to him and shall consider nothing else. He can add nothing to nor subtract anything from the express written terms of this agreement.

- (b) The arbitor so selected shall confer with the representatives of the Board and the Association and hold hearings promptly and shall issue his decision not later than twenty (20) days from the date of the close of the hearings or, if oral hearings have been waived, then from the date the final statements and proofs on the issues are submitted to him. The arbitor's decision shall be in writing and shall set forth his findings of fact, reasoning and conclusions on the issues submitted. The arbitor shall be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this agreement. The decision of the arbitor shall be submitted to the Board and the Association and shall be advisory in nature.
- (c) The costs for the services of the arbitor, including per diem expenses, if any, and actual and necessary travel, subsistence expenses and the cost of hearing

rooms shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring same.

- (d) If time is lost by any staff member due to arbitration proceedings necessitating the retention of a substitute, the Board will pay the cost of the substitute. The time lost by the teacher must either be without pay or charged to personal time.

ARTICLE III BOARD RIGHTS CLAUSE

Board Rights - The board reserves to itself sole jurisdiction, authority and responsibility over matters of policy and retains the right, subject only to the limitations imposed by the language of this agreement, Chapter 123, in accordance with applicable laws and regulations (a) to direct employees of the school district; (b) to hire, promote, transfer, assign, and retain employees in positions in the school district, and to suspend, demote, discharge, or take other disciplinary action against employees; (c) to relieve employees from duty because of lack of work or for other legitimate reasons; (d) to maintain efficiency of the school district operations entrusted to them; (e) to determine the methods, means and personnel by which such operations are to be conducted; and (f) to take whatever actions may be necessary to carry out the mission of the school district in situations of emergency.

ARTICLE IV STAFF RIGHTS

A. Whenever any staff member is required to appear before the Superintendent for the purpose of formal disciplinary action, then he shall be given prior written notice of the reasons for such meeting or interview and shall be

- entitled to have one representative of the teaching profession present to advise him and represent him during such meeting or interview.
- B. When any staff member is required to appear before the Board or any committee for the purpose of disciplinary action, then he shall be given two week days (Mon. - Fri.) prior written notice of the reasons for such meeting or interview and shall be entitled to one or more representative of the teaching profession to advise him and represent him during such meeting or interview.
- C. The staff member shall determine grades within the grading policy of the Clayton School District. The teacher shall be answerable to the administration and Board of Education for the method of arriving at such grades and must be prepared to show that they are not arbitrary and capricious.
- D. Any staff member denied pay for any reason, shall be notified in writing of such denial five days prior to the issuing of the pay check containing the deduction.
- E. Staff members shall receive the agenda of any meeting called by the administration at ~~least~~ one day prior to the meeting. Items may be added to agenda if necessary.

ARTICLE V ASSOCIATION RIGHTS AND PRIVILEGES

- A. The association may use school facilities and equipment, including typewriters, mimeo machines, other duplicating equipment, calculating machines and all types of Audio-Visual equipment at reasonable times subject to the approval of the building principal. Such equipment to be used by the Association for Clayton School business

only. All supplies used will be provided and paid for by the CEA.

- B. Profits from vending machines in the staff dining rooms belong to the Association for improvement to faculty rooms or for welfare. If any additional vending machines are installed they must be approved by the Board of Education.
- C. The Association shall be allocated meeting time on orientation day immediately before the lunch break, or at some other time acceptable to the Superintendent.
- D. The Association may submit suggestions six (6) weeks prior to scheduled In-Service programs.

ARTICLE VI TEACHING HOURS AND TEACHING LOAD

- A. Non-classroom teaching staff members shall accomplish preparation periods in their assigned areas.
 - (1) Reasonable time for a break is permissible. Abuse will be subject to the proper authoritative action.
- B. It is acknowledged by both parties hereto that extra-curricular activities are a necessary and important adjunct to the scholastic pursuits of the students, and the Board, Administration and teachers have the responsibility of assuring adequate professional guidance of these activities. The administration shall notify staff members of vacancies by posting such vacancies for three (3) days while school is in session on the bulletin board in the faculty room and accept applications from interested parties; but should no applications be secured, the administration shall have the right to assign a teacher to fill the position, and compensation (if any)

shall be in accordance with that agreed upon by the Association and the Board.

- C. Elementary teachers shall remain twenty-five (25) minutes after the close of the school day and be available to students for extra help. High School and Middle School teachers school day will be 7 hours and 10 minutes. The school day will not begin before 7:55 a.m. nor end later than 3:25 p.m.
- D. The Superintendent or Administrators with the approval of the Superintendent may require one meeting per month of one hour duration at the close of the school day. The above does not in any way affect building principal and staff meetings or departmental meetings for general school operational purposes.
- E. Staff who participate in instructional activities outside school hours (including, but not limited to bedside instruction, drivers' education, and library supervision) shall be compensated at the rate of \$6.50 per hour.

ARTICLE VII NON-TEACHING DUTIES

- A. Staff members shall not be required to drive students to activities which take place away from the school building. A staff member may do so voluntarily with the advance approval of his principal providing said teacher is currently approved by the Board of Education for endorsement on the Board's Comprehensive Automobile Liability Insurance Policy. He shall be compensated at the rate of fifteen (15) cents per mile for use of his own automobile.

- B. The Board shall arrange for and maintain appropriate insurance to cover all damages, losses and expenses incurred by a teacher against whom any action shall be brought for any act or omission arising out of the authorized use of his automobile while driving students to or from authorized school activities. The Board of Education liability shall not exceed the limit provided for in such insurance contracts.

ARTICLE VIII STAFF SALARY GUIDE

- A. The salaries of all staff members covered by this agreement shall be set forth in Schedule "A", which is attached hereto and amended part hereof.
- B. The compensation for staff members who are appointed by the Board for co-curricular activities shall be paid the additional compensation as set forth in Schedule "B", which is attached hereto and made a part hereof.

ARTICLE IX TEACHERS ASSIGNMENTS

- A. All teachers to be re-employed for the forthcoming year shall receive their contracts by April 30. Signed contracts are to be returned to the Superintendent's office no later than fifteen (15) school days after the receipt of the contract. If not returned by said date, the position may be declared vacant. A list of known vacancies shall be posted in both school buildings no later than 15 days after contracts are returned.

ARTICLE X SICK LEAVE

- A. The term "sick leave" is hereby defined to mean the absence from his or her post of duty, of any staff member because of personal disability due to illness or

- injury, or because he or she has been excluded from school by the school district's medical authorities on account of a contagious disease or of being quarantined for such a disease in his or her immediate household.
- B. All staff members covered by this agreement shall be allowed sick leave with full pay for a minimum of 10 school days in any school year: provided however, that any such member employed after December 1 of the current school year shall be allowed sick leave with full pay for a minimum of 6 school days in the current school year.
- C. Medical verification may be required according to existing Board policy.
- D. If any staff member requires in any school year less than the specified number of days of sick leave with pay allowed, all days of such minimum sick leave not utilized that year shall be accumulative to be used for additional sick leave as needed in subsequent years.
- E. Staff members shall be given a written accounting of accumulated sick leave days no later than the opening day of each school year.

ARTICLE XI TEMPORARY LEAVES OF ABSENCE

- A. All professionally certified staff members shall be entitled to the following temporary non-accumulative leaves of absence each year:
1. Applications for leave under this Article must be made at least two (2) days before taking the leave (except in emergencies). The Superintendent shall approve up to two (2) days with pay for personal, legal, business, household, or family matters which

require absence during school hours and the applicant for such leave shall not be required to state the reason for taking such leave other than that he is taking it under this Section.

(a) Leave under Article XA1 shall not be taken the day before or after a holiday or long weekend without approval of the Superintendent

2. Should the Superintendent deem it necessary for additional leaves of absence, the applicant shall receive the difference between the contractual salary and the substitute's pay. Leave under Section XA2 must be requested in advance.
3. Absence due to death in the immediate family allowed with pay up to a maximum of three (3) days. Immediate family means husband, wife, father, mother, child, brother, sister, mother-in-law, or father-in-law. Leave beyond three (3) days may be approved by the Superintendent. Leave due to death of paternal or maternal grandparents allowed one (1) day with pay.

(a) Additional leave may be approved by the Superintendent
4. All deductions shall be based on 1/200 of yearly salary.

ARTICLE XII NO STRIKE CLAUSE

- A. The Association covenants and agrees that during the term of this agreement neither the teacher organization nor any person acting in its behalf will cause, authorize, or support, nor will any of its members take part in any strike or walkout.
- B. Nothing contained in the Agreement shall be construed to

limit or restrict the Board in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity for injunction or damages or both in the event of such breach by the Association or its members.

ARTICLE XIII SABBATICAL LEAVES

A. A sabbatical leave shall be granted to eligible professionally certified employees for study or for other reasons of value to the school system upon recommendation of the Superintendent of Schools and the approval of the Board, subject to:

1. Requests for sabbatical leaves must be received by the Superintendent in writing no later than Dec. 1, and action will be taken on all such requests no later than the first regular scheduled meeting in March of such year preceding the school year for which the sabbatical leave is requested.
2. The certified professional employee requesting a sabbatical leave must have completed at least nine (9) full years of service in the Clayton School District. In addition, the applicant must have evidenced continued professional growth and teaching competency during his years of service in the district.
3. A certified professional employee on an approved sabbatical leave (either for one-half of a school year or for a full school year) shall be paid by the Board of Education at fifty percent (50%) of the salary rate which he would have received if he had remained on active duty.

- 4. Upon return from sabbatical leave, a teacher shall be placed on the salary schedule at the level which he would have achieved if he remained actively employed in the system during the period of sabbatical leave.
- 5. All monies or equal portions thereof paid to a person on sabbatical leave shall be returned to the Board of Education if the person granted the sabbatical leave fails to remain in the employ of the Clayton Board of Education for a period of two (2) complete school years, after completion of sabbatical leave.

ARTICLE XIV ENTIRE AGREEMENT

A. This agreement contains all the agreements between the parties hereto and there are no other oral representation or warranties other than those contained herein. This agreement shall be and is the entire transaction between the parties, all other oral agreements other than policy or prior instruments merging into this agreement, all pursuant to Title 34, Chapter 123, Laws of 1974 of the State of New Jersey

IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed by the proper corporate officers and their corporate seal to be affixed hereto, the day and year above written.

BOARD OF EDUCATION OF THE
SCHOOL DISTRICT OF CLAYTON

ATTEST:

B. Louis Jordey
Secretary

By William M. Frame
President

CLAYTON EDUCATION ASSOCIATION

Wanda L. Sitten
Secretary

By Charles A. Farrell
President

Schedule A

- A. Schedule A shall be in force during 1978-79 and 1979-80
- B. Salary Schedule
1. For teachers who hold a bachelor's degree or its equivalent shall be as provided in Column B.
 2. For teachers who hold a bachelor's degree and have earned fifteen (15) credits after receipt of that degree shall be as provided in Column B+15.
 3. For teachers who hold a bachelor's degree and have earned thirty (30) credits after receipt of that degree shall be as provided in Column B+30.
 4. For teachers who hold a master's degree shall be as provided in Column M.
 5. For teachers who hold a master's degree and have earned fifteen (15) credits after receipt of that degree shall be as provided in Column M+15.
 6. For teachers who hold a master's degree and have earned thirty (30) credits after receipt of that degree shall be as provided in Column M+30.
- C. Substitute teachers shall receive the average daily rate of pay as that paid in the surrounding school districts. The surrounding districts shall include Pitman, Glassboro, Monroe Township, Southern Gloucester County Regional.
- D. Staff members shall receive one-half tuition up to \$120.00 per year for graduate credits in their field. Approval by the administration and Board of Education shall be required. Fall courses shall be paid no sooner than March. Spring and Summer courses shall be paid no sooner than October. A teacher must be in the employ of the Clayton Board of

Education upon reimbursement date for payment, unless the Clayton Board of Education has terminated said teacher's employment prior to reimbursement date.

- E. The Board of Education will provide health care insurance known as the New Jersey Public and School Employees Health Plan. The Board of Education shall pay full premium for full family coverage, if such coverage is selected. In lieu of the State Health Benefit program, a teacher may elect Washington National Insurance coverage under a Washington National plan, not to exceed employee single coverage costs of the New Jersey Public and School Employees Health Plan. There will be no change after September 30th. (CEA may select only one plan and members participating must select that plan to be eligible for board payment). The coverage year shall be September 1 to August 31.
- F. Teachers may expend twenty dollars per year for incidental supplies payable in December and June upon presentation of written receipts with voucher. Such supplies or educational materials shall become the property of the Clayton School District.

Go by # of years

Schedule A
1979-80

	<u>BA</u>	<u>B+15</u>	<u>B+30</u>	<u>M</u>	<u>M+15</u>	<u>M+30</u>
1	10,900	11,100	11,300	11,600	11,800	12,000
2	11,200	11,400	11,600	11,900	12,100	12,300
3	11,550	11,750	11,950	12,250	12,450	12,650
4	11,925	12,125	12,325	12,625	12,825	13,025
5	12,300	12,500	12,700	13,000	13,200	13,400
6	12,675	12,875	13,075	13,375	13,575	13,775
7	13,050	13,250	13,450	13,750	13,950	14,150
8	13,450	13,650	13,850	14,150	14,350	14,550
9	13,850	14,050	14,250	14,550	14,750	14,950
10	14,250	14,450	14,650	14,950	15,150	15,350
11	14,675	14,875	15,075	15,375	15,575	15,775
12	15,100	15,300	15,500	15,800	16,000	16,200
13	15,525	15,725	15,925	16,225	16,425	16,625
14	15,950	16,150	16,350	16,650	16,850	17,050
15	16,375	16,575	16,775	17,075	17,275	17,475

Staff members with 14 or more years experience shall receive a \$1,300.00 increase for 1979-80

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Schedule B

The Salary Schedule for Co-Curricular activities for the school year indicated.

<u>Position</u>	<u>1978-79</u>	<u>1979-80</u>	<u>Position</u>	<u>1978-79</u>	<u>1979-80</u>
Athletic Director	1600	1750	Band Director	950	1050
			Clipperettes	320	345
<u>Football</u>			Weight Training	850	875
Head Coach	1450	1550			
Ass't. Coach	850	910	<u>Advisors</u>		
Asst. Coach	850	910	Grade 12	300	350
Freshman Coach	775	850	Grade 11	300	350
Freshman Coach	775	850	Grade 10	250	275
			Grade 9	250	275
<u>Basketball - Boys</u>			Yearbook	525-675	575-725
Head Coach	1110	1210	Financial	275	300
Ass't. Coach	675	750	Dramatics (2 Plays)	600	650
Freshman Coach	650	710	Student Council	250	300
			Dir. of Student Act.	500	525
<u>Wrestling</u>			Safety Patrol	275	300
Head Coach	1110	1210			
Ass't. Coach	675	750	<u>Intramural Sports</u>		
			High School	275	300
<u>Baseball - Boys</u>			High School	275	300
Head Coach	1020	1120	Middle School	275	300
Ass't. Coach	625	685	Middle School	275	300
			Newspapers	300	350
<u>Basek</u>					
Head Coach - Boys	1020	1120			
Ass't. Coach	625	685			
Head Coach - Girls	1020	1120			
<u>Cross Country</u>					
Head Coach	600	700			
<u>Hockey</u>					
Head Coach	1020	1120			
Ass't. Coach	625	685			
<u>Basketball - Girls</u>					
Head Coach	1110	1210			
Ass't. Coach	675	750			
<u>Cheerleaders</u>					
Lead Advisor	550	600			
<u>Softball</u>					
Head Coach	1020	1120			
Ass't. Coach	625	675			

Schedule B (continued)

<u>Position</u>	<u>1978-79</u>	<u>1979-80</u>
<u>Clubs</u> Twelve (12) Clubs - Minimum of 10 students - Meet 20 times per year. Clubs to be determined by Board approval. Minimum meeting - 20 hours. 12 @	165	185

Curriculum Chairman

Eighty-five dollars 1978-79, One Hundred dollars 1979-80 for curriculum chairman plus \$6.50 per teaching assignment for curriculum area members exclusive of chairman as indicated.

Curriculum Chairman Secondary	85 + \$6.50	100 + \$6.50
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Elementary (4)	170	200
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Curriculum Chairman shall meet with the principal once a month at the close of the school day.

Summer Music Program	650	700
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If an assistant coach is not available, the head coach will receive a portion of the salary budgeted for the assistant upon the recommendation of the administration.

Coaches for fall sports are to be paid on December 15.
Coaches for winter sports are to be paid on March 15.
Coaches for spring sports are to be paid either on June 15 or the last day of school.

Cheerleading coach is to be paid one-half on December 15 and one-half on March 15.

Athletic Director is to be paid one-third on December 15, one-third on March 15, and one-third on June 15 or the last day of school.