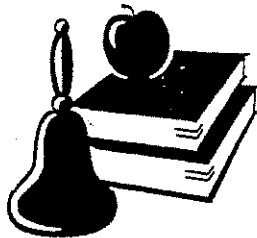


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ORANGE PUBLIC SCHOOLS  
Orange, New Jersey

AGREEMENT BETWEEN

ORANGE BOARD OF EDUCATION

AND

ORANGE EDUCATION ASSOCIATION  
TEACHERS BARGAINING UNIT

July 1, 2002 - June 30, 2005

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PREAMBLE

This Agreement entered into this month of September, 2002, by and between the Board of Education of Orange, New Jersey, hereinafter called the "Board" and Orange Education Association, hereinafter called the "Association", retroactive to July 1, 2002

WITNESSETH

WHEREAS, the Board and the Association recognize and declare that providing a quality education for the students of the Orange School District is their primary aim and that the character of such education depends predominately upon the quality of teaching, the availability of materials, the functional utility of facilities, the release of imagination in planning the application of democratic processes in administration, and the maintenance of high morale among the teaching faculty, and

WHEREAS, the members of the teaching profession are particularly qualified to advise the formulation of policies and programs designed to improve educational standards, and

WHEREAS, the Board has an obligation pursuant to Chapter 123 Public Laws, 1974, to negotiate with the Association as the representative of employees hereinafter designated with respect to the terms and conditions of employment, and

WHEREAS, the parties have reached certain understandings which they desire to confirm in this Agreement, be it

RESOLVED, in consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE I  
RECOGNITION

A. Unit

The Orange Board of Education hereby recognizes the Orange Education Association as the exclusive and sole representative for collective negotiation concerning grievances and terms and conditions of employment for all certificated personnel employed by the Board including:

Teachers

~~Guidance Counselors~~

Team Leaders

Title I Teachers

Part Time Teachers (teachers working at least 20 hours/week)

Extra Curricular Activity Advisors

Nurses

Substance Abuse Counselor

Pupil Personnel Staff

Compensatory Education Teachers

Parents as Teachers

Facilitators

but excluding:

Superintendent

Associate Superintendents  
Principals  
Assistant Principals  
Administrators  
Secretaries  
Paraprofessionals  
Elementary and Secondary Coordinators  
Systems Coordinators  
Assistant Superintendents  
Directors  
Supervisors  
Managerial and Confidential Personnel

B. Definition of Teacher

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.

- C. The Board of Education can create new positions under schedules B and D. The compensation for these new positions will be discussed with the Association's President or the President's designee and agreed to by the Board and the Association.

**ARTICLE II**  
**NEGOTIATION OF SUCCESSOR AGREEMENT**

A. Deadline Date

The Parties agree to enter into collective negotiation over a successor agreement in accordance with Chapter 123 Public Laws 1974, in good-faith effort to reach agreement on all matters concerning the terms and conditions of teacher employment. Such negotiations shall begin not later than December 1st of the school year in which this Agreement expires. Any Agreement so negotiated shall apply to all teachers, be reduced to writing, be signed by the Board and the Association, and be subject to ratification by the Board of Education and the Association membership, and shall remain in full force until a successor agreement is reached.

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- B. Personnel policies of the Board of Education shall include a procedure for the presentation, consideration, and settlement of grievances.

C. Modification

The Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

**ARTICLE III**  
**ASSOCIATION RIGHTS AND PRIVILEGES**

- A. The Board agrees to make available to the Association in response to reasonable requests from time to time all available published information concerning the district.
  - B. Whenever any representative of the Association or any teacher is mutually scheduled by the parties to participate during working hours in negotiations, grievance proceedings, conferences, or meetings, he shall suffer no loss in pay.
  - C. Representatives of the Association, the New Jersey Education Association, and the National Education Association shall be permitted to transact official Association business on school property at all reasonable times, provided that this shall not interfere with or interrupt school operations.
  - D. The Association and its representatives shall have the right to use school buildings at all reasonable hours for meetings. The principal (or the person in charge) of the building in question shall be notified in advance of the time and place of all such meetings. Prior approval by the School Business Administrator shall be obtained. This decision shall be subject to the grievance procedure.
  - E. Orientation programs for new teachers may be co-sponsored by the Board and the Association with the Association assuming equally such costs as may be mutually agreed upon during the planning of such programs. The School Board shall not assume the cost of purely social events conducted as part of such orientation programs, nor shall the Association be expected to assume the cost of speakers, consultants, and services normally considered an appropriate professional in-service training activity of a board of education.
  - F. The Board of Education shall provide a method whereby the certificated personnel through their Association, the Superintendent, and a committee of the Board of Education shall jointly develop personnel policies for presentation to the Board.
  - G. The Board agrees to consult with the Association in the formation of the school calendar.
  - H. The Association may be placed on the agenda of faculty meetings with the prior approval of the building administrator and such approval shall not be arbitrarily denied.
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**ARTICLE IV**  
**GRIEVANCE PROCEDURE**

A. Definition

A grievance is a claim by a teacher based upon the interpretation, meaning, or application of any of the provisions of this Agreement, Board of Education policy and/or administrative decisions affecting the terms and conditions of employment.

1. It is expressly understood by the parties that the decision not to renew a non-tenure teacher is final and binding by the Board of Education and not subject to the provisions of this Article.

2. Scheduling and placement of students, the scheduling of teachers and the assignment of teachers within his/her area of certification are not subject to the provisions set forth in this Article.

#### B. Purpose

1. The purpose of this procedure is to secure at the lowest possible level, equitable solutions to the problems which may, from time to time arise, affecting the welfare or terms and conditions of employment of teachers. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.
2. Nothing herein contained shall be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the administration and having the grievances adjusted without intervention of the Association provided the adjustment is not inconsistent with terms of this Agreement and that the Association has been given the opportunity to be present at such adjustment and to state its views.

#### C. Procedure

1. All "days" shall be considered "school days". School days means days when students are in attendance.
2. Since it is important that a grievance be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.
3. Every effort shall be made to resolve grievances before the end of the school year. However, vacation periods shall suspend the time limits delineated below.
4. A grievance to be considered under this procedure must be initiated within twenty (20) days from the time when the grievant knew or should have known of its occurrence.
5. Level I - A teacher with a grievance shall first discuss it with the principal or immediate supervisor either directly or through the Association's designated representative, with the objective of resolving the matter informally.
6. Level II - If the aggrieved person is not satisfied with the disposition of the grievance at Level I, the Association may refer it, within six (6) days, in writing, to the Superintendent of Schools.
7. Level III
  - a. If the Association is not satisfied with the disposition of the grievance at Level II, or if no decision has been rendered within ten (10) days after the grievance was delivered to the Superintendent or his designee, the Association shall refer the grievance to the Board of Education within ten (10) days.

- b. The Board agrees to hear Board Level grievances within the time frame of two regular Board meetings. Within twenty (20) days of that hearing, the Board agrees to forward its findings to the Association.

#### 8. Arbitration

- a. If the grievance is not resolved at Level III, at the request of the Association, the Board and the Association shall attempt to agree upon a mutually acceptable neutral arbitrator and shall obtain a commitment from said neutral arbitrator to serve. If the parties are unable to agree upon a neutral arbitrator or to obtain such commitment within ten (10) days, a request for a list of arbitrators may be made to the Public Employment Relations Commission (PERC) by either party. The parties shall then be bound by the rules and procedures of the PERC in the selection of an arbitrator.
- b. The arbitrator, so selected, shall confer with the representatives of the Board and the Association and hold hearings promptly and shall issue a decision not later than twenty (20) days from the date of the close of the hearing, or if oral hearings have been waived, then from the date of final statements and proofs on the issues are submitted.  
The arbitrator's decision shall be in writing and shall set forth findings of fact, reasoning, and conclusion on the issue submitted. The arbitrator shall be without power or authority to make any decision which requires the commission to any act prohibited by law or which violates the terms of this Agreement. The decision of the Arbitrator, which shall be binding, shall be submitted to the Board and the Association.
- c. Unless otherwise mutually agreed to, all grievance hearings shall be at some appropriate conference room in Orange and provided at the Board's expense.
- d. The cost of the services of the arbitrator, including per diem expense, if any, and the actual and necessary travel, subsistence expenses and the cost of the hearings shall be borne equally by the Board and the Association.

#### D. Rights of Teachers to Representation

1. ~~Any party in interest may be represented at all stages of the grievance procedure by himself/herself or at his/her option by a representative elected or approved by the Association.~~  
When a teacher is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance procedure.
2. No reprisals of any kind shall be taken by the Board or by any member of the administration against any party in interest, any building representative, any member of the Association or any other participant in the grievance procedure by reason of such participation.

#### E. Miscellaneous

1. If, in the judgment of the Association, a grievance affects a group or class of teachers, the Association may submit such grievances, in writing, to the Superintendent directly, and the processing of such grievance shall be commenced at Level II. The Association may process such



a grievance even though the aggrieved person does not wish to do so.

2. Decisions rendered at Levels II and III which are unsatisfactory to the aggrieved person shall be in writing made available to the parties in interest and to the Association.
3. Unless otherwise mutually agreed, all meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and the designated or selected representatives heretofore referred to in this Article.
4. Any employee in the Orange School System or any person under the supervision or control of the Orange Board of Education required by the Association and the Board shall be made available for appearance at any arbitration or grievance hearing as requested by the Association without loss of pay while attending such hearings.
5. No reprisals of any kind shall be taken by the Board or Association against any participant in the grievance procedure by reason of such participation.
6. All documents, communications and records dealing with the processing of a grievance shall be filed in separate grievance file and shall not be kept in the personnel files of any of the participants.

#### ARTICLE V TEACHER RIGHTS

- A. Pursuant to Chapter 123, Public Laws 1974, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Association and its affiliates for the purpose of engaging in negotiations and other concerted activities for mutual aid and protection as a duly selected body exercising governmental power under color of law of the State of New Jersey. The Board undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce any teacher from the enjoyment of any rights conferred by Chapter 123, Public Laws 1974, or other laws of New Jersey or the Constitutions of New Jersey and the United States, that it shall not discriminate against any teacher with respect to hours, wages, or any terms of conditions of employment by reason of his membership in the Association and its affiliates, his/her participation in any activities of the Association and its affiliates, collective negotiations with the Board, or his/her institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.
- B. Statutory Savings Clause  

Nothing contained herein shall be construed to deny or restrict any teacher such rights as he/she may have under New Jersey School Laws or other applicable laws and regulations.
- C. No teacher shall be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without just cause except as may be provided by law. Any such action asserted by the Board, or any agents or representative thereof, shall be subject to the grievance procedure herein set forth.

D. Association Identification

No teacher shall be prevented from wearing pins or other identification of membership in the Association or its affiliates.

E. Leave for Association President

Released time will be scheduled one teaching period per day in such a way that the lunch period, the preparation period and the released time period occur consecutively whenever possible.

F. Teacher Personnel Records

A teacher shall have the right, at a reasonable time, to review the contents of his/her personnel files with a representative of the personnel department and to receive copies of any documents contained therein. The teacher shall acknowledge that he/she has had the opportunity to review such material by affixing his/her signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The teacher shall also have the right to submit a written answer to such material, and his/her answer shall be reviewed by the Superintendent or his/her designee and attached to the file copy.

G. Teacher Employment

Any teacher whose employment commences prior to February 1 of any school year shall be given full credit for (1) year of service toward the next increment step for the following year provided such teacher is reappointed.

H. Any complaints regarding a teacher made to any member of the administrative staff by any parent, student, or other person who does or may influence evaluation of a teacher, shall be immediately reported to the teacher.

The principal or immediate superior shall meet with the teacher to apprise the teacher of the full nature of the complaint, and they shall attempt to resolve the matter informally.

I. An administrator or supervisor shall strive to reprimand a teacher only in private and not in the presence of peers, students or parents.

## ARTICLE VI

### TEACHING HOURS AND TEACHING LOAD

A. Length of School Day

1. The length of the teaching day shall be of a time necessary for professional employees to meet their responsibilities.
2. Teachers shall be on duty fifteen (15) minutes before school begins and remain after the dismissal of their classes as the discharge of their professional responsibilities require.

3. As professionals, teachers are expected to devote to their assignment the time necessary to meet their responsibilities. Building-based teachers shall indicate their presence for duty by entering their time of arrival/departure in the appropriate column of the faculty "sign-in" roster. Teachers with intra-district responsibilities shall indicate their presence by recording their time of arrival and departure from each assignment on the "sign-in" roster.
4. Building-based teachers may be required to remain after the end of the regular work day without additional compensation for the purpose of attending faculty or other professional meetings. Teachers may suggest items for the agenda of faculty or other professional meetings. The frequency and length of these meetings shall be reasonable and productive of better education.
5. When parent conferences are scheduled in the afternoon, teachers who have completed their conferences may leave. However, no teacher may leave earlier than the end of the normal work day. Teachers shall not be required to remain for such conferences later than 4:00 p.m.
6. There shall be no more than three required evening meetings/conferences per school year. The meetings that are required shall be established at the beginning of each school year by the administrator and the representatives of the school staff, who shall be selected by the building teachers. Required meetings beyond the three aforementioned may be called only in case of emergency and must have the approval of the Superintendent of Schools.

#### B. Teaching Hours

1. a. A flex schedule shall be implemented at the high school which permits the scheduling of an additional before and after school period. Each such period shall be of the same duration as existing instructional periods. Administration shall, in its sole discretion, schedule the flex periods to accommodate educational needs. Teachers may volunteer for assignment to either period. Teacher preferences will be honored to the extent possible, but Administration reserves the right to make all final determinations based on its discretion. All such assignments shall not be subject to the grievance procedure.
- b. Any teacher who is assigned to a morning flex period shall be released one period earlier in the afternoon. Any teacher who is assigned to an afternoon flex period shall report one period later in the morning. Assignment to a flex schedule shall not increase or diminish normal workload requirements.
2. All secondary school teachers shall have at least one (1) regular class period of preparation time each school day during which time they shall not be assigned to other duties except in an emergency.
3. The time a special teacher\* is teaching a regular teacher's class shall be used by the regular teacher as preparation time. A teacher shall be guaranteed one preparation period per day. If an elementary teacher loses a preparation period, the teacher shall be compensated at one sixth (1/6) their daily rate of pay.

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\* Special teacher is defined to include only specially certified teachers assigned exclusively to teach art, music, physical education, library and world language.

All elementary special teachers shall receive a daily preparation period. They shall not be assigned additional classes.

4. In the event a classroom teacher is assigned to cover a class or part thereof he/she shall be compensated as per the following:
  - a. For every six periods of coverage during preparation time, a secondary teacher will be compensated at the rate of one day's pay. Teachers will be asked to cover during lunch only in cases of emergency.
  - b. For all other coverage, teachers will be compensated at the rate of a day's pay when total time accumulated equals two hundred twenty-five (225) minutes. (Other coverage is defined as: any time a teacher is required to provide substitute service for 5 or more students).

### C. Teaching Load

1. Reasonable duties assigned teachers in areas of their interest and competence over and beyond their teaching duties permitted during the normal school day shall be counted as part of their teaching responsibility.
2. Mentoring assignments shall be voluntary.
3. All secondary (7-12) teachers shall teach a maximum of 25 periods per week, except non-core academic teachers<sup>1</sup>, who may be assigned a daily sixth period. In the event that teachers are assigned a sixth teaching period, they shall be relieved of both homeroom and duty for each such day. Secondary (grades 7-12) core academic teachers who are assigned a sixth teaching period, shall receive an annual stipend of \$2,750<sup>2</sup>, pro rated on a per diem basis for any partial assignment<sup>3</sup>.
4. All child study team specialists and counselors shall be required to remain on duty each day until at least 3:15 p.m. They shall receive no additional stipend for work performed beyond this time, effective July 1, 1996. However, notwithstanding the elimination of said stipend, all prior workload expectations shall remain in full force and effect.

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<sup>1</sup> "Core academic teachers" are defined as teachers of English, mathematics, social studies, science, foreign language and business. Effective July 1, 1997 the Health Occupations Teacher also shall receive said stipend, subject to the same terms and conditions, for assignment of a sixth teaching period.

<sup>2</sup> This provision is based upon the continuation of the current eight period per day work load. Should the District move to a nine period day, the parties agree to reopen negotiations on this single issue. Note, the current time (15 minutes) allocated to homeroom shall not be considered as a ninth period.

<sup>3</sup> "Partial assignment" means assignment of a sixth period in increments of a marking period.

D. Term of Employment

Teachers shall work 185 days per annum. Additionally, first-year teachers shall be available a week before school opens for orientation programs.

E. Lunch Period

1. Grade Level and Other

Teachers shall have a daily duty-free lunch period of at least the following duration:

- a. Elementary School - Thirty minutes (30).
- b. Middle and High School - one instructional period.

2. Nurses

Nurses shall have a daily duty-free lunch period (30 minutes in the elementary school; one instructional period in the Middle or High School). If the lunch period is lost or rescheduled, then the nurse shall be compensated with equal compensation time. All missed lunches must be reported to the building principal on the same day in which they are lost. The principal shall retain the right to direct the nurse to take lunch on any given day and to secure whatever arrangements are necessary for coverage.

3. Leaving the Building

Except in cases of emergency, teachers may leave the building during their scheduled lunch period, as long as they give prior notice to the principal or Superintendent in charge and follow the sign-in-and-out procedure.

F. Preparation Time

Classroom teachers shall, in addition to their lunch period, have a preparation period sometime during the day, when they shall not be assigned to any other duties, except in cases of emergencies as follows:

- Elementary School - Forty-five minutes (45)
- Middle School - One period
- High School - One period

G. Reduction

The Board shall notify the Association of any proposed reduction of teachers by the Board before such reduction.

H. Student Instructional Time

Effective July 1, 2002, the instructional day at the elementary schools shall be increased by thirty (30) minutes daily but the school day at the elementary schools shall begin for students at 8:30 a.m. and for teachers at 8:15 a.m., and shall end for students and teachers at 3:00 p.m.

The high school and middle school instructional day modifications shall be considered by the respective School Management Teams in conjunction with the building principals. The School Management Teams shall serve only in an advisory capacity. The Administration and Board reserve the right to implement changes at their discretion which are consistent with the fact-finder's recommendations as set forth in his June 4, 2002, Report.

**ARTICLE VII**  
**CLASS SIZE**

A. The Board will strive to maintain an appropriate class size as follows:

Kindergarten .....	25
First Grade through Third Grade .....	22
Fourth Grade through Eighth Grade .....	25 if possible
Ninth Grade through Twelfth Grade .....	25 per period, if possible

**ARTICLE VIII**  
**SALARIES**

A. The salaries of all teachers covered by this Agreement are set forth in Schedule A which is attached hereto and made a part hereof.

- B. 1. Teachers employed on a twelve (12) month basis shall be paid in twenty-four (24) semi-monthly installments.
- 2. Teachers employed on an eleven (11) month basis shall be paid in twenty-two (22) semi-monthly installments.
- 3. Teachers employed on a ten (10) month basis shall be paid in twenty (20) semi-monthly installments.
- 4. Teachers shall receive their final checks on the last working day in June.
- 5. Pay Day Saving Account Program

Each teacher may individually elect to have ten percent (10%) of his/her monthly salary deducted from his/her pay, which will be deposited in a "Pay Day Savings Account", which deposits will be made within ten (10) working days.

- 6. When a pay day falls on or during a school holiday, vacation, weekend, or legal bank holiday, teachers shall receive their paychecks on the last previous working day.

C. Procedure for Withholding Employment or Adjustment Increments

1. Employment or adjustment increments may be withheld pursuant to N.J.S.A. 18A:29-14.
2. Any recommendation to withhold an increment or part thereof shall be in accordance with the following procedure:
  - a. The teacher shall be notified, in writing, with reasons, of the possibility of the withholding on or before April 15th.
  - b. The decision with respect to recommendation for withholding shall be made, in writing, to the Board through the Superintendent on or before April 30th.
  - c. A teacher has the right to request, in writing, an annual review by the Board of Education for restoration of withheld increment. Should the Board deny the request to restore the increment, the teacher shall be given a written statement specifying reasons for the denial.
  - d. In-Service Programs

The Board agrees to the inclusion in the contract of the present Board policy for in-service programs and payment. See Schedule C.

ARTICLE IX

TEACHER ASSIGNMENT

- A. Notice of all transfers shall be given, in writing, before the end of the preceding school year; if this is not possible, a written notice shall be mailed to the teacher.
- B. The number of different rooms to which a teacher is assigned for teaching shall be held to the minimum.
- C. All openings for promotional positions including specialists and/or special projects teachers and for positions paying salary differentials shall be adequately posted in every school. All qualified teachers shall be given an opportunity to make application for such Position. All posting must give the individual at least five (5) school days in which to respond to a posting. All applicants from within the Orange School District shall receive a written response after their interview.
- D. Teachers who desire a change in grade and/or subject assignment or who desire to transfer to another building may file a written statement of such desire with the Superintendent. Such a statement shall include the grade and/or subject to which the teacher desires to be assigned and the school or schools to which he/she desires to be transferred, in order of preference. Such requests for transfers and reassignments for the following year shall be submitted not later than April 1, in the determination of requests for voluntary reassignment and/or transfer, the wishes of the individual teacher shall be honored to the extent that the transfer does not conflict with the instructional requirements and best interests of the school system.

- E. In the determination of involuntary transfers, or reassignment, notice shall be given to teachers by May 1 or as soon as practical and a meeting shall be held between the teacher and the principal(s) involved. At this meeting the teacher shall be notified of the reason for the transfer or reassignment. In all cases of assignment or involuntary transfer, the teacher will have notification of same prior to public Board meeting.

## ARTICLE X

### TEACHER EVALUATION

- A. All monitoring or observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher.
- B. All formal evaluations shall be made by properly certified personnel (NJ Administrative Code (6:3-1.21)).
- C. A teacher shall be given a copy of any class or evaluation report prepared by his/her evaluator.
- D. Teachers shall be evaluated in accordance with relevant state laws and regulations.

E. Non-tenure - Non-renewal

1. Hearing

Any non-tenure teacher who has received notice of non-employment shall be entitled to a hearing before the Board to bring his/her arguments and information to their attention, provided a written request for hearing is received in the office of the Secretary of the Board within five (5) days after receipt by the teacher of notification of not being re-employed. The Board shall not be required to respond or give reasons.

2. Board Determination

The Board shall issue its written determination as to the employment or non-employment of said non-tenure teacher for the next succeeding school year within three (3) days after the completion of the hearing. Said proceedings shall be completed and the Board's determination presented to the teacher no later than June 15.

3. In accordance with Article IV, Section A.1 of this Agreement, the decision not to renew a non-tenure teacher is final and binding by the Board and not subject to the Grievance Procedure.



## ARTICLE XI

### LEAVES OF ABSENCE

#### Sabbatical Leave (Not more than 2% of Staff)

- A. Any member of the certificated personnel who has completed seven or more years of continuous full-time service in the Orange School System may, upon recommendation of the Superintendent of Schools, be granted a leave of absence for one year by the Orange Board of Education to:
1. Study in an accredited university.
  2. Study problems connected with the schools or within the professional's area of responsibility in independent investigation.
  3. Take time for any other purpose, including travel, if approved by the Board of Education.
- B. After each subsequent period of seven or more years, a further leave may be granted.
- C. Such leaves are subject to the following conditions:
1. Such requests must be made in writing to the Board of Education prior to December 1, proceeding the school year for which the leave is requested.
  2. The salary for a full year's leave shall be one-half the annual salary fixed by the Board of Education. Regular deductions shall be made, plus those authorized by the member on leave.
  3. The member of the certificated personnel being granted such a leave shall advance to the next step on the salary guide and shall suffer no change in tenure rights.
  4. The member of the certificated personnel being granted such a leave shall agree to continue in the service of the Orange Board of Education for a period of at least two years following his/her return. All members granted such leave shall be returned to the same school and grade, if possible.
  5. In the event that the member does not return for a period of at least two years, he/she shall reimburse the Board to the extent of his/her payments during the sabbatical leave.
  6. If there should occur any physical incapacity during this time, the Board of Education may relieve him/her of such obligation.
  7. Upon returning from granted leave of absence, the following will be required:
    - a. A written evaluation of courses taken and their application to his or her assigned school duties should be made to the Superintendent. This written report shall be submitted by November 1st to the Superintendent of Schools.

- b. Those who have traveled shall prepare with appropriate documentation a lecture, or lectures, on areas of interest for use by faculty and students.

## Child-Rearing Leave and Maternity Disability

### A. Child-Rearing

The Board of Education shall grant child-rearing leave without pay in accordance with the following procedure:

1. All initial applications for and applications for extensions or reductions of child-rearing leave shall be made in writing to the Superintendent.
2. Any teacher intending to apply for child-rearing leave shall advise the Superintendent of the fact of her pregnancy and/or of her/his prospective plans for taking child-rearing leave and the best estimate of when the child-rearing leave shall commence and terminate. The teacher shall request child-rearing leave of the Superintendent of Schools in writing at least sixty (60) days prior to the date the leave is to commence.
3. The request for child-rearing leave shall specify the date when the teacher wishes the leave to commence and terminate.
4. Child-rearing leave shall be granted for a period of up to the end of the academic school year in which the child-rearing leave commenced and an additional school year may be granted upon request of a teacher under tenure or who has received a tenure-year contract for such teacher.

A teacher on child-rearing leave shall notify the Board in writing of the intention to return to the district by March 1 of the school year preceding the school year in which the teacher wishes to return to the district or sixty (60) days prior to said intended return date, whichever is sooner.

5. A teacher returning on the first day of the school year in September from child-rearing leave shall be placed in her/his previously held position if available and administratively feasible.
6. Any teacher who has applied for and received child-rearing leave may reapply for permission to return to employment during any academic school year for which such leave was granted, and such leave may thereupon be terminated by the Board, at its sole discretion.
7. No teacher on child-rearing leave shall, on the basis of said leave, be denied the opportunity to substitute in the school district in the area of her/his certification or competence.
8. Time spent on child-rearing leave of absence shall not count towards salary guide placement experience, seniority, sick leave accumulation, etc., except as otherwise provided by law.
9. Anyone who accepts child-rearing leave after January 31 in any given year is given credit on the salary guide for a full year upon returning to the district.

10. A teacher receiving child-rearing leave shall not accept full time employment in the teaching field or undertake full time graduate study during all or part of the period of the child-rearing leave. This provision shall cease to be operative at such time as the teacher shall have been denied her/his request under Paragraph 6 to return to employment.
11. Adoption - Any teacher adopting a child of pre-school age shall receive a leave similar to child-rearing leave which shall commence upon receiving a de facto custody of said child, or earlier if necessary to fulfill the requirements for the adoption.
12. The Board is not required to continue employment of a non-tenured pregnant teacher beyond the year in which the leave is taken. The child-rearing leave period shall not be counted for tenure purposes, however, the period before and after the maternity shall count towards tenure.

B. Maternity Disability

1. The Board shall grant sick leave for the period of actual disability associated with pregnancy and birth to pregnant teachers on the same terms and conditions governing leaves of absences for illness or medical disability and in accordance with law. Upon presentation of a physician's certification, the pregnant teacher will be entitled to her annual and accumulated sick leave, with pay, during the period of absence due to her actual disability.
2. Any pregnant teacher who does not elect to take a child-rearing leave may continue to perform her duties as long as physically able to do so and will be entitled to return to her duties when she is physically able.
3. The Board may require a teacher during her pregnancy to produce a certificate from her physician stating that she may continue working effectively at the duty to which a teacher has been assigned.
4. In the event of any question as to the condition of the pregnant teacher, a conference shall be arranged between the Board's physician and the attending physician.
5. No teacher shall be required to neither leave work because of pregnancy at any specific time prior to expected childbirth nor be prevented from returning to work after childbirth solely on the ground that there has not been a time lapse of specific duration between childbirth and the desired date of return.
6. Nothing stated herein is intended to restrict the right of the Board to discipline any pregnant teacher for any cause not related solely to her pregnancy.
7. The Board has the right to remove any pregnant teacher from her daily duties on any one of the following criteria:
  - a. Her teaching performance substantially declines from the period preceding pregnancy.

- b. Her physical condition or capacity renders her incapable of performing her assigned duties which shall be deemed to exist if, (a) the pregnant teacher fails to produce a physician's certificate that she is medically able to continue teaching; or (b) the Board's physician concludes she is unable to continue teaching.

#### Health and Hardship Leave

- A. Upon the recommendation of the Superintendent, the Board of Education may permit members of the certified personnel to take leaves of not more than one year for restoration of health or the alleviation of hardship involving themselves or their immediate families.
- B. The following regulations shall apply:
  - 1. The employee shall have acquired tenure in the Orange School District.
  - 2. A physician shall certify that the leave is necessary for the restoration of health; or a physician, minister or other responsible person shall certify that the leave is necessary for the alleviation of hardship.
  - 3. No salary or benefits shall be paid during the term of leave except as covered for in "Personal Illness".
  - 4. Leaves will be granted so that an employee will return to his assignment at the beginning of a school year.
  - 5. The leave shall not count as experience credit toward a higher step on the salary guide.

#### Convention Leave

- A. When it is evident that convention or conference attendance will contribute to the effectiveness of the instructional program, the Superintendent of Schools, with reasonable limitations as to time and the number of the certified personnel involved, may grant convention or conference leave.
- B. Expenses of attendance at conventions may be paid by the Board of Education, with prior Board approval.
- C. Certificated personnel interested in convention or conference attendance should estimate the expenses thereof, secure the approval of their principal and file their request with the Superintendent of Schools thirty (30) days in advance.

#### Peace Corps Leave

- A. Leave of absence up to two years shall be granted to any member of the certificated personnel under tenure who joins a Peace Corps program as a full-time participant in such program.

- B. Compensation for such services shall be paid by the United States Government, except that any period so served shall be applied to the salary schedule agreed upon by the Orange Education Association and the Board of Education upon the resumption of service in the Orange Public School System.

#### Personal Illness

- A. For the first ten (10) years of service in the Orange Public Schools, all members of the certificated personnel shall be entitled to ten (10) days' absence each year with full pay for personal illness.
- B. After ten (10) years, they shall be entitled to fifteen (15) days' absence each year with full pay.
- C. Any unused days shall be accumulated as follows:
1. For the first ten (10) years, up to ten (10) days per year.
  2. After ten (10) years, up to fifteen (15) days per year.
- D. In the event of excessive absenteeism or pattern of absence, the Superintendent may require that a teacher file a physician's certificate with the Superintendent by way of the Principal of the school where employed.
- E. When leave is exhausted for illness, the individual may apply to the Board of Education for additional days less the cost of substitute coverage.

Absences with pay beyond accumulated sick days may be granted by the Board of Education. Payment for absences beyond accumulated sick days shall be salary less the cost of substitute coverage. The Board of Education shall consider written requests of individual staff members based upon medical certification, absence record, length of service, performance evaluations, administrators' recommendation and recommendation of the Superintendent of Schools.

- F. The Board shall notify each employee of their sick leave balance by December 1 of each school year.

#### Personal Business

- A. Business Definition: Activities that are of such an important nature that must be conducted on a school day on which the employee's presence is necessary and that which cannot be taken care of during vacations, days when school is not in session, or before or after working hours.
- B. Each employee shall be entitled to three (3) days absence with full pay for personal business. Notification to the teacher's principal or other immediate supervisor shall be made at least two (2) to five (5) days before taking such personal leave (emergencies excepted). No reason is needed other than the leave is being taken pursuant to this section of the Orange Board of Education - Orange Education Association Agreement. These days shall not normally be granted before or after vacations and/or holidays.
- C. Each teacher may request one day for professional visitation with approval of principal and Superintendent of Schools.

- D. Two unused personal business days shall convert to one (1) accumulative sick day.

#### Absences - Death

In the case of death of father, mother, wife, husband, child, sister, brother, mother or father-in-law of any employee, such employee shall be excused for a period up to five (5) consecutive days.

In the case of death of grandparent, grandchild, daughter or son-in-law, sister or brother-in-law of any employee, such employee shall be excused for a period up to three (3) consecutive days.

One day's absence will be allowed to attend a funeral of an aunt, uncle, niece, nephew, or cousin.

The Board reserves the right to request and receive documentation in order to verify need for the leave.

#### Association Business Day

Three "Association Days" will be approved for Association executive board members to, attend conferences related to Association Business.

#### Absences - Miscellaneous

Other leaves of absence with or without pay may be granted by the Superintendent for good reason with the approval of the Board of Education.

## ARTICLE XII

### ACCIDENTS ON SCHOOL PROPERTY

- A. In Workmen's Compensation cases, when an employee has been injured while on duty, his/her absence shall not be counted against his/her sick leave for one year. All medical bills shall be presented to the Board of Education for payment.
- B. If the resulting disability requires a lengthy convalescence, the Board of Education shall pay full salary in accordance with Title 18A:30-2.1.
- C. Employees shall not be required to work under conditions that are contrary to existing health and safety laws and regulations.
- D. Employees shall immediately report cases of injury or assault suffered by them in connection with their employment to their principal or immediate supervisor. Such notification shall be immediately forwarded to the Superintendent.

### ARTICLE XIII

#### PROTECTION OF TEACHERS, STUDENTS AND PROPERTY

- A. Whenever, in the opinion of the Board of Education or the Superintendent of Schools, there exists or may exist a serious disruption or disorder in the regular school program, the Board of Education agrees to consult the Association's views as to how best to guarantee the safety of students, teachers and property.
- B. The Board will provide reimbursement to teachers for repair or value, whichever is less, for personal effects damaged during the course of an incident related to their employment, provided such loss is not caused by negligence of the claimant and provided that such loss is not insured by the claimant. A response to all claims will be made no later than 30 days and reimbursement for approved claims will be made no later than 60 days when and if possible.
- C. If a teacher is assaulted in connection with his/her employment, he/she shall immediately give his/her principal or immediate supervisor written notice of that fact. Such notification shall be immediately forwarded to the Superintendent.

### ARTICLE XIV

#### MAINTENANCE OF CLASSROOM CONTROL AND DISCIPLINE

When, in the professional judgment of a teacher, a student requires services beyond what the teacher can provide, the teacher shall so inform the principal or immediate superior. The principal or immediate superior shall determine what action is necessary, and a conference shall be held with the teacher to discuss the problem and the appropriate steps for its resolution. The teacher may request that the "in school child study team" meet within 36 hours.

### ARTICLE XV

#### BENEFITS PROVIDED BY THE ORANGE BOARD OF EDUCATION

- A. The Orange Board of Education offers certain benefits to its employees other than salary.
  - 1. The Board agrees to full payment of premium cost for family plan health insurance coverage through the State Health Benefits Program or equivalent coverage by another carrier. Effective July 1, 1996, the Board agrees to pay only for the premium cost of managed care family plan coverage through the State Health Benefits Plan (or equivalent) for all new hires.

2. Major medical insurance is paid for teachers and their dependents through the State Health Benefits Program or equivalent coverage by another carrier.

B. The Board will provide payment of premium cost for full family dental care insurance to include 100% fee schedule of the New Jersey Delta Dental Plan, limited to a composite annual cost of \$721.00 employee (\$60.08 per month).

C. College Courses

Every teacher should take at least four (4) points of college credits every two years or the equivalent which will be offered by the Board of Education. Upon successful completion of approved graduate course work, the Board shall reimburse each tenured teacher for graduate credit as follows: If the courses are taken at public institutions, a maximum of 12 credits per year will be granted at \$45.00 per credit. If the courses are taken at private institutions, a maximum of 12 credits per year at 50% of the per credit amount will be granted. Any non-tenured teacher who attains tenure shall be retroactively reimbursed from a separate fund to be established for this purpose. Payment shall be made within three (3) months of submission of claim and supporting documentation.

In terms of this Article, the year is defined as July 1 to June 30.

D. Personnel required to use their automobiles in the performance of their duties shall be reimbursed at the IRS as approved by the Board upon recommendation of the Superintendent.

E. All teachers covered by this Agreement after ten consecutive years of service in the district, upon retirement or resignation, shall be eligible for separation pay. Each teacher shall receive compensation for each unused sick day and personal business day at the time of leaving - up to a maximum of 200 days according to the following schedule:

1-50 days	-	\$17.00 per day
51-99 days	-	\$20.00 per day
100-150 days	-	\$30.00 per day
151-200 days	-	\$50 00 per day

1. Payments to be made either July 1 of the termination year or January 1 of the following year.

2. Monies will be paid to the teacher's estate if death occurs while the teacher is in service to the district.

3. Threshold of ten consecutive years shall not be affected by, and can include, a Board authorized leave for two years or less.

F. All employees who have not already done so shall be required to complete thirty-five (35) hours of district provided computer training within one year of employment.



## ARTICLE XVI

### MISCELLANEOUS PROVISIONS

- A. The Board and the Association shall carry out the commitments contained herein during the term of this Agreement.
- B. The Orange Education Association recognizes its unique and favorable role as a teacher organization and its responsibility to promote, enhance or otherwise encourage high standards of professional conduct, performance or attainment among its membership. Towards this end, the Association pledges to diligently encourage excellence in professional conduct among its members, taking whatever steps are necessary as a professional body to effect these aims.
- C. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall be deemed invalid and subsisting except to the extent permitted by law, and all other provisions or applications shall continue in full force and effect.
- D. The Board and the Association agree that there shall be no discrimination, and that all practices, procedures, and policies of the school system shall clearly exemplify that there is no discrimination in the hiring, training, assignment, promotion, transfer or discipline of teachers on the basis of race, creed, color, religion, national origin, sex, domicile, or marital status.
- E. Copies of the Agreement shall be printed at the expense of the Board within thirty (30) days after the Agreement is signed and shall be presented to all teachers now employed, hereafter employed or considered for employment by the Board.
- F. Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provision(s) of this Agreement, either party shall do so by telegram or registered letter at the following address:
1. If by Association, to Board at  
  
451 Lincoln Avenue  
Orange, New Jersey 07050
  2. If by Board, to Association at  
  
27 Lincoln Avenue  
Orange, New Jersey 07050
- G. This Agreement represents the full understanding of the parties and shall not be modified except in writing, duly signed by both parties.

## ARTICLE XVII

### SALARY DEDUCTIONS

A. The Board agrees to deduct from the salaries of its teachers dues for the Orange Education Association, the New Jersey Education Association or the National Education Association, or any one or any combination of such Associations as said teachers individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 310, Public Laws of 1967 (N.J.S.A. 52:14-15.9e) and under rules established by the State Department of Education Association by the 15th of each month following the monthly pay period in which deductions were made. The Association treasurer shall disburse such monies to the appropriate association or associations.

1. Each of the Associations named above shall certify to the Board, in writing, the current rate of its membership dues.
2. Any Association which shall change the rate of its membership dues shall give the Board written notice prior to the effective date of such change.

B. The Board agrees to deduct from teachers' salaries money for local, state and/or national association services and programs as said teachers individually and voluntarily authorize the Board to deduct and to transmit the monies promptly to such Association or Associations. Any teacher may have such deductions discontinued at any time upon sixty (60) days' written notice to the Board and the appropriate Association.

C. Agency Shop

If a teacher does not become a member of the Association during any membership year (i e., from September 30 to the following August 31 which is covered in whole or in part by this Agreement), said teacher will be required to pay a representation fee to the Association for that membership year. The purpose of this fee will be to offset the teacher's per capita cost of services rendered by the Association as majority representative.

1. Prior to the beginning of each membership year, the Association will notify the Board in writing of the amount of the regular membership dues, initiation fees and assessments charged by the Association to its own members for that membership year. The representation fee to be paid by non-members will be determined by the Association in accordance with the law.
2. The Association will determine the representation fee in accordance with the law and shall be in an amount equivalent to the regular membership dues, initiation fees and assessments charged by the Association to its own members, less the cost of benefits financed through members, but in no event shall such representation fee exceed 85% of the regular membership dues, fees and assessments.

If the law is changed in this regard, the amount of the representation fee automatically will be increased or decreased to the maximum allowed, and increase or decrease to become effective as of the beginning of the Association membership year immediately following the effective date of the change.

3. By September 30 of each membership year covered in whole or in part by this Agreement, the Association will submit to the Board a list of those teachers who have not become members of the Association for the then current membership year. The Board will deduct from the salaries of such teachers in accordance with Paragraph 4 below, the full amount of the representation fee and promptly will transmit the amount so deducted to the Association.

4. Payment of the representation fee shall be made to the bargaining representative during the term of the collective bargaining agreement, but in no case sooner than the 30th day following the beginning of an employee's employment in a position included in the negotiating unit, and the 10th day following reentry into the unit.

(Reentry: employees who previously served in a position included in the unit who continued in the employ of the public employer in an excluded position and individuals being reemployed in such unit from a re-employment list.)

5. If an employee who is required to pay a representation fee terminates his or her employment with the Board before the Association has received the full amount of the representation fee to which it is entitled under this Article, the Board will deduct the unpaid portion of the fee from the last pay check paid to said employee during the membership year in question.

6. Except as otherwise provided in this Article, the mechanics for the deduction of representation fees and the transmission of such fees to the Association will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Association.

7. The Association will notify the Board in writing of any changes, in the list provided for in Paragraph 1 above and/or the amount of the representation fee, and such changes will be reflected in any deductions made more than 10 days after the Board received said notice.

8. On or about the last day of each month, beginning with the month this Agreement becomes effective, the Board will submit to the Association a list of all employees who began their employment in a bargaining unit position during the preceding 30 day period. The list will include names, job titles and dates of employment for all such employees.

9. The union shall indemnify and hold the employer harmless against any and all claims, demands, suits or other forms of liability, including liability for reasonable counsel fees and other legal costs and expenses, that may arise out of, or by reason of, any action taken or not taken by the employer in conformance with this provision.

## ARTICLE XVIII

### MANAGEMENT RIGHTS

Nothing contained herein shall be considered to deny or restrict the Board of its rights, responsibilities and authority under the laws of New Jersey, or any other national, state, county, district or local laws or regulations as they pertain to the operation of the schools. The Board reserves all rights and privileges not explicitly curtailed by this Agreement. In addition, nothing herein shall be considered to deny or restrict either the Association or individuals of their rights under law or regulation.

**ARTICLE XIX**

**JOB SECURITY**

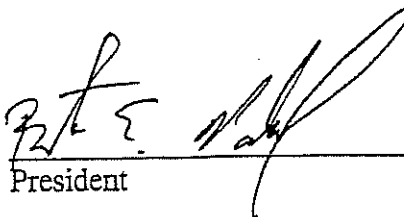
In the event the Board enters into a contract which will result in instructional or professional services being provided by any person or persons, organization, group or company other than properly certified persons employed by the Board, then the Board shall negotiate with the Association the impact of this contract on its current employees.

**ARTICLE XX**

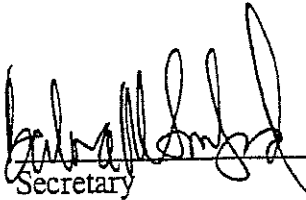
**DURATION OF AGREEMENT**

- A. This Agreement shall be effective as of July 1, 2002 and shall continue in effect until June 30, 2005.
- 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.

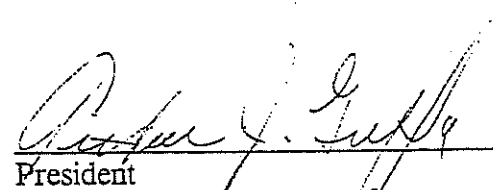
FOR THE ASSOCIATION:

  
\_\_\_\_\_  
President

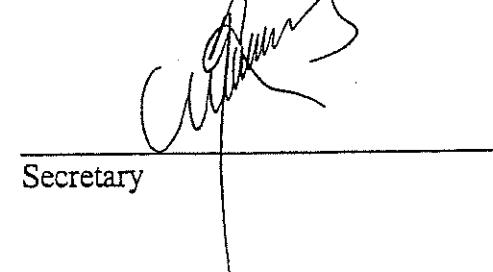
ATTEST:

  
\_\_\_\_\_  
Secretary

FOR THE BOARD:

  
\_\_\_\_\_  
President

ATTEST:

  
\_\_\_\_\_  
Secretary

SCHEDULE A

ORANGE TEACHERS SALARY GUIDE FOR SY 2002-03

STEP	BA	BA+15	MA	MA+15	MA+32	DR
1	39,250	40,250	41,250	42,150	43,150	44,450
2	39,536	40,354	41,420	42,237	43,478	44,600
3	39,906	40,722	41,839	42,606	43,628	44,968
4	40,288	41,106	42,172	42,989	44,011	45,351
5	40,672	41,489	42,504	43,373	44,393	45,735
6	41,108	41,923	42,964	43,818	44,834	46,266
7	43,101	43,957	45,050	45,946	47,013	48,411
8	45,594	46,444	47,532	48,401	49,419	50,883
9	47,812	48,703	49,846	50,759	51,827	53,464
10	49,693	50,585	51,727	52,666	53,781	55,243
11	51,984	52,878	54,019	54,959	56,001	57,537
12	54,705	55,484	56,500	57,277	58,329	59,863
13	63,200	64,100	64,390	64,690	64,990	65,290
14			67,942	68,242	68,442	68,742
15					72,639	72,839

Longevity Provision - All Years

After 16 years in Orange - Add 3% of current salary

After 21 years in Orange - Add Additional 1% of current salary

**ORANGE TEACHERS SALARY GUIDE FOR SY 2003-04**

STEP	BA	BA+15	MA	MA+15	MA+32	DR
1	41,189	41,999	43,123	43,985	45,295	46,478
2	41,439	42,249	43,373	44,235	45,545	46,728
3	41,689	42,499	43,623	44,485	45,795	46,978
4	42,079	42,887	44,162	44,825	45,973	47,316
5	42,452	43,242	44,516	45,228	46,376	47,770
6	42,837	43,646	44,920	45,633	46,780	48,125
7	43,359	44,200	45,345	46,087	47,184	48,629
8	45,647	46,394	47,602	48,351	49,594	50,999
9	47,815	48,653	49,966	50,709	51,821	53,346
10	50,419	51,307	52,633	53,475	54,693	56,274
11	52,355	53,242	54,568	55,438	56,705	58,157
12	54,841	56,060	56,956	57,907	59,046	60,627
13	65,611	66,081	66,180	66,280	66,334	66,584
14			70,530	70,851	70,880	71,030
15					75,668	76,018

**Longevity Provision - All Years**

After 16 years in Orange - Add 3% of current salary

After 21 years in Orange - Add Additional 1% of current salary

**ORANGE TEACHERS SALARY GUIDE FOR SY 2004-05**

STEP	BA	BA+15	MA	MA+15	MA+32	DR
1	42,309	43,187	44,334	45,215	46,314	47,755
2	42,509	43,387	44,534	45,415	46,514	47,958
3	42,709	43,587	44,734	45,615	46,714	48,155
4	42,909	43,787	44,934	45,815	46,914	48,355
5	43,370	44,300	45,356	46,226	47,345	48,767
6	43,783	44,712	45,768	46,639	47,757	49,180
7	44,244	45,135	46,232	47,102	48,210	49,643
8	46,598	47,475	48,534	49,410	50,607	52,201
9	48,860	49,778	50,894	51,815	52,939	54,504
10	51,515	52,485	53,665	54,636	55,786	57,439
11	53,490	54,459	55,638	56,639	57,948	59,411
12	56,004	56,976	58,166	59,157	60,396	61,929
13	68,155	68,820	68,938	69,014	69,174	69,364
14			74,233	74,358	74,558	74,748
15					78,220	79,500

**Longevity Provision - All Years**

After 16 years in Orange - Add 3% of current salary

After 21 years in Orange - Add Additional 1% of current salary

**SCHEDULE B**

**STIPENDS  
SY 2002-05**

**CATEGORY A**

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TEAM LEADER/CHILD STUDY	1, 718
OHS TREASURER	938
MASTER TEACHER OMS/OHS	1, 718
INFORMATION TECH. TEAM LEADER	1, 718
TEACHER ON SPECIAL ASSIGNMENT	2, 222
HEALTH OCCUPATIONS STUDENT ASSOCIATION	1, 718
FUTURE BUSINESS LEADERS OF AMERICA	1, 718
DECA CLUB ADVISOR	1, 718
MASTER TEACHER OF READING, MATH AND TECHNOLOGY	2, 509

**CATEGORY B**

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SUMMER SCHOOL INSTRUCTORS	34.00 per hr.
HOMEBOUND INSTRUCTORS	34.00 per hr.
WEBMASTER (hourly rate, maximum 250 hours, 12-month position)	34.00 per hr.
Hourly Rate for extra compensation-	34.00 per hr.
Summer guidance work based on list of people in sidebar and PERC decision June 28, 2000 memo.	

**CATEGORY C**

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BISON OMS	997
TORNADO OHS	1,528
SATORI OHS	996
YEARBOOK OMS	1,133
YEARBOOK OHS	1,937

**CATEGORY D**

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STUDENT COUNCIL OMS	1,035
STUDENT COUNCIL OHS	1,937
HONOR SOCIETY	1,098
FRESHMAN ADVISOR	1,006
SOPHOMORE ADVISOR	1,006
JUNIOR ADVISOR	1,163
SENIOR ADVISOR	1,491
DEBATE CLUB ADVISOR	1,035



CATEGORY E

COLOR GUARD	1,528
DRILL TEAM	1,528
TWIRLERS	1,528
MARCHING BAND	3,693
ASST. MARCHING BAND	1,528
AFTER SCHOOL DANCE ACADEMY CLUB ADVISOR	3,693

CATEGORY F

P.A. PRODUCTION MANAGER	2,678
P.A. ARTISTIC DIRECTOR	2,194
ASST. ARTISTIC DIRECTOR	1,465
P.A. CHOREOGRAPHER	896
P.A. ORCHESTRA CONDUCTOR	1,133
P.A. CHORAL CONDUCTOR	1,133
P.A. COSTUMES	1,020
COSTUME/MAKE-UP DESIGNER	2,194
P.A. STAGE CREW OHS/OMS	2,194
P. A. SET MANAGER	1,465
P.A. SET BUILDER	2,194
TECHNICAL DIRECTOR	1,465

**SCHEDULE C GUIDE**

**PROFESSIONAL GROWTH & DEVELOPMENT**

Remuneration shall be set at hourly rate where approved: 34.00 per hr.

**SCHEDULE D  
COACHES SALARY GUIDE  
SY 2002-05**

**POSITION**

HEAD BASKETBALL	6,332
ASST. BASKETBALL	3,700
HEAD BASKETBALL & SOFTBALL	5,564
ASST. BASKETBALL & SOFTBALL	3,700
BOWLING	3,548
CROSS COUNTRY	3,087
HEAD FOOTBALL	6,794
ASST. FOOTBALL	4,319
HEAD TRACK	4,794
ASST. TRACK	3,399
TENNIS	3,548
TRAINER	2,219
HEAD SOCCER	5,108
ASST. SOCCER	3,262
HEAD WRESTLING	5,412
ASST. WRESTLING	3,703
HEAD CHEERLEADER	3,168
ASST. CHEERLEADER 2	2,468
SEASONS	

