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RUTGERS UNIVERSITY

AGREEMENT

BETWEEN THE

SHAMONG TOWNSHIP EDUCATION ASSOCIATION

AND THE

Shamong Township Board of Education
~~BOARD OF EDUCATION OF SHAMONG TOWNSHIP~~

THE COUNTY OF (BURLINGTON,) NEW JERSEY

1989-1992

SHAMONG TOWNSHIP BOARD OF EDUCATION
256 MEDFORD-INDIAN MILLS ROAD, R.D. #2
VINCENTOWN, N.J. 08088

** July 1, 1989 - June 30, 1992.*

This agreement entered into this nineteenth day of September, 1989, by and between the Board of Shamong Township, hereinafter called the "Board" and the Shamong Township Education Association, hereinafter called the "Association".

W I T N E S S E T H

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 their terms and conditions of employment, and

WHEREAS, the parties have reached certain understandings which they desire to confirm in the Agreement, be it RESOLVED, in consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE I
RECOGNITION

A. UNIT

The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiations concerning grievances and terms and conditions of employment for all certified personnel whether under contract, or on leave, including:

Teachers
Nurses
Custodian/Custodian Maintenance
Secretaries
Teacher Aides/Teacher Assistants

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. DEFINITION OF TEACHER AIDE/TEACHER ASSISTANT

A Teacher Aide is a person who possesses the minimum requirement of graduation from high school.

A Teacher Assistant is a person who has the minimum requirement of graduation from high school and sixty (60) college credits and possesses a substitute certificate.

D. DEFINITION OF EMPLOYEE

Unless otherwise indicated, the term "Employee" when used hereinafter in this Agreement, shall be deemed to mean Teachers (as defined above), Nurses, Custodians, Custodian Maintenance, Secretarial, Bookkeeper/Secretary, Teacher Aides, Teacher Assistants who are represented by the Association.

E. When newly hired custodians, secretarial and bookkeeper/secretary personnel have completed a thirty (30) day (six (6) week) trial period, they shall have the right to join the Association.

F. Custodian, Custodian/Maintenance personnel shall be required to obtain a Black Seal license within three years of employment or be subject to dismissal.

Custodians promoted to a custodial/maintenance position shall be in a probationary period for 90 calendar days. During this period, the employee shall be evaluated concerning his/her ability to perform the tasks required. On or before the 90th calendar day, the Superintendent shall inform the employee in writing of whether he/she shall continue in the position or be restored to a custodian position. During the probationary period, the employee shall receive the custodial/maintenance salary listed in Schedule C.

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 employees' employment. Such negotiations shall begin as soon as possible after December 1 of the calendar year preceding the calendar year in which this agreement expires. Any Agreement so negotiated shall apply to all employees, be reduced to writing, be signed by the Board and the Association and be adopted by the Board.

B. MODIFICATION

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

ARTICLE III

ASSOCIATION - ADMINISTRATION LIAISON

A. The Association's representatives shall meet with the Superintendent at least once every month during the year to review and discuss current problems and practices of mutual interest and the administration of the Agreement, unless both parties agree that no meeting is necessary.

B. It is clearly understood that these representatives are not to be construed in any way as a negotiating team and are without the power to modify the current Agreement.

ARTICLE IV

TEACHERS EMPLOYMENT

A. PLACEMENT ON SALARY SCHEDULE

1. Adjustment to Salary Schedule

Each teacher shall be placed on his/her proper step on the salary schedule as of the beginning of the 1989-1990 school year in accordance with paragraph 2 below.

- a. In order to be eligible for an increment, a full-time ten-month teacher must have worked or been on approved paid leaves of absence under the terms of this contract at least ninety-three (93) or more days during the contract year.

2. Credit for Experience

- a. New hires with full-time New Jersey public school experience shall be credited for all such experience while holding a valid New Jersey teaching certificate. Placement on the salary guide shall be at a step equal to or less than the salary placement of a current employee with the same number of years of credited experience.
- b. All part-time Shamong Township teaching experience, while holding a valid New Jersey teaching certificate, shall be credited at initial placement.

3. Summer School, Home Teaching Federal Programs and other Programs

All openings for positions in summer school, homebound instruction, federal and state projects and positions for which unit members may be qualified shall be posted on the Teacher bulletin board. Applications for such positions shall be received from members of the unit. No application shall be considered from any other source unless a vacancy remains unfilled after the filing date listed on the posting.

B. NOTIFICATION OF CONTRACT & SALARY

Teachers shall be notified of their contract and salary status for the ensuing year no later than April 30th.

Teachers shall return their signed contracts to the Board before June 1st.

Teacher Aides/Teacher Assistants shall be notified of their contract and salary status for the ensuing year no later than June 30 of the school year. Health benefits will continue for Teacher Aides/Teacher Assistants until this date.

ARTICLE V

TEACHER'S SCHOOL DAY

Ordinarily, teachers shall be required to report for duty fifteen (15) minutes before the opening of the pupils' school day, and shall be permitted to leave thirty (30) minutes after the close of the pupils' school day, except for those teachers assigned for bus duties, and in emergency situations. On Fridays or days preceding holidays, the teacher's day shall end at the close of the pupils' day, providing that all pupils have been dismissed from the classroom. The length of the day for all teachers shall be six and three quarter hours inclusive of lunch.

Teachers shall be required, as they have in the past, to remain after the end of the regular work day, or evenings, without additional compensation, for the purpose of attending conferences and faculty meetings as scheduled by the Superintendent/Principal.

The teachers work year shall be one hundred eighty four (184) days including two (2) in-service days.

ARTICLE VI

TEACHING HOURS AND TEACHING LOAD FOR TEACHERS

A. EXTRA-CURRICULAR ACTIVITIES

1. Approved Activities

The Board and the Association agree that the extracurricular activities listed in Schedule B are educationally worthwhile.

2. Salary

The Board agrees to provide honorarium payments in the amounts designated for those extra curricular activities listed on Schedule B, which is attached hereto and is incorporated as a part hereof.

3. STAFF

All such honorarium positions must first be offered to members of the teaching staff.

ARTICLE VII

NON-TEACHING DUTIES FOR TEACHERS

A. INTENT

The Board and the Association acknowledge that a teacher's primary responsibility is to teach and that his/her energies should to the extent possible, be utilized to this end.

B. APPLICATION

Examples of non-teaching duties which the administration will not require teachers to perform are:

1. Supervision of cafeteria

ARTICLE VIII

VOLUNTARY TRANSFERS AND REASSIGNMENTS FOR TEACHERS

A. NOTIFICATION OF VACANCIES

1. Date

No later than April 30 of each school year, the Superintendent shall deliver to the Association and post in the school building a list of the known vacancies which shall occur during the following school year. If a vacancy occurs after April 30, the Superintendent shall post same and any teacher wishing to apply for the vacancy must do so within fifteen (15) days of the posting.

2. Filing Requests

Teachers who desire a change in grade and/or subject assignment may file a written statement of such desire with the Superintendent. Such statement shall include the grade and/or subject to which the teacher desires to be assigned in order of preference. Such requests for assignments for the following year shall be submitted not later than April 30th.

ARTICLE IX

INVOLUNTARY TRANSFERS AND REASSIGNMENTS FOR TEACHERS

A. NOTICE

Notice of an involuntary transfer or reassignment shall be given to teachers as soon as practicable.

ARTICLE X

PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT FOR TEACHERS

A. TUITION REIMBURSEMENT

The Board shall appropriate seven thousand five hundred (\$7500.00) dollars each year of the agreement to establish a tuition refund program to make funds available to teachers interested in continuing their professional development and educational improvement. From these appropriations, the Board shall pay the cost of a course, such payment not to exceed four hundred dollars (\$400.) for one course. These funds will be paid upon satisfactory completion of an approved graduate level course subject to the limitations of this Article. An approved graduate level course will be determined by the Superintendent. Teachers shall be limited to two (2) courses per semester with a maximum of four (4) courses per year. A teacher must receive a "B" in an approved graduate course in order to be eligible to receive tuition reimbursement. Fees connected with the course shall be paid by the Board. Such fees shall be included in the \$400. per course limit.

B. When the Board requires a custodial or maintenance employee to obtain or hold a license, the Board shall pay all fees associated with that license.

C. MOVEMENTS ON SALARY GUIDE RESULTING FROM COMPLETION OF GRADUATE CREDITS

Movements on the salary guide resulting from satisfactory completion of graduate credits shall take effect on the first full pay period following September 1, or February 1, provided that appropriate documentation (transcript) is provided to the Board Secretary not later than either of the above dates.

ARTICLE XI

SALARIES

A. SALARY SCHEDULE

1. The salary of each teacher covered by this Agreement is set forth in Schedule A which is attached hereto and made a part hereof.

2. The salary of each custodian, custodian/maintenance covered by this Agreement is set forth in Schedule C which is attached hereto and made a part hereof.

3. The salary of each secretary, bookkeeper/secretary covered by this Agreement is set forth in Schedule D which is attached hereto and made a part hereof.

4. The salary of each teacher aide/teacher assistant covered by this Agreement is set forth in Schedule E which is attached hereto and made a part hereof.

B. METHOD OF PAYMENT

1. The 15th and 30th of each month for ten (10) months or twelve (12) months.

2. Exceptions

When a pay day falls on or during a school holiday, vacation or weekend, employees shall receive their pay checks on the last previous working day.

3. Final Pay for Teachers

Each teacher shall receive his/her final pay and the pay schedule for the following year on his/her last working day in June.

C. The Board shall provide a summer payment plan as prescribed by N.J.S.A. 18A:29-3. Payment of the employee shall be made by individual checks to the order of the employee. The employee participating in such plan shall receive two (2) payments. Such payments shall coincide with the first pay periods scheduled for July and August.

ARTICLE XII

INSURANCE PROTECTION FOR UNIT MEMBERS

A. HEALTH CARE COVERAGE

The Board shall provide the health care insurance protection designated below. The Board shall pay the full premium for each unit member and, in cases where appropriate, for family-plan insurance coverage.

1. Provisions of Coverage

Provision of the health-care insurance program shall be detailed in master policies and contracts agreed upon by the Board and the Association and shall include:

- a. Hospital room and board and miscellaneous costs
- b. Out-patient benefits
- c. Laboratory fees, diagnostic expenses, and therapy treatments
- d. Maternity costs
- e. Major Medical

2. Carrier

- a. The health insurance carriers shall be Blue Cross and Blue Shield.
- b. The Major Medical carrier as described in "Health Benefits for New Jersey Public and School Employees" shall be the:

Prudential Insurance Company of America, New Jersey
Division of Pensions

OR

- c. Washington National, where appropriate

3. Special Programs and Carriers

In Addition to the above state program, provision shall be made to provide the following health program:

a. Prescription Drug Program

- (1) The Board shall pay the full premium for each unit member and in cases where appropriate, for family-plan coverage for a \$1.00 deductible prescription service.

b. Dental Health Program

- (1) The Board shall pay the full premium for each unit member in cases where appropriate for family coverage for dental services listed below with carriers approved by the Association:

100%	Preventative Diagnostic
80/20%	Basic Services
60/40%	Prosthodontics \$1,000 maximum
50/50%	Orthodontics (children only) \$500 maximum

B. DESCRIPTION TO UNIT MEMBERS

The Board shall provide to each unit member a description of the health care insurance coverage provided under this ARTICLE, which shall include a clear description of conditions and limits of coverage as listed above.

ARTICLE XIII

TRAVEL EXPENSES

Employees who may be required to use their own automobiles in the performance of their duties shall be reimbursed at the IRS rate.

ARTICLE XIV

SICK LEAVE

A. ACCUMULATIVE

All employees shall be entitled to ten (10) sick leave days each school/work year and all employees employed for twelve (12) months shall be entitled to twelve (12) sick leave days each school/work year, as of the first official day of said school year whether or not they report for duty on that day. Unused sick leave days shall be accumulated from year to year with no maximum limit.

B. NOTIFICATION OF ACCUMULATION

Employees shall be given a written accounting of accumulated sick leave no later than September 20th of each school year.

C. PAYMENT FOR UNUSED SICK LEAVE FOR TEACHERS

1. Upon leaving the District, the leaving teacher shall be compensated for a maximum of forty (40) days accumulated sick leave at the rate of twenty-four dollars (\$24.00) per day.

2. This compensation will not be payable when a teacher is separated from his/her employment for just cause, either through discharge or resignation directly related to this just cause.

D. PAYMENT FOR UNUSED SICK LEAVE FOR CUSTODIANS, SECRETARIES

Upon retirement, the leaving employee shall be compensated for a maximum of forty (40) days accumulated sick leave at the rate of twenty-four dollars (\$24.00) per day.

E. Payments under C and D above shall be made to the estate of an employee who dies while employed by the Board.

ARTICLE XV

TEMPORARY LEAVES OF ABSENCE

A. TYPES OF LEAVE

1. Personal

Four (4) days leave of absence for personal, legal, business, household or family matters which require absence during school hours. Application to the employee's Principal or other immediate supervisor

for personal leave, shall be made at least five (5) days before taking such leave (except in the case of emergencies) and the applicant for such leave shall be required to state the reason for taking such leave.

a. All unused personal days during the school calendar year for teachers, teacher aides, and teacher assistants, school fiscal year for custodians, custodian/maintenance and secretaries, bookkeeper/secretaries shall be reimbursed at the rate of twenty-four (\$24.00) dollars per day in each year of the agreement with payment being made on or before the last day in June.

b. At the option of the unit member, unused personal days, may at the end of the year, be transferred to the unit members sick leave account in lieu of payment. It shall be the obligation of the unit member desiring such transfer to inform the Board Secretary of this fact in writing not later than the last working day in June.

2. Any full time teacher who has served in the Shamong Township School District for a period not less than five (5) years, may be granted a leave of absence for a period not more than, nor less than, one (1) year. The request for such leave should be made on or before June 1st of the school year previous to the year for which the leave of absence is desired.

No more than two (2) teachers may be granted such leave for any one school year. Leave will be granted to the teacher (teachers) with the most years of service in the district. During the leave of absence the teacher will receive no compensation or benefits. Upon returning to service in the district, the teacher shall be placed on the salary schedule at the level at which he/she would have been during the previous year. Before March 1 of the year of the leave, the teacher must notify the Board of his/her intention of returning to teach the following year. Failure to give such notice may constitute a presumption that the teacher on leave will not return to the district. No teacher may be granted more than one (1) such leave while in the employ of the district.

The Board shall provide for each unit member, in addition to sick leave and personal days, five (5) days' absence with full pay upon the death of a unit member's mother, father, spouse, child or sibling. For the death of any other relative or friend (1) day's absence with full pay shall be granted. An employee shall be limited to two (2) bereavement days per year for friends. Personal days may be used to cover additional bereavement days.

ARTICLE XVI

EXTENDED LEAVES OF ABSENCE

A. Disability Leave

The Board shall grant a leave of absence for medical reasons associated with pregnancy and birth to pregnant employees on the same terms and conditioning of leaves of absence for other illness or medical disabilities, as set forth in N.J.S.A. Title 18A:30-1 et. seq., existing law, and appropriate rules and regulations issued by the responsible agencies involved.

B. Child Rearing Leave

1. The Board may grant voluntary unpaid leave of absence to tenured teachers for the purpose of child care of an infant. Approval is conditioned upon adequate staffing as determined by the Board.
2. A child care leave of absence may commence thirty (30) calendar days after birth and shall terminate at a logical break in the school year. For purposes of this paragraph, a logical break in the school year is considered to be the first day of school after the winter holiday vacation, the end of the half-year marking period, and the last day of school for the entire school year. The specific date will depend upon the educational needs of the school district.
3. The teacher shall have the option of commencing a child care leave at a logical break in the school year prior to her delivery date. For purposes of this paragraph, a logical break in the school year shall be the first day of the school year, the first day of school after the winter holiday vacation and the first day of the second half-year marking period. The specific date will depend upon the educational needs of the school district.
4. A teacher desiring an unpaid leave shall apply no fewer than ninety (90) calendar days before the anticipated delivery date of the infant. In the case of an adoption, application shall be made for a specific leave period as soon as the teacher is informed of the custody date. Time spent on unpaid leave shall not be counted for accrual of any benefits.

ARTICLE XVII

EMPLOYMENT PROCEDURES - SECRETARIES & CUSTODIANS

A. PLACEMENT ON SALARY SCHEDULE

1. Adjustment to Salary Schedule

Each custodian/secretary shall be placed on his/her proper step of the salary schedule as of the beginning of the 1989-90 work year. In order to be eligible for an increment, a full-time twelve-month custodian, custodian/maintenance employee, secretary or secretary/book-keeper must have worked or been on approved paid leaves of absence under the terms of this contract at least one hundred fifteen (115) or more days during the contract year.

B. NOTIFICATION OF CONTRACT AND SALARY

Secretaries and Custodians shall be notified of their contract and salary status for the ensuing year no later than April 30th.

ARTICLE XVIII

CUSTODIAN-CUSTODIAN/MAINTENANCE PERSONNEL

A. WORK DAY

1. The normal work day shall be eight (8) hours, exclusive of a thirty (30) minute lunch period. The normal work day for second (2nd) shift shall be eight (8) hours, inclusive of a thirty (30) minute lunch.
2. During school vacation periods, the normal work day for all custodians working on the first shift shall be eight (8) hours, exclusive of a thirty (30) minute lunch period.
3. During July and August, the normal work day for all custodians working on the first shift shall be eight (8) hours inclusive of a thirty (30) minute lunch.

B. WORK WEEK

Forty hours shall constitute a normal work week in any calendar week. The normal work day and work week as of the effective date of this agreement shall consist of four shifts:

First Shift - 7 a.m. to 3:30 p.m.
Third Shift - 10 a.m. to 6:30 p.m.
Second Shift - 3:30 p.m. to 11:30 p.m.
Fourth Shift - 11 p.m. to 7 a.m.

The Board at its discretion, may assign all personnel to the first shift during school vacation periods and may alter the starting time for any shift, or any custodian, custodian/maintenance assigned to a shift, up to one (1) hour, but nothing herein shall prevent the Board from modifying the shifts of the custodian, custodian/maintenance employees upon at least 10 days notice to the affected custodian, custodian/maintenance.

If in the judgment of the Board, there is need to change a custodian's, custodian/maintenance person's shift, the Board may assign a custodian, custodian/maintenance person to a different shift by giving notice of such change of assignment as early as practically possible.

C. WORK YEAR

The work year shall be the period from July 1 of one calendar year to the subsequent June 30.

D. REST PERIODS

Custodians, custodial/maintenance persons shall be entitled to a fifteen (15) minute rest period after the the first two (2) hours of work. Custodians, custodian/maintenance persons whose work day exceeds four (4) hours shall be entitled to a second fifteen (15) minute break after the completion of one-half (1/2) the regular work day.

E. OVERTIME PAY

1. Overtime pay shall be paid at the rate of one and one-half (1-1/2) times the custodian's, custodian/maintenance persons regular hourly rate of pay for all hours worked over forty (40) in any work week. For a custodian, custodian/maintenance person whose pay is based upon an annual salary, the regular hourly rate of pay will be determined by dividing the annual salary by number of weeks, by number of hours in a week. Overtime for custodians, custodian/maintenance persons shall be provided on a rotating basis.

2. Overtime work for custodians, custodian/maintenance persons will be scheduled in a continuous cycle by seniority as required for the work but they may be assigned for a shift other than their normally assigned shift.

3. Scheduled overtime work shall be divided as equally as possible in a continuous cycle by seniority among qualified employees. A qualified employee is one who can perform the full requirements as normally performed in a job classification for which the overtime is scheduled.

4. There shall be a two (2) hour minimum call-in time.

F. SHIFT DIFFERENTIAL - CUSTODIANS

Custodians, custodian/maintenance persons who work a shift beginning on or after 3:00 P.M. and work said shift for a full week shall receive a shift differential of seven (7%) percent of the weekly salary for any week so worked.

G. HOLIDAY SCHEDULE

The Board approves the following calendar of holidays:

- Independence Day
- Labor Day
- Thanksgiving Day
- Friday after Thanksgiving
- Christmas Eve
- Christmas Day
- New Year's Eve
- New Year's Day
- Martin Luther King's Birthday
- President's Day
- Good Friday
- Easter Monday
- Memorial Day

If the school is in session on any of these days, then the Board is not required to grant a holiday on that day. If Christmas Eve, Christmas Day, New Year's Eve, New Year's Day or Independence Day falls on a Saturday or Sunday, a compensatory day will be provided, by mutual agreement between the Board and employee.

H. HOLIDAY & WEEKEND PAY

1. Each full time, regular custodian, custodian/maintenance person must work the scheduled work day before and after a holiday to be paid for the holiday. If a custodian is absent the day before or the day after the holiday, he/she must provide a medical certificate to be paid for the holiday.

2. Custodians, custodian/maintenance persons who work holidays shall be paid double time (one additional day's pay).

3. Custodians, custodian/maintenance persons who work on Saturday or Sunday (except the regular shift that begins on Sunday night) shall be paid time and one-half (one-half (1/2) additional pay).

I. VACATIONS

1. a. Each full-time regular custodian, custodian/maintenance person who on July 1 of each year has completed six (6) months or more of continuous service with the Board since his/her last day of employment, will be entitled to vacation with pay in accordance with the following schedule:

Completion of Continuous Service	Vacation Period
6 months but less than 1 year	5 working days
1 year but less than 4 years	10 working days
4 years to less than 6 years	12 working days
6 years or more	15 working days

- b. Time accumulated for vacation purpose will start at the anniversary of employment as modified under d. below.
- c. When the date of employment is on or before the 16th of the said month will be considered a full month of service for vacation purposes.
- d. Employees hired on or after July 1, 1989, shall be credited with vacation on the July 1 following the commencement date of employment if they have worked at least six (6) months. Thereafter, they shall be credited with earned vacation on the July 1 following the anniversary date.

2. Vacation leave will be approved with due consideration of the needs of the school district. All custodians, custodian/maintenance persons between April 15 and May 15, shall submit their vacation requests for the coming year on a form provided by the Board.

3. If there is a conflict in choice of vacation days by custodians, custodian/maintenance persons, preference will be given to custodians in order of seniority.

4. Normally custodians, custodian/maintenance persons must take their vacation each year within twelve (12) months from the eligibility date (July 1) Requests to carryover unused vacation time must be submitted in writing to the Superintendent at least thirty (30) days before the end of the fiscal year. Such requests shall be granted only if in the judgment of the Superintendent, exceptional circumstances warrant doing so.

5. Paychecks will be given to custodial, custodial/maintenance personnel on the last pay prior to vacation provided the pay check (i.e. payday is to be paid during the vacation.

6. For any unused vacation time not carried over, custodians, custodian/maintenance persons shall be paid the regularly daily pay for each day not used Payment shall be made on or about June 30th.

J. UNIFORMS

Upon ratification of this agreement by the Association and approval by the Board of Education, custodians, custodian/maintenance personnel will be provided with work clothing. The Board of Education retains discretion to determine specific clothing items. Custodians, custodian/maintenance personnel shall receive a sixty dollar (\$60.) shoe allowance for work shoes each year with purchase order. Custodians, custodian/maintenance personnel will receive two (2) school tee shirts in addition to their regular uniform. Uniforms must be worn by any employee whose shift includes any portion of the school day.

K. SENIORITY

1. Seniority is defined as the length of a custodian, custodian/maintenance person's service in the school district that shall date from the custodian's most recent hiring. The Board and the Association agree to jointly develop a seniority list with respect to all custodians, which list, when developed shall be signed by both parties and shall be considered binding.

2. After completion of the thirty (30) day probationary period, a custodian, custodian/maintenance person's record of continuous service will date back to the original date of employment.

ARTICLE XIX

SECRETARY, BOOKKEEPER SECRETARY PERSONNEL

A. HOURS OF WORK

All full time secretarial, bookkeeper/secretarial personnel shall work eight (8) hours per day, inclusive of a thirty (30) minute lunch period. During July and August all full time secretarial, bookkeeper/secretarial personnel will work seven and one-half (7-1/2) hours inclusive of lunch and breaks, beginning at 7:30 a.m until 3 p.m.

B. REST PERIODS

Secretaries, bookkeeper/secretaries shall be entitled to a fifteen (15) minute rest period in each the A.M. and P.M. at such time as shall be mutually agreed upon with the secretary and her/his immediate supervisor.

C. WORK DAY

Reasonable hours encompassing the work day will be established by the Superintendent or immediate supervisor and secretary for all secretaries.

D. OVERTIME PAY

Overtime pay shall be paid at the rate of one and one-half (1-1/2) times the secretary's regular hourly rate of pay for all hours worked over forty (40) in any work week. For a secretary, bookkeeper/secretary whose pay is based upon an annual salary, the time plus one half rate will be computed by dividing the annual salary by the number of weeks in the work year, dividing the result by the number of hours in the work week, and multiplying the latter result by one and one half (1-1/2). At the option of the secretary, overtime may be taken as compensatory leave at such times as shall be approved by the secretary, bookkeeper/secretary's immediate supervisor.

E. SCHOOL CLOSINGS

Secretaries, bookkeeper/secretaries in the Association shall not be required to work on days on which the schools are closed due to weather conditions or emergency closings.

F. HOLIDAY SCHEDULE

1. All ten (10) and twelve (12) month secretaries, bookkeeper/secretaries shall be entitled to paid holidays coinciding with days during the school year upon which the schools of the Shamong Township District are closed for the purpose of observing such holidays pursuant to the "school calendars" adopted by the Board.

2. A secretary, bookkeeper/secretary shall work on such a holiday by mutual agreement between the secretary, bookkeeper/secretary and the Superintendent. Compensatory time shall be granted for such work on a holiday provided by mutual agreement between the Superintendent and secretary, bookkeeper/secretary.
3. In addition, twelve month secretaries, bookkeeper/secretaries shall be entitled to the paid holidays of Independence Day and Labor Day. If Independence Day falls on a Saturday or Sunday, a compensatory day will be provided by mutual agreement between the Superintendent and the secretary, bookkeeper/secretary.

G. VACATION

1. All twelve month secretaries, who on July 1 of each year, have completed six (6) months or more of continuous service with the Board since their last day of employment, will be entitled to vacation with pay in accordance with the following schedule:

Completion of Continuous Service	Vacation Period
6 months but less than 1 year	5 working days
1 year to less than 4 years	10 working days
4 years to less than 6 years	12 working days
6 years or more	15 working days

Time accumulated for vacation purpose will start at the anniversary of employment. Employees hired on or after July 1, 1989 shall be credited with vacation on the July 1 following the commencement date of employment if they have worked at least six (6) months. Thereafter, they shall be credited with earned vacation on the July 1 following the anniversary date.

2. Vacation leave will be approved with due consideration of the needs of the school district. Vacations must normally be taken during the months of June (after the close of school), July or August. All secretaries, bookkeeper/secretaries between April 15 and May 15, shall submit requests for the coming year on a form provided by the Board.

3. If there is a conflict in choice of vacation dates by secretaries, bookkeeper/secretaries, preference will be given to secretaries, bookkeeper/secretaries in order of seniority.

4. Normally secretaries, bookkeeper/secretaries must take their vacation each year within twelve (12) months from the eligibility date (July 1). Requests to carry over unused vacation time must be submitted in writing to the Superintendent at least thirty (30) days before the end of the fiscal year. Such requests shall be granted only if in the judgment of the Superintendent, exceptional circumstances warrant doing so.

5. Pay checks will be given to the secretaries, bookkeeper/secretaries on the last pay prior to vacation provided the pay check (i.e. payday) is to be paid during the vacation.

6. For any unused vacation time not carried over, secretaries, bookkeeper/secretaries shall be paid the regular daily pay for each day not used. Payment shall be made on or about June 30th.

H. Any vacancies that occur shall be adequately publicized to the appropriate unit members.

ARTICLE XX TEACHER AIDES/TEACHER ASSISTANTS

A. Employment

In order to be eligible for an increment, a ten-month teacher aide or teacher assistant must have worked or been on approved paid leaves of absence under the terms of this contract at least ninety-three (93) or more days during the contract year.

B. School Day

Teacher aides/teacher assistants will have a six and one half hour day (6-1/2), lunch inclusive, hours to be assigned by the administration.

C. Assignment

In emergency situations only, the administration may use a teacher assistant to cover a class for a teacher. The administration will insure that it makes provisions for the teacher assistant's cooperating teacher's 30 minute duty free lunch. The administration also agrees that substitute lists will be exhausted, whenever possible, prior to assignment of a teacher assistant to a substitute duty.

The Board agrees to pay a teacher assistant their regular salary plus \$6.00 per day for each full day and \$3.00 for a half day or less in which they act as a substitute teacher. Payment of such monies shall be claimed by voucher and shall be paid once a month.

D. Voluntary Transfer and Reassignments of Teacher Aide/Teacher Assistants

Teacher aides and teacher assistants have the option to apply for an open position prior to public advertisement. Known vacancies for the following year for teacher aides/teacher assistants will be posted by April 30th of each school year plus vacancies during the year will be posted.

E. Professional Development and Educational Improvement for Teacher Aides/Teacher Assistants

Reimbursement of up to forty (\$40.) per graduate or undergraduate credit will be granted upon completion of an approved graduate or undergraduate course. Approved courses will be determined by the superintendent who will evaluate the educational relevance of a course to the teacher aide's/teacher assistant's duties. There shall be a limit of six (6) credit hours per semester with a maximum of twelve (12) credits per year.

F. Movement on the Salary Schedule

When a teacher aide possesses a substitute teaching certificate and therefore gains the title of teacher assistant, the individual will be placed on the second step of the teacher assistant salary guide provided there has been at least one complete school year of service as a teacher's aide in the district.

G. Payment of Unused Sick Leave

Upon leaving the district, the employee shall be compensated for a maximum of forty (40) days accumulated sick leave at the rate of twenty (\$20.) dollars per day. Payments under this section shall be made to the estate of an employee who dies while employed by the Board.

H. Any vacancies that occur shall be adequately publicized to the appropriate unit members.

ARTICLE XXI
GRIEVANCE PROCEDURE FOR UNIT MEMBERS

A. DEFINITIONS

1. Grievance

A. "Grievance" is a claim by a unit member of the Association based upon the interpretation, application, or violation of this Agreement, policies, or administrative decisions affecting a unit member or a group of unit members.

B. PURPOSE

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 unit members. Both parties agree that these proceedings will be kept informal and confidential as may be appropriate at any level of the procedure.

C. PROCEDURE

1. Time Limits

Since it is important that grievances 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. Failure on the part of a unit member to comply with the time limits shall result in a waiver of the right to proceed to the next level. Failure by the Board to comply with time limits at Level Three shall result in a granting of the grievance.

2. Year End grievances

In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, and if left unresolved until the beginning of the following school year, could result in irreparable harm to a party in interest, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year, or as soon thereafter as is practicable.

3. Time Restriction

An aggrieved unit member shall institute action under the provisions hereof within ten (10) work days following the occurrence complained of when it affects the unit member. Failure to act within said ten (10) day period shall be deemed to constitute an abandonment of the grievance.

4. Level One - Principal

A unit member with a grievance shall first discuss it with his/her principal or immediate supervisor either directly or through the Association's designated representative, with the objective of resolving the matter informally.

5. Level Two - Superintendent

If the aggrieved person is not satisfied with the disposition of his/her grievance at Level One, or if no decision has been rendered within five (5) work days after the presentation of the grievance, he/she may file the grievance in writing with the Association within five (5) school days after the grievance was presented, whichever is sooner. Within five (5) school days after receiving the written grievance, the Association shall refer it in writing to the Superintendent of Schools. The writing shall specify:

- a. Nature of Grievance
- b. Results of prior discussions
- c. Basis for his/her dissatisfaction with the determination

6. Level Three - Board of Education

If the unit member of the Association is not satisfied with the disposition of the grievance at Level Two, or if no decision has been rendered within ten (10) work days after the grievance was delivered to the Superintendent, the unit member may submit the grievance to the Board. Said request shall be made to the Board within ten (10) school days from the above disposition, shall be in writing, and shall specify following:

- a. Nature of grievance
- b. Results of prior discussions
- c. Basis for his/her dissatisfaction with the determination

A copy of this statement shall be furnished to the Superintendent.

7. Level Four - Arbitration

a. If the aggrieved person is not satisfied with the disposition of his/her grievance at Level Three or if no decision has been rendered within ten (10) school days after the grievance was delivered to the Board, he/she may, within five (5) days after the grievance was delivered to the Board, whichever is sooner, request in

writing that the Association submit its grievance to arbitration. If the Association determines that the grievance is meritorious, it may submit the grievance to arbitration within fifteen (15) school days after receipt of a request by the aggrieved person.

b. Within ten (10) school days after such written notice of submission to arbitration, the Board and the Association shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators 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 arbitrator.

c. The arbitrator so selected shall confer with the representative of the Board and Association and hold hearings promptly and shall issue his/her decision not later than twenty (20) days from the date of the close of hearings, or, if oral hearings have been waived, then from the date the final statements and proofs on the issues are submitted to him/her. The arbitrator's decision shall be in writing and shall set forth his/her findings of fact, reasoning and conclusions on the issues submitted. The arbitrator 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 arbitrator shall be submitted to the Board and the Association and shall be final and binding on the parties. The arbitrator shall be limited to the issues submitted and shall consider nothing else. The arbitrator may add nothing to modify or subtract anything from the Agreement between the parties.

d. The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses and the cost of the hearing room shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring same.

D. RIGHTS OF UNIT MEMBERS TO REPRESENTATION

1. Unit Members and Association

Any aggrieved person may be represented at all stages of the grievance by himself/herself, or, at his/her option, by a representative selected or approved by the Association. When a unit member 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. Reprisals

No reprisals of any kind shall be taken by the Board or by any member of the administration against any party in interest, any representative, any member of the Association, or any other participant in the grievance procedure by reason of such participation.

E. MISCELLANEOUS

1. Group Grievance

If, in the judgment of the Association, a grievance affects a group or class of unit members, the Association may submit such grievance in writing to the Principal directly and the processing of such grievance shall be commenced at Level One. The Association may process such a grievance procedure even though the aggrieved person does not wish to do so.

2. Written Decisions

Decisions rendered at Level One which are unsatisfactory to the aggrieved person and all decisions rendered at Level Two and Level Three of the grievance procedure shall be in writing setting forth the decision and the reasons therefore and shall be transmitted promptly to all parties in interest and the the Association.

3. Separate Grievance File

All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.

4. Meetings and Hearings

All the meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives, heretofore referred to in the ARTICLE.

5. Levels

Grievances pertaining to violation of this agreement go through Level One, Level Two, Level Three and Level Four. Grievances pertaining to policies or administrative decisions affecting a unit member or group of unit members are not subject to arbitration.

ARTICLE XXII

BOARD'S RIGHTS

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

1. to direct employees of the school district;
2. 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;
3. to relieve employees from duty because of lack of work or for other legitimate reasons;
4. to maintain efficiency of the school district operations entrusted to them;
5. to determine the methods, means and personnel by which such operations are to be conducted;
6. to establish reasonable work rules; and
7. to take whatever actions may be necessary to carryout the mission of the school district in situations of emergency.

B. This agreement represents and incorporates the complete and final understanding in settlement by the parties of all bargainable issues which were or could have been the subject of negotiations.

ARTICLE XXIII
DURATION OF AGREEMENT

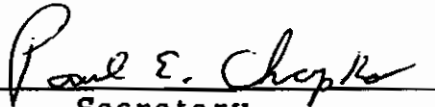
A. DURATION PERIOD

This agreement shall be effective as of July 1, 1989 and shall continue in effect until June 30, 1992 subject to the Association's right to negotiate over a successor Agreement as provided in ARTICLE II. This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated, unless it is extended in writing.

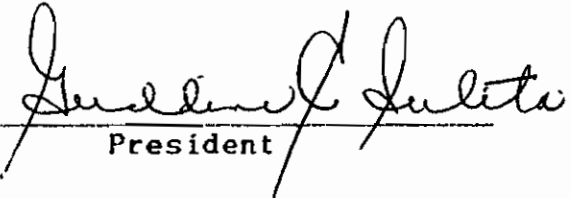
In witness whereof the Association has caused this Agreement to be signed by its President and Secretary and its Corporate Seal to be placed hereon, and the Board has caused this Agreement to be signed by its President, attested by its Secretary and its Corporate Seal to be placed hereon, all on the day and year first written above.

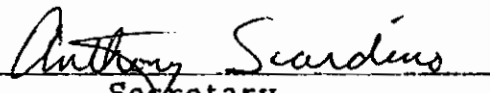
SHAMONG TOWNSHIP
BOARD OF EDUCATION

BY 
President

BY 
Secretary

SHAMONG TOWNSHIP
EDUCATION ASSOCIATION

BY 
President

BY 
Secretary

SCHEDULE A

TEACHERS' SALARY SCHEDULE

1989-1990

<u>YEARS OF EXPERIENCE AS OF 6/30/89</u>	<u>STEP</u>	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>
0	1	\$23897	\$24533	\$25093	\$26177	\$26968	\$27732
1	2	24147	24783	25343	26427	27218	27982
2-6	3	25058	25694	26254	27338	28129	28893
7	4	25938	26574	27134	28210	29009	29773
8	5	26669	27305	27865	28949	29740	30504
9	6	27546	28182	28742	29826	30617	31381
10	7	28475	29111	29671	30755	31546	32310
11	8	29442	30078	30638	31722	32513	33277
12	9	30417	31053	31613	32697	33488	34252
13	10	31421	32057	32617	33701	34492	35256
14	11	32454	33090	33650	34734	35525	36289
15	12	33539	34175	34735	35819	36610	37374
16	13	34468	35104	35664	36748	37539	38303
17	14	35415	36051	36611	37695	38486	39250
18	15	36346	36982	37542	38626	39417	40181
19	16	37299	37935	38495	39579	40370	41134
20	17	38765	39401	39961	41045	41836	42600
21+	18	40232	40868	41428	42512	43303	44067

1990-1991

<u>YEARS OF EXPERIENCE AS OF 6/30/89</u>	<u>STEP</u>	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>
0	1	\$26097	\$26897	\$27697	\$28897	\$29697	\$30497
1	2	26347	27147	27947	29147	29947	30747
2	3	26597	27397	28197	29397	30197	30997
3-7	4	27530	28330	29130	30330	31130	31930
8	5	28306	29106	29906	31106	31906	32706
9	6	29238	30038	30838	32038	32838	33638
10	7	30224	31024	31824	33024	33824	34624
11	8	31250	32050	32850	34050	34850	35650
12	9	32284	33084	33884	35084	35884	36684
13	10	33350	34150	34950	36150	36950	37750
14	11	34447	35247	36047	37247	38047	38847
15	12	35599	36399	37199	38399	39199	39999
16	13	36585	37385	38185	39385	40185	40985
17	14	37590	38390	39190	40390	41190	41990
18	15	38578	39378	40178	41378	42178	42978
19	16	39589	40389	41189	42389	43189	43989
20	17	41570	42370	43170	44370	45170	45970
21+	18	43551	44351	45151	46351	47151	47951

SCHEDULE A

TEACHERS' SALARY SCHEDULE

1991-1992

<u>YEARS OF EXPERIENCE AS OF 6/30/89</u>	<u>STEP</u>	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>
0	1	\$28500	\$29350	\$30200	\$31500	\$32400	\$33200
1	2	28855	29705	30555	31855	32755	33555
2	3	29105	29955	30805	32105	33005	33805
3	4	29355	30205	31055	32355	33255	34055
4-8	5	30182	31032	31882	33182	34082	34882
9	6	31175	32025	32875	34175	35075	35875
10	7	32227	33077	33927	35227	36127	36927
11	8	33321	34171	35021	36321	37221	38021
12	9	34424	35274	36124	37424	38324	39124
13	10	35561	36411	37261	38561	39461	40261
14	11	36730	37580	38430	39730	40630	41430
15	12	37958	38808	39658	40958	41858	42658
16	13	39009	39859	40709	42009	42909	43709
17	14	40081	40931	41781	43081	43981	44781
18	15	40700	41550	42400	43700	44600	45400
19	16	42900	43750	44600	45900	46800	47600
20	17	45100	45950	46800	48100	49000	49800
21+	18	47500	48350	49200	50500	51400	52200

SCHEDULE B

	<u>1989-1990</u>	<u>1990-1991</u>	<u>1991-1992</u>
Computer Club	\$ 771	\$ 848	\$ 933
Intro to Vocations	981	1079	1079
School Store Coordinators (each person)	849	934	1027
Band	849	934	1027
Basketball/1 Girls'; 1 Boys'	1200	1320	1452
Cheerleading	917	1009	1110
Eighth Grade Advisor	1807	1988	2186
Gymnastics	771	848	933
Soccer	771	848	933
Softball/1 Girls'; 1 Boys'	771	848	933
Track	771	848	933
Wrestling	917	1009	1110
Field Hockey	771	848	933
Chorus	917	1009	1110
Fine Arts	849	934	1028
Newsletter (per issue)	155	171	188
Literary Magazine (per issue)	362	398	438
Music Lessons	20 per hr.	22 per hr.	24 per hr.
Summer Curriculum	20 per hr.	22 per hr.	24 per hr.
Summer School	26 per hr.	29 per hr.	32 per hr.
Curriculum During School Year	12 per hr.	13 per hr.	15 per hr.
Bus Duty (IMS)	1341	1475	1475
Bus Duty (Nokomis)	670	737	737
Bus Aide (IMS)	572	629	692
Bus Aide (Nokomis)	286	315	347
Lunch Supervisor	1475	1623	1785
Individual Student Improvement Plan	24 per hr.	26 per hr.	29 per hr.
Individual Student Improvement Plan Update	12 per hr.	13 per hr.	14 per hr.
Science Fair	771	848	933
Chess Club	771	848	933

Fees are per person where noted.

SCHEDULE C

CUSTODIAN SALARY GUIDE

<u>STEP</u>	<u>1989-1990</u>	<u>1990-1991</u>	<u>1991-1992</u>
1	\$ 11,964	\$ 12,801	\$ 13,697
2	12,299	13,160	14,081
3	12,818	13,529	14,476
4	13,387	14,100	14,882
5	14,023	14,726	15,510
6	14,690	15,425	16,198
7	15,540	16,160	16,968
8	16,398	17,094	17,776
9	17,238	18,027	18,803
10	18,086	18,962	19,829

CUSTODIAN/MAINTENANCE SALARY GUIDE

<u>STEP</u>	<u>1989-1990</u>	<u>1990-1991</u>	<u>1991-1992</u>
1	\$ 13,063	\$ 13,977	\$ 14,955
2	13,429	14,369	15,375
3	13,996	14,772	15,806
4	14,618	15,396	16,249
5	15,314	16,080	16,936
6	16,042	16,846	17,688
7	16,904	17,647	18,530
8	17,454	18,594	19,411
9	18,462	19,199	20,453
10	19,472	20,309	21,119

+ 7% base pay night shift differential

\$500 for Black Seal License

SCHEDULE D

SECRETARY SALARY GUIDE

<u>STEP</u>	<u>1989-1990</u>	<u>1990-1991</u>	<u>1991-1992</u>
1	\$ 13,576	\$ 14,526	\$ 15,543
2	13,957	14,934	15,979
3	14,458	15,352	16,427
4	15,300	15,904	16,888
5	15,917	16,830	17,495
6	16,512	17,509	18,513
7	16,982	18,163	19,260
8	17,399	18,680	19,980
9	17,818	19,139	20,548
10	18,369	19,600	21,052
11	18,817	20,206	21,560
12	19,236	20,698	22,226

SCHEDULE E

TEACHER ASSISTANT SALARY GUIDE

1989-1990

<u>STEP</u>		<u>75</u>	<u>90</u>	<u>105</u>	<u>BA/SCI</u>
1	\$ 8,891	\$ 9,024	\$ 9,158	\$ 9,292	\$ 9,426
2	9,140	9,277	9,415	9,552	9,690
3	9,580	9,717	9,855	9,992	10,130
4	10,073	10,210	10,348	10,485	10,623
5	10,625	10,762	10,900	11,037	11,175
6	11,177	11,315	11,452	11,590	11,727
7	11,728	11,866	12,003	12,141	12,278
8	12,280	12,418	12,555	12,693	12,830
9	12,833	12,970	13,108	13,245	13,382
10	13,385	13,522	13,660	13,797	13,935

1990-1991

<u>STEP</u>		<u>75</u>	<u>90</u>	<u>105</u>	<u>BA/SCI</u>
1	\$ 9,513	\$ 9,656	\$ 9,799	\$ 9,942	\$10,085
2	9,780	9,927	10,074	10,221	10,368
3	10,054	10,205	10,356	10,508	10,659
4	10,538	10,689	10,840	10,992	11,143
5	11,080	11,231	11,382	11,534	11,685
6	11,687	11,839	11,990	12,141	12,292
7	12,295	12,446	12,597	12,749	12,900
8	12,901	13,052	13,204	13,355	13,506
9	13,508	13,660	13,811	13,962	14,113
10	14,116	14,267	14,418	14,570	14,721

1991-1992

<u>STEP</u>		<u>75</u>	<u>90</u>	<u>105</u>	<u>BA/SCI</u>
1	\$10,179	\$10,332	\$10,485	\$10,638	\$10,791
2	10,464	10,622	10,779	10,937	11,094
3	10,758	10,919	11,081	11,243	11,405
4	11,059	11,226	11,392	11,558	11,725
5	11,592	11,758	11,924	12,091	12,257
6	12,188	12,354	12,521	12,687	12,853
7	12,856	13,022	13,189	13,355	13,522
8	13,524	13,691	13,857	14,023	14,190
9	14,191	14,357	14,524	14,690	14,857
10	14,859	15,026	15,192	15,358	15,525

SCHEDULE F

TEACHER AIDES SALARY GUIDE

1989-1990

<u>STEP</u>	<u>0</u>	<u>15</u>	<u>30</u>	<u>45</u>
1	\$ 6,526	\$ 6,660	\$ 6,793	\$ 6,927
2	6,709	6,846	6,984	7,121
3	6,929	7,066	7,204	7,374
4	7,175	7,313	7,450	7,588
5	7,451	7,589	7,726	7,864
6	7,727	7,865	8,002	8,140
7	8,004	8,141	8,279	8,416
8	8,279	8,416	8,554	8,691
9	8,555	8,692	8,830	8,967
10	8,831	8,968	9,106	9,243

1990-1991

<u>STEP</u>	<u>0</u>	<u>15</u>	<u>30</u>	<u>45</u>
1	\$ 6,983	\$ 7,126	\$ 7,269	\$ 7,412
2	7,179	7,326	7,473	7,620
3	7,380	7,531	7,682	7,834
4	7,622	7,773	7,924	8,112
5	7,893	8,044	8,195	8,347
6	8,197	8,348	8,499	8,650
7	8,500	8,651	8,803	8,954
8	8,804	8,955	9,106	9,258
9	9,106	9,258	9,409	9,560
10	9,410	9,561	9,713	9,864

1991-1992

<u>STEP</u>	<u>0</u>	<u>15</u>	<u>30</u>	<u>45</u>
1	\$ 7,472	\$ 7,625	\$ 7,778	\$ 7,931
2	7,681	7,838	7,996	8,153
3	7,896	8,058	8,220	8,382
4	8,118	8,284	8,451	8,617
5	8,384	8,550	8,717	8,923
6	8,682	8,848	9,015	9,181
7	9,016	9,183	9,349	9,515
8	9,350	9,517	9,683	9,849
9	9,684	9,851	10,017	10,183
10	10,017	10,183	10,350	10,516

SCHEDULE G

(APPLIES TO SCHEDULE E AND SCHEDULE F PERSONNEL)

LONGEVITY

3-5 Years in district (4th-6th contract)	\$ 94.00
6-8 Years in district (7th-9th contract)	\$125.00
9+ Years in district (10th + contract)	\$157.00