

# AGREEMENT

between

THE AVON-BY-THE-SEA

BOARD OF EDUCATION

and

THE AVON-BY-THE-SEA

EDUCATION ASSOCIATION

MAY 13, 2010 - JUNE 30, 2012

## Table of Contents

<u>Article #</u>	<u>Page #(s)</u>
Preamble	3
#1. Recognition	4
#2. Negotiation of Successor Agreement	5
#3. Grievance Procedure	6 - 7
#4. Teaching Hours and Load	8 - 9
#5. Teacher employment	10
#6. Sick Leave	11
#7. Temporary Leaves of Absence	12 - 13
#8. Extended Leaves of Absence	14-16
#9. Professional Development and Educational Improvement	17 - 18
#10. Insurance Protection	19
#11. Deduction From Salary	20
#12. Retirement	21
#13. Miscellaneous Provisions	22
#14. Salary Guides	23
#15. Duration of Agreement	24
<u>Salary Schedules</u>	
Schedule A - Salary Guides	25-27
Schedule B - Supplemental Position Schedule	28

## **PREAMBLE**

This Agreement is entered into by and between the Board of Education of the Borough of Avon-by-the-Sea, hereinafter referred to as the "Board" and the Avon Education Association, hereinafter referred to as the "Association".

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 the Agreement, be it

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

**ARTICLE #1**  
**RECOGNITION**

- A. The Board hereby recognizes the Association as the exclusive and sole representative for collective bargaining for the terms and conditions of employment for all certified personnel whether under contract, or on leave, employed by the Board. This includes full and part time teachers, but excludes personnel on a per diem basis and others excluded by law.
  
- B. Unless otherwise indicated, the term "teacher", when used hereinafter, shall refer to all professional employees represented by the Association in the negotiations unit defined above.

**ARTICLE #2**  
**NEGOTIATION OF SUCCESSOR AGREEMENT**

- A. The parties agree to enter into collective negotiations over a successor agreement in accordance with Chapter 123, Public Laws of 1974, and shall meet within reasonable time and negotiate in good faith with respect to grievances and terms and conditions of employment. Such negotiations shall begin not later than October 1, (unless extended by mutual consent) of the calendar year preceding the calendar year in which this Agreement expires. Any agreement negotiated shall be reduced to writing, signed by the Board and the Association, and be ratified by the Board and the Association.
  
- B. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.
  
- C. Neither party, in any negotiations, shall have control over the selection of the negotiating representatives of the other party.

**ARTICLE #3**  
**GRIEVANCE PROCEDURE**

- A. A grievance shall mean a complaint by an employee or representatives of employees concerning the interpretation, application, or violation of this contract.
- B. With respect to the grievance, the employee shall be assured freedom from restraint, interference, coercion, discrimination, or reprisal in presenting the appeal. The employee shall have the right to present their own appeal or designate the representatives of the Association, or any other representative of their own choosing, to appear with them or for them at any step in the appeal after the informal meeting with the Superintendent, up to and including Step 4 outlined in the following procedures:

C. PROCEDURE

STEP 1 Any employee who has a grievance shall discuss it first with the Superintendent (within five (5) business days of the occurrence of the incident) in an attempt to resolve the matter informally at that level.

STEP 2 If, as a result of this discussion, the matter is not resolved to the satisfaction of the employee within ten (10) or less business days, the employee may set forth the complaint in writing to the Superintendent. This letter shall contain a request for a meeting with the Superintendent within ten (10) business days after the receipt of this complaint. The employee may request representation at this meeting by any member of the Association. Following this meeting, the Superintendent shall communicate the decision to the employee in writing within five (5) business days.

STEP 3 If the grievance is not resolved to the employee's satisfaction, the employee may request a review by the Board. The request for review shall be submitted in writing through the Superintendent who shall attach all related papers and forward the request to the Board. The Board shall, before the next regular Board meeting, or within fifteen (15) business days of the receipt of the request, review the grievance, hold a hearing with the employee(s) if requested, and render a decision as quickly as possible, but within a period not to exceed thirty (30) business days from the date the request was submitted.

STEP 4 If the grievance involves the interpretation of the language of this contract, the grievant may submit said grievance to binding arbitration within fifteen (15) business days after receipt of the decision of the Board. Within (10) ten business days, after such written notice of submission to binding arbitration, the Board and the grievant and/or the representative, 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 a specified period, a request for a list of arbitrators shall be made to the American Arbitration Association by either party. The parties then shall be bound by the rules of the American Arbitration Association in selection of an arbitrator. The arbitrator so selected shall confer with the representatives of the Board and grievant and shall hold hearing promptly. The arbitrator shall be requested to issue the decision not later than thirty (30) business days from the date of the close of hearing, or if the 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 the findings, reasoning, and conclusions on the issues submitted. The arbitrator shall be without power to make any decision, which required the commission of an act prohibited by law or which violates the terms of this Agreement. The decision of the arbitrator shall be final and binding upon the parties. The cost for services of the arbitrator shall be shared equally by the Board and the grievant and any other expenses incurred shall be paid by the party incurring same.

- D. All employees shall continue to be subject to the direction of the Superintendent until a decision is reached on the grievance. If the grievance is decided in favor of the employee, the Board shall reinstate any withheld back pay due to suspension.
- E. For this article, a business day is defined as any day in which the school business office is open. The school business office is open during the school year on days in which the teachers are required to be present, as per the Avon Elementary Annual School Calendar. During the summer months, the business office is open and the Board of Education will notify the Association by May 31 of that year as to what the days and hours of operation will be.

**ARTICLE #4**  
**TEACHING HOURS AND LOAD**

- A. Teachers will arrive no later than 8:05 a.m. and may leave the building at the end of the school day at 3:12 p.m. with the exception of days on which the normal schedule had been altered to accommodate testing, workshops, parent - teacher conferences, curriculum, or similar days.
- B. Pupil contact time will remain five (5) hours and thirty-five (35) minutes.
- C. Teachers may leave the building without requesting permission during their scheduled duty free lunch periods.
- D. Teachers will have two preparation periods per full day of teaching. Preparation time shall be used for professional responsibilities such as: preparation of classroom activities and instructional materials; preparation and/or grading of student assignments and tests; review of student data; meeting with principals, colleagues, supervisors, staff, students, or parents. No more than one preparation period a week will be mandated to be used for a Professional Learning Community collaboration meeting. Teachers are required to receive prior approval from the superintendent should they want to leave the building during a prep time. Requests shall not be unreasonably denied. Teachers are to remain in the building if not approved to leave.
- E. Substitute teachers shall be provided for all subject area teachers when they are absent, where possible. In the event that a substitute is not obtained and a teacher is required to cover a class, such teacher shall be reimbursed at the rate of \$22.89 in the first year, \$23.00 in the second year and \$24.00 in the third year for a missed preparation period.
- F. Teachers will be assigned to playground/lunchroom supervision duty for a total of 60 minutes per week and not more than 3 days per week.
- G. Unit members shall not be required to drive students to activities, which take place away from the school building.
- H. The Superintendent, with Board approval, will compensate teachers for extra duties performed voluntarily outside the scope of the normal work day and not previously compensated under the other provisions of the collective bargaining agreement at the rate of \$39.00 per hour, which would include preparation and presentation time as mutually agreed upon.
- I. All teachers requested by the Superintendent to attend professional workshops on a weekend, holiday, or school recess, shall be reimbursed at the rate of \$100.00 for the first year and \$110.00 for the second and third years for a full day's attendance.



- J. All teachers must attend Back - To - School Night and evening Parent - Teacher Conferences, as has been past practice. Supervising teacher(s) shall be required as has been past practice, to attend the following listed activities after school and/or evenings; Gym Show, Holiday Program, Science Fair, Art Show, Spring Musical, Graduation.
- K. Evening conferences shall be set aside for the convenience for parents who are unable to attend day sessions. These terms must be mutually agreeable to parents, teachers, and the Superintendent.
- L. Staff meetings will be held once a month. There will be five half (1/2) hour meetings per school year and five one hour meetings per school year.
- M. Teachers shall report to school 185 days per year, of which 180 days shall be student instructional days and 5 days will be teacher in-service days. The school calendar may reflect more than 185/180 days to include time for emergency closing days. If the scheduled emergency days are utilized, the school calendar will be extended to fulfill the 185 days for teacher reporting and the 180 days of student instruction.
- N. Part-time teachers will be compensated for attendance at a relevant scheduled district in-service day that has been scheduled on a non-reporting day for that teacher if requested by the Superintendent and mutually agreed upon. The part-time teacher shall be paid at their per diem rate for their attendance.

**ARTICLE #5**  
**TEACHER EMPLOYMENT**

- A. The Board agrees when possible, to hire only fully certified teachers holding/appropriate certificates issued by the New Jersey State Board of Examiners for every teacher in assignment.
  
- B. The Board may grant teachers with previous teaching experience in this district, upon returning to the system, credit on the salary guide for Board approved teaching experience. Peace Corps, VISTA, or National Teacher Training Corps, work and time spent on a Fullbright Scholarship up to a maximum set forth in the salary guide.
  
- C. Teachers shall be notified in writing of their contract and salary status for the ensuing year no later than May 15<sup>th</sup>.

**ARTICLE #6**  
**SICK LEAVE AND OTHER LEAVES OF ABSENCE**

- A. All full-time teachers shall be entitled to ten (10) sick leave days per school year, which shall accumulate. These shall be in accordance with N.J.S.A. 18A. In addition, all teachers shall be granted two (2) additional non - accumulative sick leave days during the contract year, but only after ten (10) sick leave days have been used.
- B. Teachers shall be given written account of accumulated sick leave days not later than September 30<sup>th</sup> of each school year.
- C. All teachers shall be entitled to four (4) personal days per school year, or their full time equivalent, for personal, legal business, household or family matters which require absence during school hours. Application to the Superintendent for personal leave shall be made at least (3) days before taking such leave except in an emergency. The Superintendent may require a change of date if granting such leave would result in more than two classroom teachers being absent on the requested day(s). No personal days may be used immediately before or after a school recess. All unused personal leave days shall accumulate as sick days at the end of each school year.
- D. Part time teachers shall receive sick and personal days pro rated as per their full time equivalency rounded to the nearest half (1/2) day.

**ARTICLE #7**  
**TEMPORARY LEAVES OF ABSENCE**

- A. Teachers shall be entitled to the following temporary, non-accumulative leaves absence with full pay:
1. Up to five (5) consecutive days bereavement leave shall be granted for members of the immediate family and three (3) consecutive days for relatives outside the immediate family.

For this purpose “immediate family” should be interpreted as meaning spouse, domestic partner or civil union partner, child, parent, mother-in-law, father-in-law, sibling, grandparent, grandchild, or any member of the immediate household.

For this purpose, “relative outside the immediate family” shall be interpreted as aunt, uncle, son-in-law, daughter-in-law, brother-in-law, sister-in-law, and other step children not a member of the immediate household.
  2. Teachers shall be provided opportunities to visit other schools and to attend meetings or conferences of an educational nature for the development of increased competence beyond that which they may attain through the performance of their assigned duties.
- B. As it is the Board’s desire to foster and maintain a caring relationship with the staff of the Avon School, the following and other temporary, non-accumulative leaves with full pay may be granted by formal action of the Board:
1. Up to six (6) days at any one time to care for a serious illness involving the teacher’s immediate family or family members living in the same household. Immediate family will include the teacher’s spouse, child, parent, or sibling. Both the Superintendent and Board President, prior to any time being taken, must approve the leave. The Board, at their next scheduled business meeting, must ratify the above referenced approval. In the event of an emergency, the teacher will be charged for any sick days used to care for a family member. Those sick days may be reinstated by action of the Board if deemed appropriate at their next regular business meeting.
  2. If additional time is needed, the employee may take an unpaid leave in accordance with the Family Medical Leave Act. Board approval will be needed for use of accumulated sick time.

3. In the event of the death of an active teacher, staff member, or student of this system, the Superintendent may grant members of the teaching staff sufficient time off to attend the funeral.

**ARTICLE #8**  
**EXTENDED LEAVES OF ABSENCE**

- A. The following and other leaves of absence without pay may be granted by the Board for good reason:
1. A leave of absence without pay of up two (2) years may be granted to any tenured teacher who joins the Peace Corp, VISTA, National Teacher Corps, Project Hope or serves as an exchange teacher to overseas, and is a full time participant in either.
  2. The Board may grant childcare or adoption leaves of absence without pay or benefits to employees under the following terms and conditions:
    - a. Any tenured or non-tenured employee may request an unpaid leave of absence to care for a newly born or adopted child. If the employee has sick days accumulated, they may be used for this leave until exhausted.
    - b. Teachers should make a request for this leave at least 90 days prior to the commencement date of the leave. This 90 day notification requirement may be reduced by agreement between the teacher and the Superintendent in the case of unforeseen circumstances.
    - c. Any teacher may return to work within the school year in which the leave begins, provided he or she has requested to do so in the original application for this leave, specifying then the date when he or she plans to return. Any change of date of return within the same school year shall be allowed at the discretion of the Board. Such change may be granted for reasons associated with the pregnancy, birth or adoption.
    - d. Any tenured teacher who wishes to extend said leave beyond the school year in which it begins shall make written application to the Board of Education at least 90 days prior to the beginning of the school year.
    - e. Tenured employees shall be granted a child care or adoption leave without pay for not more than two years. When the leave is granted, the teacher will return as a tenured employee to a position for which he or she is certified. The position may not necessarily be the position that the teacher left to take a leave but shall be substantially equivalent.
    - f. Time on leave does not count towards the tenure of non-tenured employees.
    - g. Nothing herein shall be construed to require the Board of Education to grant tenure or to offer a new contract to any non-tenured teacher who would not have otherwise been offered a contract.



- C. An employee on leave of absence may return upon expiration of the leave when there is a position available for which the employee is qualified. Application to return from leave of absence should be filed with the Superintendent not later than March 15<sup>th</sup> preceding the September of the year of return.
- D. All extensions or renewals of leaves shall be applied for and granted in writing.



**ARTICLE #9**  
**PROFESSIONAL DEVELOPMENT and EDUCATIONAL**  
**IMPROVEMENT**

The Board agrees:

- A. To pay the full cost of tuition and other reasonable expenses incurred in connection with any courses, workshops, seminars, conferences, in-service training sessions, or other sessions which a teacher is required and/or requested by the administration to take. To pay the reasonable expenses (including fees, meals, lodging and/or transportation) incurred by teachers who attend such sessions.
- B. The Avon Board of Education recognizes and encourages the pursuit of graduate education related to the professional responsibilities of its teachers. To encourage further professional development, teachers enrolled in an administratively approved course will be paid tuition grants for up to 9 graduate credits per summer session and six graduate credits per fall and spring semester, subject to the following conditions below. Courses must be related to the professional responsibilities of the teacher.
1. All courses must be taken at schools accredited by the New Jersey Department of Education, New Jersey Department of Higher Education, Middle States Association of Colleges and Schools, Commission on Higher Education, or in the case where the institution is in another state, approval of that state's accrediting agency.
  2. Tuition reimbursement is available to all teachers who have served at least one full school year in the district. Teachers must remain in the employ of the Avon Board of Education for 2 years after course completion or reimbursed tuition will be due back to the Avon Board of Education. If the teacher's departure from the district is due to non-renewal of contract by the Board of Education then reimbursed tuition will not be considered due back.
  3. Request in writing must be received on the form designated by the Superintendent and shall include a course description. The Superintendent may request additional information, if necessary. In order to be approved by the Superintendent, requests must be received by:
    - ★ April 15 for the Summer Session
    - ★ August 1 for the Fall semester
    - ★ December 1 for the Spring Semester
  4. Approval by the Superintendent shall be in writing prior to registration. Within 8 days of the above listed dates, teachers will be informed regarding what percentage of reimbursement they will receive, based on the allotted amount and the number of requests.

5. For the duration of this contract, the Board will pay a maximum of the prevailing average of the per credit cost of graduate tuition Rutgers University (New Brunswick).
  6. The teacher must achieve a minimum grade of a “B” or its equivalent to be eligible for tuition reimbursement.
  7. The total amount to be paid for teachers for the 2009-2010 school years shall be \$12,000 per year and \$16,000 per year for the 2010-2011 and 2011-2012 school years. One third of this amount will be encumbered for the summer session, one third for the fall session and one third for the spring session. Teachers will receive a prorated amount per credit, based on the number of requests in any given semester. If requests do not exceed the allotted amount, teachers will receive full reimbursement at the Rutgers average rate. Any unused amount in any given semester will be divided amongst the remaining sessions within the same fiscal year. If unused funds remained after the final semester of the school year, monies will be equally pro-rated amongst teachers who received less than full reimbursement in previous semesters. Unused funds cannot be carried over from one fiscal year to the next.
  8. Reimbursement can occur only after receipt of the following:
    - a. Receipted bill for tuition (cancelled check, or bill marked “paid.”)
    - b. Official transcript of grade showing a “B” or better as an earned mark.
    - c. Copy of Superintendent’s approval.
    - d. These items must be received by:
      - ★ September 10<sup>th</sup> for Summer courses
      - ★ January 10<sup>th</sup> for Fall courses
      - ★ June 10<sup>th</sup> for Spring courses.
  9. Tuition reimbursement shall be made to the teacher at the payroll following the next Board of Education meeting after the receipt of above records.
  10. It is the teacher’s responsibility to adhere to all deadlines and to provide all necessary documentation.
- C. To cooperate with the Association in arranging in - service courses, workshops, conferences, and programs designed to improve the quality of instruction.
- D. Those teachers who have earned any additional credits or degrees shall be compensated at the rate above the Bachelor Level on the attached salary guide. Teachers earning their MA or M A+30 must submit notification and transcripts to the superintendent's office by August 15 to be eligible for movement on the guide as of September 1. Alternatively, teachers may submit notification and transcripts to the superintendent's office by January 15<sup>th</sup> to be eligible for movement on the guide as of February 1.

**ARTICLE #10**  
**INSURANCE PROTECTION**

Current health benefits pursuant to Article #10 will remain in effect for the duration of the contract, until and unless changed by New Jersey State Health Benefits Program, hereinafter referred to as "N.J.S.H.B.P." Qualified unit member shall mean any employee working over twenty – five (25) hours per week, as per new legislation effective May 21, 2010.

- A. The Board shall pay the family contract cost for the N.J.S.H.B.P. for all qualified unit members. The Board Secretary shall administer the plan.
- B. The Board shall assume the full cost of family co-payment prescription plan from NJSHBP. The Board Secretary shall administer the plan. The co-payments determined by NJSHBP will be the responsibility of the Teacher.
- C. All current eligible employees will maintain their dental coverage as written by Horizon and the Board Secretary shall administer the plan. All employees working over (25) hours per week, as per new legislation effective May 21, 2010, will be offered dental coverage subject to eligibility requirements of the N.J.S.H.B.P. Single dental coverage will be offered for those employees who are not tenured. Full family dental coverage will be offered once tenure is achieved.
- D. Any employee hired after September 1, 2001 and working less than twenty (25) hours per week, as per new legislation effective May 21, 2010, will not be eligible for any medical, prescription, or dental coverage.
- E. As to rejoining or adding spouse/dependents to the plan due to a change in circumstance or hardship outside of the open enrollment periods (as specified by NJSHBP) N.J.S.H.B.P. would ask for proof of change or hardship involved and could process the change on a monthly basis, as needed, after receiving proof of the event.
- F. If the Board deems it desirable to change plans, the plan put into place will be equal to or better than the existing plan.

**ARTICLE #11**  
**SALARY PROVISIONS**

- A. All deductions from salary shall be in accordance with and subject to State Law.
- B. The Public Employees Federal Credit Union deduction plan:
  - 1. Shall be administered by Public Employees Federal Credit Union.
  - 2. Shall be voluntarily authorized in writing by the employees.
- C. Staff pay with all deductions shall be figured for the entire school year. Deductions will be divided into twenty (20) equal installments or prorated according to the individuals' start date made payable semi-monthly on the 15<sup>th</sup> and 30<sup>th</sup> of each month during the school year.

**ARTICLE #12**  
**RETIREMENT**

Employees with twelve (12) or more continuous years of service in the Avon-by-the-Sea School District shall be compensated at \$100 per day multiplied by the accumulated sick leave standing to the credit of the employee upon voluntary retirement. Written notice of retirement must be provided to the Board at least sixty (60) days prior to termination of employment. The amount accruing and payable under the provision shall be reduced by any deduction required by law. The Board has the right to increase the buy back rate without establishing a precedent.

**ARTICLE #13**  
**MISCELLANEOUS PROVISIONS**

- A. If any provisions of the Agreement or any application of this Agreement are held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
  
- B. Any individual contract between the Board and an individual unit member, heretofore and hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If any individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration shall control.
  
- C. Copies of this Agreement shall be printed and expenses shared by the Association and the Board, after agreement with the Association on format, within thirty (30) days after the Agreement is signed. Copies shall be presented to all unit members now employed or hereafter employed.

**ARTICLE #14**  
**SALARY GUIDES**

- A. Salary Guides are attached.
- B. Supplemental Position Schedules are attached.

**ARTICLE #15  
DURATION OF AGREEMENT**

This Agreement is effective from May 13, 2010 to June 30, 2012. It shall not be executed orally and it is expressly understood that it shall expire on the date indicated unless it is extended in writing by both parties.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective representative on this 13th day of May 2010.

**AVON BOARD OF EDUCATION**

**AVON EDUCATION ASSOCIATION**

By: \_\_\_\_\_  
**Robert Shafer**

By: \_\_\_\_\_  
**Jennifer Silvestri**

By: \_\_\_\_\_  
**Kenneth Child**

By: \_\_\_\_\_  
**Sandra Trochanowski**

By: \_\_\_\_\_  
**Laura Davey**

By: \_\_\_\_\_  
**Joanne Langon**

**Attested by:**

\_\_\_\_\_  
**Amy S. Lerner, Board Secretary**

\_\_\_\_\_



**Schedule A: Salary Guides**

**2009-2010**

<b>Step</b>	<b>BA</b>	<b>BA +15</b>	<b>MA</b>	<b>MA +30</b>
<b>1</b>	45,283	46,189	48,001	49,817
<b>2</b>	46,415	47,321	49,133	50,949
<b>3</b>	47,576	48,482	50,294	52,110
<b>4</b>	48,765	49,671	51,483	53,299
<b>5</b>	49,984	50,890	52,702	54,518
<b>6</b>	51,234	52,140	53,952	55,768
<b>7</b>	52,515	53,421	55,233	57,049
<b>8</b>	53,828	54,734	56,546	58,362
<b>9</b>	55,173	56,079	57,891	59,707
<b>10</b>	56,553	57,459	59,271	61,087
<b>11</b>	57,966	58,872	60,684	62,500
<b>12</b>	59,416	60,322	62,134	63,950
<b>13</b>	60,901	61,807	63,619	65,435
<b>14</b>	64,555	65,461	67,273	69,089
<b>15</b>	68,428	69,334	71,146	72,962
<b>16</b>	74,587	75,493	77,305	79,121
<b>17</b>	81,300	82,206	84,018	85,834

**Longevity**

0-10 Years	+0
11-15 Years	+\$375
16-20 Years	+\$1,000
21-25 Years	+\$1,500
25+ Years	+\$2,000

**Schedule A: Salary Guides**

**2010-2011**

<b>Step</b>	<b>BA</b>	<b>BA +15</b>	<b>MA</b>	<b>MA +30</b>
<b>1-2</b>	46,730	47,636	49,448	51,264
<b>3</b>	47,830	48,736	50,548	52,364
<b>4</b>	48,990	49,896	51,708	53,524
<b>5</b>	50,180	51,086	52,898	54,714
<b>6</b>	51,400	52,306	54,118	55,934
<b>7</b>	52,650	53,556	55,368	57,184
<b>8</b>	53,930	54,836	56,648	58,464
<b>9</b>	55,240	56,146	57,958	59,774
<b>10</b>	56,585	57,491	59,303	61,119
<b>11</b>	57,965	58,871	60,683	62,499
<b>12</b>	59,375	60,281	62,093	63,909
<b>13</b>	60,825	61,731	63,543	65,359
<b>14</b>	63,020	63,926	65,738	67,554
<b>15</b>	66,215	67,121	68,933	70,749
<b>16</b>	70,410	71,316	73,128	74,944
<b>17</b>	75,605	76,511	78,323	80,139
<b>18</b>	81,800	82,706	84,518	86,334

**Longevity**

0-10 Years	+0
11-15 Years	+\$375
16-20 Years	+\$1,000
21-25 Years	+\$1,500
25+ Years	+\$2,000

**Schedule A: Salary Guides**

**2011-2012**

<b>Step</b>	<b>BA</b>	<b>BA +15</b>	<b>MA</b>	<b>MA +30</b>
<b>1 -3</b>	47,875	48,825	50,725	52,629
<b>4</b>	49,075	50,025	51,925	53,829
<b>5</b>	50,275	51,225	53,125	55,029
<b>6</b>	51,475	52,425	54,325	56,229
<b>7</b>	52,675	53,625	55,525	57,429
<b>8</b>	53,875	54,825	56,725	58,629
<b>9</b>	55,075	56,025	57,925	59,829
<b>10</b>	56,375	57,325	59,225	61,129
<b>11</b>	57,675	58,625	60,525	62,429
<b>12</b>	58,975	59,925	61,825	63,729
<b>13</b>	60,375	61,325	63,225	65,129
<b>14</b>	61,775	62,725	64,625	66,529
<b>15</b>	63,880	64,830	66,730	68,634
<b>16</b>	66,985	67,935	69,835	71,739
<b>17</b>	71,090	72,040	73,940	75,844
<b>18</b>	76,195	77,145	79,045	80,949
<b>19</b>	82,300	83,250	85,150	87,054

**Longevity**

0-10 Years	+0
11-15 Years	+\$375
16-20 Years	+\$1,000
21-25 Years	+\$1,500
25+ Years	+\$2,000

**Schedule B: Supplemental Position Schedule**

**May 13, 2010 – June 30, 2012**

Soccer Coach, Boys	\$2,246
Soccer Coach, Girls	\$2,246
Boys Basketball	\$3,068
Girls Basketball	\$3,068
Cheerleading Advisor	\$2,575
Girls Softball Coach	\$2,246
Boys Baseball Coach	\$2,246
Safety Patrol Advisor	\$1,096
Eighth Grade Advisor	\$1,945
Head Teacher	\$1,644
Overnight Field Trip Stipend	\$ 520
Coordinate of CST	\$2,547
Substance Awareness Coordinator	\$1,096
National Junior Honor Society Advisor	\$ 657
Dance Chaperone (per dance)	\$ 82
Technology Coordinator	\$3,013
Athletic Coordinator	\$2,849