

AGREEMENT
REGARDING THE TERMS AND CONDITIONS
OF EMPLOYMENT
BETWEEN
THE MOONACHIE BOARD OF EDUCATION
AND THE
MOONACHIE TEACHERS' ASSOCIATION

X JULY 1, 1981, THRU JUNE 30, 1983

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PREAMBLE

This agreement is entered into this Feb. 8 day of 1982, 19 ,
by and between the Board of Education of the Borough of Moonachie, New Jersey,
hereinafter called the "Board," and the Moonachie Teachers' Association,
hereinafter called the "Association," and represents the complete and final
understanding by the parties on all bargainable issues.

ARTICLE I

RECOGNITION

- A. The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiations concerning terms and conditions of employment for all certificated teachers and nurse/health instructor employed by the Board but excluding:
1. Administrative Principal
 2. Substitute Teachers
 3. Non-certified, non-teaching or per diem employees
 4. Teachers employed for the handicapped in Region 7 and on the Wood-Ridge Board of Education pay schedule guide as per resolution of the Moonachie Board of Education in June 11, 1973.
- B. Unless otherwise indicated, the term "teachers," when used hereinafter in the Agreement, shall refer to all professional employees as above defined, and references to male teachers shall include female teachers.
- C. The term "Nurse/Health Instructor" as used in this Agreement shall refer to all professional employees certified in accordance with Titles 6:11-12.8 and/or 6:11-12.9.

ARTICLE II

NEGOTIATION OF SUCCESSOR AGREEMENT

- A. The parties agree to enter into collective negotiations over a successor agreement, and both parties shall be subject to the Public Employees Relations Commission's Guidelines.
- 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.

ARTICLE III

BOARD RIGHTS AND RESPONSIBILITIES

The Board of Education hereby retains and reserves unto itself, except as limited by this contract, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement or which may hereafter be conferred upon and vested in it by the laws and Constitution of the State of New Jersey and of the United States.

ARTICLE IV

TEACHER RIGHTS

- A. No teacher shall be disciplined, reprimanded, reduced in rank or compensation without just cause. Any such action asserted by the Board, or any agent or representative thereof, shall be subject to the grievance procedure herein set forth.

- B. Whenever any teacher is required to appear before the Board concerning any matter which could adversely affect the continuation of that teacher in his office, position or employment or the salary or any increments pertaining thereto, then he shall be given prior notice of the reasons for such a meeting or interview and shall be entitled to have a representative of the Association present to advise him and represent him during such a meeting or interview. Any suspension of a teacher pending charges before the Commissioner of Education shall be with pay at the discretion of the Board, except for any matter of a disciplinary nature, or involving any matter of moral turpitude, crime, or disorderly persons offense, in which case the suspension shall be without pay.

ARTICLE V

ASSOCIATION RIGHTS AND PRIVILEGES

- A. The Board agrees to furnish to the Association in response to requests from time to time information available to the public concerning the financial resources of the district.
- B. Released Time for Meetings - Whenever any representative of the Association or any teacher participates during working hours in negotiations, grievance proceedings, conferences or meetings mutually scheduled by the parties to this agreement, he shall suffer no loss in pay.

ARTICLE VI

TEACHING HOURS AND TEACHING LOAD -- NON-TEACHING DUTIES

- A. 1. As professionals, teachers are expected to devote to their assignments the time necessary to meet their responsibilities. Teachers shall indicate their presence for duty by initialing 'in and out' in the appropriate column of the faculty roster.
2. The arrival and departure time for all teachers shall be as follows:
- Regular School Day - 8:25 a.m. to 2:55 p.m.
- One Session Day - 8:25 a.m. to 12:35 p.m.
- The total workday for all employees covered by the agreement shall consist of not more than six (6) hours and thirty (30) minutes, which shall include a fifty (50) minute duty-free lunch period except for 2 teachers who will supervise lunch duty who will be volunteers with backups in the event of volunteer non-availability. Rates of pay - \$8.00 per lunch period. Duty free shall be in lieu of duty-free lunch period. If 1/2 lunch period then \$4.00 and in lieu of 1/2 of duty-free period.
3. No teacher shall be required to report for duty earlier than ten (10) minutes before the opening of the pupils' school day, and shall be permitted to leave twenty (20) minutes after the close of the pupils' school day. On Fridays or on days preceding holidays the teacher's day shall end at the close of the pupils' day.
4. Teachers may give at their discretion extra professional services upon completion of their school day for purposes of additional academic help, disciplinary problems and staff meetings.

ARTICLE VI

TEACHING HOURS AND TEACHING LOAD -- NON-TEACHING DUTIES

- B. The school calendar for the 1981-82 and 1982-83 school years shall be embodied in Schedules G & H respectively upon their adoption by the Moonachie Board of Education. The Board of Education, or its agent will discuss with the Teachers' Association prior to adopting a school calendar, but consultation shall not be interpreted to mean that the Board has in any way relinquished its prerogative and right to establish and change the school calendar.
- C. Teachers shall not be required to correct standardized tests, given at the direction of the Board or Administration which are machine scored.
- D. No teacher shall be required to use his automobile for school purposes.

ARTICLE VII

SALARIES

- A. The salaries of all teachers covered by this Agreement are set forth in Schedules A and B, which are based on an index labeled Schedule C & D and attached hereto and made part hereof.
- B. 1. Teachers shall be paid in twenty (20) equal semi-monthly installments on the 15th and the last day of each month. Efforts shall be made to have checks available prior to lunch time.
2. Teachers may elect to have ten per cent (10%) of their monthly salary deducted from their pay and sent to the South Bergen Teachers' Federal Credit Union.
3. When a pay day falls on or during a school holiday, vacation or weekend, teachers shall receive their pay checks on the last previous working day.
4. Teachers shall receive their final checks in June, when registers are approved and a release is received from the County Office.
- C. Teacher participation in extra-curricular activities which extend beyond the regularly scheduled in-school day shall be voluntary and each such activity shall be compensated at \$475 for the 1981-82 year and \$500 for the 1982-83 year providing such services are rendered for the entire program or prorated accordingly.

ARTICLE VIII

TEACHER EMPLOYMENT

A. 1. Adjustment to Salary Schedule

Each teacher shall be placed on his proper step of the salary schedule. Teachers under contract who are hired prior to February 1st and complete the balance of the school term in which they are hired, will be credited with a full year of service on the salary guide. Teachers hired on February 1st or after will not be entitled to an increment increase in September of that same calendar year. Nor will such service be included for purposes of a longevity increase.

2. A longevity increase shall be added to a teacher's salary at the following levels:

\$300 at the beginning of 20 active years of service
in the Moonachie School System

\$300 at the beginning of 25 active years of service
in the Moonachie School System

\$300 at the beginning of 30 active years of service
in the Moonachie School System.

B. Previous Sick Leave Accumulation

Previously accumulated unused sick days shall be restored to all teachers returning from authorized leave.

C. Notification of Contract and Salary

Teachers shall be notified of their contract and salary status for the ensuing year no later than April 15th.

D. Severance Plan

1. Qualifications

a. All teachers employed in the Moonachie Public Schools for a minimum of fifteen (15) years prior to the effective date of retirement.

ARTICLE VIII

TEACHER EMPLOYMENT

- b. Teachers who are 50 years of age or older by August 31st of their contract year.
- c. Retirement before the age of 50 and retirement after the age of 64 will not qualify for any benefit provided for in this article.
- d. Before April 1st of the year of retirement, teachers shall give notice in writing to the Board of Education of their intention to retire at the end of said school year.
Providing all requirements are met, the Board will render an affirmative decision by April 30.

2. Calculation of Benefits

This Severance Plan consists of a calculated sum of money which is based on the number of accumulated sick leave days remaining at the effective date of retirement.

3. The amount of the benefit to be paid shall be based on the following table:

\$45 per day at age 50	\$29 per day at age 58
\$43 per day at age 51	\$27 per day at age 59
\$41 per day at age 52	\$25 per day at age 60
\$39 per day at age 53	\$23 per day at age 61
\$37 per day at age 54	\$21 per day at age 62
\$35 per day at age 55	\$19 per day at age 63
\$33 per day at age 56	\$17 per day at age 64
\$31 per day at age 57	

The above benefits will be paid on accumulated sick leave days, up to a maximum of 150 days, at the effective date of retirement.

ARTICLE IX

TEACHER ASSIGNMENT

- A. All teachers shall be given written notice of their grade level and room assignment for the forthcoming year not later than June 1 except in cases of unforeseen circumstances.
- B. No later than May 15th of each school year the Administrative Principal shall deliver to the Association, and post in the school building, a list of known vacancies or promotional positions which pay a salary differential and which may occur during the following school year. Teachers shall respond in writing to notification of vacancies or promotional positions within fifteen days. In cases where vacancies occur after August 10th applications must be returned within five days. If any opening occurs during the summer vacation teachers will be notified by mail. Application for a position does not necessarily mean a person will be employed in that position.

ARTICLE X

TEACHER - ADMINISTRATION LIAISON

The parties will establish a Liaison Committee which shall meet with the principal as necessary by mutual agreement to review and discuss local school problems and practices. The membership of the committee shall consist of one (1) member of the primary teachers, one (1) member for middle grade teachers, one (1) member for upper grade teachers and one (1) member representing non-homeroom teachers.

ARTICLE XI

SICK LEAVE

- A. Teachers shall be allowed sick leave with full pay for ten days each school year. Any unused allowance shall be accumulated. Teachers employed after the beginning of the official school calendar year shall be entitled to one (1) sick leave day for each month remaining in the school year, such days to be accumulated in the same manner as stated above.
- B. Records of absence because of illness will be kept by Board. The Board shall give on the first official school day of each year to each teacher a copy of his record of sick days.
- C. A teacher absent by reason of illness beyond expiration of his accumulated sick leave will receive payment of differential between substitute and daily salary until a full time replacement is hired.

ARTICLE XII

LEAVES OF ABSENCE

- A. 1. An employee in this school system may be granted a leave of absence for one or two semesters on account of personal illness, accident, other equally grave emergency and/or rest and recuperation.
 2. Written application for such leave shall be made by the employee, addressed to the Administrator, who shall, upon receipt of same, make such investigation as he may deem necessary, including the requirement of a medical or psychiatric examination or report.
 3. In computing service to determine the employee's position on the salary schedule at expiration of extended leave, time spent on such leave shall not be counted as active service in this school district.
 4. Leave of absence as described shall be without compensation from this school district.
 5. Whenever a leave of absence is granted for personal health reasons, said employee must give acceptable professional evidence of recovered health before being permitted to return to duties in this school system.
 6. Applications to return from leave of absence shall be filed with the Administrative Principal no later than the 1st of April preceding the September in which the employee wishes to return.
- B. Each teacher shall be granted three (3) days annually for personal convenience. No more than one (1) such personal day may be taken after May 1 of each year. In order to qualify for such personal day(s) notice shall be given five (5) days in advance except in cases of

ARTICLE XII

LEAVES OF ABSENCE

emergency. "Personal convenience" shall be sufficient reason for the granting of said day(s) by the Administrative Principal.

- C. Each teacher shall be granted one professional day annually. The teacher shall make his or her request to the Administrative Principal. Additional days may be granted at the discretion of the Administrative Principal.
- D. 1. Leave with pay, following the death in the immediate family (son, daughter, wife, husband, mother, father, sister, or brother) shall be granted for not more than five (5) consecutive days.
2. A similar leave following the death of a mother-in-law and/or father-in-law shall be granted for up to three (3) consecutive days.
- E. Leave with full pay shall be granted for five (5) school days for marriage of an individual teacher.

F. Maternity

1. Natural Birth

The Board shall grant maternity leave without pay to any teacher upon request subject to the following stipulations and limitations:

- (a) Maternity leave shall commence on the date requested by the teacher. Every effort shall be made not to interfere with the administration of the school.
- (b) No teacher shall be prevented from returning to work after childbirth solely on the ground that there has not been a time lapse between childbirth and the desired date of return.

ARTICLE XII

LEAVES OF ABSENCE

(c) Any pregnant teacher may utilize the provisions of Article XI (Sick Leave). Said Teacher shall, upon request of the Administrative Principal, provide a doctor's certificate attesting to her incapacity. In cases where the Board may be in doubt as to the condition of the teacher applying to use said sick leave, the Board may request examination by a physician appointed by the Board.

2. Adoption

Any teacher adopting an infant 5 years of age or under shall receive a leave upon request without pay which shall commence upon her receiving de facto custody of said infant, or earlier if necessary to fulfill the requirements of the adoption. Said teacher shall notify the Administrative Principal of said pending adoption as far in advance as practicable.

3. No teacher on Maternity Leave shall, on the basis of said leave, be denied the opportunity to substitute in the Moonachie School District.

G. Benefits

All benefits to which a teacher is entitled at the time his leave of absence commenced shall be restored to him upon his return.

H. Extensions and Renewals

All leaves under this Article shall be for a maximum of one year. All extensions or renewals of said leaves shall be applied for in writing, and if granted, shall be authorized in writing.

ARTICLE XII

LEAVES OF ABSENCE

I. Good Cause •

Other leaves of absence may be granted by the Board upon request.

ARTICLE XIII

PROFESSIONAL IMPROVEMENT

A. Evaluation

1. Frequency

(a) Non-tenure teachers shall be observed by the Administrative Principal at least three (3) times in each school year, to be followed in each instance by a written report and by a conference between the teacher and the Administrative Principal for the purpose of identifying any deficiencies, extending assistance for their correction and improving instruction. Each observation which will cover at least one subject period, shall occur on different days and each meeting between teacher and the Administrative Principal shall occur within fifteen (15) working days of said evaluation.

(b) Tenured teachers shall be observed a minimum of one (1) time per year in accordance with the criteria established.

2. Procedures

(a) Teachers shall be evaluated only by the Administrative Principal or designated alternate and in either case, said evaluation shall be signed by the Administrative Principal.

(b) A teacher shall be given a copy of the evaluation report prepared by the Administrative Principal at least one (1) day before any conference to discuss it. No such report shall be acted upon without prior conference with the teacher. No teacher shall be required to sign a blank or incomplete evaluation form.

ARTICLE XIII

PROFESSIONAL IMPROVEMENT

- (c) Observation reports shall be written in narrative form by the Administrative Principal or his designated alternate.
- (d) Teachers shall be evaluated in accordance with the applicable section of the Administrative Code (N.J. Admin. Code 6:3-1.2) only by the Administrative Principal or designated alternate and in either case, said evaluation shall be signed by the Administrative Principal. Within one month after the signing of the Agreement, the Board shall provide to all employees in the unit a copy of the criteria to be utilized in the evaluation process. By October 1, any new employees shall receive a copy of the evaluative criteria or if any revisions occur, the criteria will be distributed to all staff by October 1 of the year it is to take effect.

B. Personnel Records

- 1. A teacher shall have the right, upon request, to review the contents of his personnel file and to receive copies at his own expense of any documents contained therein.
- 2. No material shall be placed in a teacher's personnel file unless the teacher has had an opportunity to review the material. The teacher shall acknowledge that he has had the opportunity to review such material by affixing his 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

ARTICLE XIII

PROFESSIONAL IMPROVEMENT

also have the right to submit a written answer to such material and his answer shall be reviewed by the Administrative Principal and attached to the file copy.

3. Although the Board agrees to protect the confidentiality of personal references, academic credentials and other similar documents, it shall not establish any separate personnel file which is not available for the teacher's inspection.
- C. Each teacher shall receive \$35 for personal expenses to attend the annual convention of the New Jersey Education Association for 3 days. Each teacher may also make a purchase of up to \$15 for school materials purchased at NJEA convention. He will be reimbursed upon submission of the appropriate voucher and receipts.
- D. A teacher shall be eligible for a maximum of six (6) graduate credits annually and shall be reimbursed at the going rate of N. J. State Colleges providing the following criteria are met:
1. Courses must be approved in advance by the Administrative Principal.
 2. Courses must be taken at an accredited college or university in area of the person's current teaching assignment, unless otherwise requested by the Administrative Principal.
 3. A teacher must receive a grade of C or better and official transcripts of the grade and proof of tuition cost must be submitted.

ARTICLE XIII

PROFESSIONAL IMPROVEMENT

- E. The Board will not give salary credit for any credits beyond the M.A. +70 except for courses approved and completed by July 1, 1977. Each teacher who earns more than 30 credits beyond the MA Degree shall be paid an additional \$20.00 per credit as part of his annual salary, for those credits approved by the Administrator. It is understood that approval for courses beyond the MA+30 shall not be granted in administration and supervision.
- F. Teachers shall be reimbursed for in-service courses/workshops and professional meetings and related expenses as approved by Administrative Principal.
- G. Each teacher shall receive credit and reimbursement for in-service courses approved by the Administrative Principal. Credits for in-service courses/workshops shall be established by the Administrative Principal in advance.

ARTICLE XIV

INSURANCE PROTECTION

- A. The Board shall provide the following insurance coverages for teachers employed in the district for a minimum of twenty (20) hours per week.
1. Full health-care insurance protection as offered by the New Jersey State Health Benefits Plan. The Board shall pay the full premium for each teacher and, in cases where appropriate, for family-plan insurance coverage.
 2. The Board agrees to continue the dental insurance plan in effect during the 1980-81 school year. It is the responsibility of the Association to meet the membership requirements of the insurance carrier.
 - (a) The Board will fund a family dental plan up to a maximum budget amount of \$1,000 over cost of single individual coverage.

ARTICLE XV

GRIEVANCE PROCEDURE

A. Definition

1. A "grievance" is a claim by a teacher or group of teachers, or his representative, that an interpretation, application, or violation of this agreement of Board Policies or of Administrative decisions has adversely affected the said teacher or group of teachers.
2. An "aggrieved person" is the person or persons making the claim.
3. A "party in interest" is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.

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

C. Procedure

1. Any grievance hereunder may be initiated and processed by the teacher or teachers affected or their designated representative within 60 school days of the alleged grievance.
2. The number of days indicated at each level is maximum and every effort should be made to expedite the process. The time limits specified may be extended by mutual agreement.
3. Level One

An aggrieved person shall first discuss his grievance with the

ARTICLE XV

GRIEVANCE PROCEDURE

Administrative Principal or his designee, either directly or through the Association's designated representative.

4. Level Two

If the aggrieved person is not satisfied with the disposition of his grievance at Level One, he, or his representative, shall file the grievance in writing with the Administrative Principal within five (5) school days of the disposition of his grievance at Level One. Within five (5) school days after receiving the written grievance, the Administrative Principal shall reply in writing to the aggrieved person.

5. Level Three

If the aggrieved person is not satisfied with the disposition of his grievance at Level Two, he, or his representative shall within five (5) school days after decision is rendered file the grievance in writing with the Board of Education.

The Board may hold hearings, taking sworn testimony at reasonable times and places set by the Board, but in no event shall hearings extend beyond twenty-one (21) calendar days after filing of the grievance at Level Two, unless mutually extended by both parties. Any favorable decision may be rendered by the Board to the aggrieved person within ten (10) calendar days after the last hearing. Any unfavorable decision must be rendered in writing.

6. Level Four

If the aggrieved person is not satisfied with the disposition of his grievance at Level Three, he, or his representative shall

ARTICLE XV

GRIEVANCE PROCEDURE

within five (5) school days thereafter request in writing that his grievance be submitted to arbitration.

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 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.

The arbitrator so selected shall confer with the representatives of the Board and the Association and hold hearings promptly and shall issue his decision not later than twenty (20) calendar days from the date of the hearings or, if oral hearings have been waived, then from the date of the final statements and proofs on the issues are submitted to him. The arbitrator's decision shall be in writing and shall set forth his findings of fact, reasoning and conclusions on 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 costs for the

ARTICLE XV

GRIEVANCE PROCEDURE

arbitrator, including per diem expenses if any, and actual and necessary travel subsistence expenses and the cost of a 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 Teachers to Representation

1. Any aggrieved person may be represented at all stages of the grievance procedure by himself, or, at his option, by a representative. When a teacher is not represented by the Association, the Association shall have the right to be present and to state its views at Level 3 and 4 of the grievance procedure.
2. No reprisals of any kind shall be taken by the Board or any member of the administration against any member of the association or any other participant in the grievance procedure by reason of such participation in accordance with this Article.

E. Miscellaneous

1. If a grievance affects a group or class of teachers, the persons aggrieved or their representatives may submit such grievance in writing to the Administrative Principal directly and the processing of such grievance shall commence at Level Two.
2. All decisions rendered at Levels Two, Three and Four of the grievance procedure shall be in writing where specified in this agreement and shall be transmitted promptly to all parties in interest and to the Association.
3. All documents, communications and records dealing with the processing of a grievance shall be maintained in a grievance file of the Board of Education.

ARTICLE XV

GRIEVANCE PROCEDURE

4. Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents may be prepared jointly by the Administrative Principal and the Association and given appropriate distribution so as to facilitate operation of the grievance procedure.
5. Copies of all notices of hearings at Levels 3 and 4 of the grievance procedure will be sent to the Association.
6. All meetings and hearings under this procedure shall be conducted in private and shall include only such parties in interest and their designated or selected representatives heretofore referred to in this Article. No public statements concerning the subject matter of the proceedings shall be issued by either party.

ARTICLE XVI

MISCELLANEOUS PROVISIONS

- A. 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 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. No individual contract between the Board and an individual teacher, heretofore or hereafter executed, shall be contrary to the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.
- C. Except as this Agreement shall otherwise provide, all terms and conditions of employment applicable on the signing date of this Agreement to teachers covered by this Agreement as established by the rules, regulations, and/or policies of the Board in force on said date, shall continue to be so applicable during the term of this Agreement.
- D. Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provisions of this Agreement, either party shall do so by certified or registered letter at the following addresses:
 - 1. If by Association to Board at McKinney Building, Moonachie.
 - 2. If by Board to Association at Robert L. Craig School, Moonachie.

ARTICLE XVII

DURATION OF AGREEMENT

- A. This Agreement shall be effective as of July 1, 1981, and shall continue in effect until June 30, 1983.
- B. In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, seals to be placed thereon, all on the day and year specified in the preamble.
- C. Copies of the Contract shall be printed at the expense of the Board and the Moonachie Teachers' Association on an alternate contract basis. The Association will print the two-year contract for the years 1981-83.

MOONACHIE TEACHERS' ASSOCIATION

MOONACHIE BOARD OF EDUCATION

By _____
President

By _____
President

By _____
Secretary

By _____
Secretary

SCHEDULE A
TEACHERS' SALARY GUIDE
1981 - 1982

	<u>BA</u>	<u>BA+15</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>
1.	\$12,800	\$13,600	\$14,400	\$15,230	\$16,030
2.	13,300	14,135	14,930	15,830	16,600
3.	13,800	14,670	15,460	16,430	17,170
4.	14,335	15,205	15,995	17,030	17,740
5.	14,870	15,740	16,530	17,630	18,310
6.	15,465	16,275	17,065	18,230	18,880
7.	15,935	16,810	17,595	18,830	19,450
8.	16,525	17,355	18,185	19,430	20,020
9.	17,120	17,950	18,780	20,030	20,590
10.	17,830	18,660	19,490	20,630	21,150
11.	18,545	19,700	20,205	21,230	21,865
12.	19,730	20,740	20,915	21,830	22,575
13.	20,955	21,780	21,625	22,455	23,290
14.	22,100	22,930	23,760	24,590	25,425

SCHEDULE B

TEACHERS' SALARY GUIDE

1982 - 1983

	<u>BA</u>	<u>BA+15</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>
1.	\$14,460	\$15,260	\$16,060	\$16,825	\$17,660
2.	14,970	15,780	16,580	17,385	18,220
3.	15,480	16,300	17,100	17,945	18,780
4.	15,990	16,820	17,620	18,505	19,340
5.	16,500	17,340	18,140	19,065	19,900
6.	17,010	17,860	18,660	19,535	20,460
7.	17,520	18,380	19,180	20,185	21,020
8.	18,025	18,900	19,685	20,745	21,580
9.	18,615	19,445	20,315	21,305	22,140
10.	19,210	20,375	20,945	21,865	22,700
11.	19,920	21,305	21,580	22,405	23,240
12.	21,340	22,235	22,650	23,475	24,310
13.	22,760	23,165	23,720	24,545	25,380
14.	24,190	25,020	25,850	26,680	27,515

1981 - 1982

SCHEDULE C

<u>BA</u>	<u>BA+15</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>
1.0000	1.0625	1.1250	1.1898	1.2523
1.0390	1.1042	1.1664	1.2367	1.2968
1.0781	1.1460	1.2078	1.2835	1.3414
1.1199	1.1878	1.2496	1.3304	1.3859
1.1617	1.2296	1.2914	1.3773	1.4304
1.2082	1.2714	1.3332	1.4242	1.4750
1.2449	1.3132	1.3746	1.4710	1.5195
1.2910	1.3558	1.4207	1.5179	1.5640
1.3375	1.4023	1.4671	1.5648	1.6085
1.3929	1.4578	1.5226	1.6117	1.6523
1.4488	1.5390	1.5785	1.6585	1.7082
1.5414	1.6203	1.6339	1.7054	1.7636
1.6371	1.7015	1.6894	1.7542	1.8195
1.7265	1.7914	1.8562	1.9210	1.9863

1982 - 1983

SCHEDULE D

<u>BA</u>	<u>BA+15</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>
1.0000	1.0553	1.1106	1.1635	1.2213
1.0352	1.0912	1.1466	1.2022	1.2600
1.0705	1.1272	1.1825	1.2410	1.2987
1.1058	1.1632	1.2185	1.2797	1.3374
1.1410	1.2053	1.2544	1.3184	1.3762
1.1763	1.2351	1.2904	1.3509	1.4149
1.2116	1.2710	1.3264	1.3959	1.4536
1.2465	1.3070	1.3613	1.4346	1.4923
1.2873	1.3447	1.4049	1.4733	1.5311
1.3284	1.4090	1.4484	1.5121	1.5698
1.3775	1.4737	1.4923	1.5494	1.6071
1.4757	1.5376	1.5663	1.6234	1.6811
1.5739	1.6020	1.6403	1.6974	1.7551
1.6728	1.7302	1.7876	1.8450	1.9028