

1790

AGREEMENT BETWEEN
THE DEPTFORD TOWNSHIP BOARD OF EDUCATION
AND THE
DEPTFORD TOWNSHIP EDUCATION ASSOCIATION

JULY 1, 1995 TO JUNE 30, 1998

XXII	EDUCATIONAL IMPROVEMENT PROGRAM	41
XXIII	PERSONAL FREEDOM - CLERICAL EMPLOYEES	42
XXIV	DEDUCTION FROM SALARY	43
XXV	VACATIONS - 12 MONTH CLERICAL EMPLOYEES	44
XXVI	MISCELLANEOUS	47
XXVII	AGREEMENT SIGNATURE PAGE	49
XXVIII	NO-REPRISAL AGREEMENT	50

ARTICLE II

NEGOTIATION PROCEDURES

A. The parties agree to enter into collective negotiations over a successor Agreement, (and they agree that this Agreement shall remain in force until such times as a new Agreement is reached in accordance with Chapter 123 Public Laws of 1974). Such negotiations shall begin not later than October 1st of the calendar year preceding the calendar year in which this Agreement expires.

B. Consistent with Chapter 123 of Public Laws of 1974, the Board shall not affect any change in policy concerning terms and conditions of employment except those so negotiated and included as part of this Agreement and contained herein.

C. The Board agrees to furnish the Association upon reasonable request, such information as will assist the Association in developing intelligent, feasible and constructive proposals in behalf of teachers, students, and the school system. This information may include a complete and accurate financial report and tentative budget for the next school year.

D. The Association agrees to furnish the Board and Superintendent upon reasonable request, research information and data, gathered by the Association, that will assist the Board and the Superintendent in the development of sound educational programs.

E. During the term of this Agreement, neither party shall be required to negotiate with respect to any matter whether or not covered by this Agreement and whether or not within the knowledge contemplation of either or both of the parties at the

ARTICLE III

GRIEVANCE PROCEDURE

A. Definitions

1. Grievance is defined as an alleged violation, misinterpretation, or misapplication of this Agreement.
2. Aggrieved is defined as the employee making the complaint.
3. Days means school attendance days.

B. Time Limits

A grievance shall be processed within the specified time limits. Time limits may be extended by mutual agreement. Any grievance not advanced from one step to the next within the time limits of that step shall be considered dropped.

C. Record Keeping

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.

D. Representation

The aggrieved may be represented at all stages of the grievance procedure by himself or at his option by a representative. When the aggrieved is not represented by the Association, the Association shall have the right to be present as observer. All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their representatives and counsel.

E. Procedure

1. Level I - Step A - Informal. No grievance shall be accepted unless it is raised within ten (10) days of the time when it first occurred. Within said ten (10) day period, the aggrieved

with the Board of Education. The aggrieved person shall be granted a hearing with the Board of Education within ten (10) school days of the receipt of the written grievance. The Board shall give the aggrieved person an answer in writing within five (5) school days of the date of the hearing.

4. Level IV - In the event that the grievance shall not have been disposed of at Level III, the aggrieved may within thirty (30) school days after the Board's decision refer the unsettled grievance to arbitration.

a. In the case of teacher grievances, the Arbitrator's decision shall be binding.

b. In the case of clerical grievances, the Arbitrator's decision shall be advisory (non-binding).

F. Arbitration

The Arbitrator shall be selected within thirty (30) days following the request of either party to the other, under the rules and procedures of the American Arbitration Association.

The Arbitrator shall be limited solely to making determinations in cases of alleged violations of the specific article and sections of this Agreement.

The Arbitrator shall have the authority to confer separately or jointly with the Board, Superintendent, and the Association or to use any other source of information.

The Arbitrator shall make determinations for resolution within thirty (30) days. The determinations shall be submitted to both parties, the Board and the Association. The Board and the Association shall implement the decision of the Arbitrator.

The Arbitrator's decision, after twenty (20) days may be made public by either party, the Board or the Association.

ARTICLE IV

RIGHTS

A. Nothing contained herein shall be construed to deny or restrict to any employee such rights as he/she may have under New Jersey School laws/the laws of New Jersey.

B. No employee shall be disciplined without just cause.

C. Nothing contained herein shall be construed to deny the Board or Superintendent their rights at any time to call a meeting of the educational staff to present its position in any matter that in its judgment may affect the education program.

D. 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 (a) to direct employees of the school district, (b) to hire, promote, transfer, assign, and retain employees in position in the school district and for just cause to suspend, to demote, discharge, or take other disciplinary action against employees, (c) to relieve employees from duty because of lack of work or for other legitimate reasons, (d) to maintain the efficiency of the school district operations entrusted to them, (e) to determine the methods, means and personnel by which such operations are conducted and (f) to take whatever actions may be necessary to carry out the mission of the school district in situations of emergency.

E. The Board of Education shall endeavor to insure safe working conditions. In the event of disorder or disruption in the regular school program, teacher representatives of the Association shall have the right to meet with the school administrators as direct representatives of the Board of Education.

ARTICLE V

ASSOCIATION PRIVILEGES

A. The Association or its named representatives shall be privileged to transact official Association business on property at reasonable times, provided that this shall not interfere with or interrupt any individual assignment or the normal operation of the school.

B. The Association or its named representative shall be privileged to process school-building use applications for unit activities.

C. The Association shall be privileged the exclusive use of a bulletin board for teachers in each school building in addition to space on the bulletin board of the central office where one is in existence. The location of the Association bulletin board may be designated by the Association president so long as it does not interfere with the orderliness of the area.

D. The Association shall be given one (1) hour during teacher orientation to conduct official Association business. The Association shall be notified of the times prior to the opening of school.

E. In the event that the Association wishes to use school buildings for matters relating to the clerical portion of the Unit, requests therefor shall be submitted to the Superintendent forty-eight (48) hours in advance. The request shall not be granted for meetings which are for the purpose of discussing or planning action which would be adverse to the interests of the Board.

F. The Association may request on behalf of the clerical portion of the Unit the use of school equipment including typewriters, calculating machines, mimeographing machines, other duplicating equipment, and all types of audio-visual equipment as reasonable times, when such equipment is not otherwise in use. The Association shall

ARTICLE VI

WORK YEAR AND WORK DAY

A. The school calendar shall be as set forth by the Board.

B. Teachers

1. School Day - The teacher's school day shall be defined as: Six (6) hours and fifty (50) minutes minimum, seven (7) hours and five (5) minutes maximum.

2. School Week - The school week shall consist of five (5) full working days, Monday through Friday inclusive, except where legal holidays and vacation periods are included in the school calendar.

3. Teacher Work Year - The teacher work year shall not exceed one hundred and eighty-six (186) days, including the two New Jersey Education Association convention days. The school year shall be ten (10) calendar months for professional employees who hold a ten month contract.

4. The parties recognize that some of the duties of professional employees may extend beyond the defined school day. These duties during the school year are in excess of assignments for which extra compensation is paid. These hours may be spent on the school premises, in charge of pupil activities, or other approved activities. They may also include attendance at PTA meetings, service on curriculum and other committees, and such items as chaperoning of social and athletic events and working with individual pupils.

ARTICLE VII
TEACHING LOAD

A. The administration shall, whenever possible, minimize additional responsibilities to the normal teaching assignments.

B. Lunch Period

1. Teachers in the self-contained program shall receive a duty-free lunch period of forty-five (45) minutes minimum.

2. Teachers in the departmentalized program shall receive a duty-free lunch period of forty (40) minutes minimum.

C. Preparation Time

1. Classroom teachers in the self-contained program shall receive one hundred and twenty (120) minutes preparation time per week in the form of four (4) periods of thirty (30) minutes to be assigned on individual days.

a. The elementary specialists (art, music, physical education, and librarian) shall receive four (4) thirty (30) minute preparation periods per week if it is administratively feasible.

2. Teachers in the departmentalized program shall receive one forty (40) minute preparation period per day.

3. A hearing may be requested by any teacher with the principal and the Superintendent in reference to teaching load.

4. Any departmentalized staff member with more than three (3) preparations per day shall receive one (1) additional preparation period per day.

G. Agreement as to Initial Salary. Whenever a person without prior educational-secretarial experience shall hereafter accept a secretarial-clerical position within the Deptford Township Public School District, her initial place on the salary schedule shall be at the entry level. The initial salary of an individual with prior educational-secretarial experience shall be at such point on the clerical salary schedule as may be agreed upon by the employee and the Deptford Township Board of Education. Thereafter, salaries shall be paid in accordance with the attached clerical salary schedules.

H. Probationary Period. Whenever a person shall hereafter accept a position, she shall serve a probationary period of 90 days.

I. All non-tenure employees must have one year in their present position before becoming eligible to apply for open positions or advancement.

J. Nothing herein shall be construed to prohibit the Board from filling vacancies from outside of the bargaining unit.

operated college, school or institution of learning in this or any other state or territory of the United States, except that the period of such service shall not be credited toward more than four (4) employment or adjustment increments.

5. Upon recommendation of the Superintendent, the Board may withhold, for inefficiency or other good cause, any increment of any employee in any year. It shall be the duty of the Board to give written notice of such action, together with the reasons therefor, to the employee concerned. Within ten (10) days of receiving the written notice, the employee may appeal, in writing, to the Board, the recommendation of the Superintendent to withhold such increment.

Such denied increment may be granted in succeeding years, non-retroactive, upon the recommendation of the Superintendent provided all deficiencies have been removed.

B. Salary Guide - The salary guides for teachers covered by this Agreement shall be as set forth in the attended teachers' salary schedules.

1. There shall be no horizontal move on the teachers' salary schedules in regard to any course credits beyond the bachelors or masters degrees except for graduate school course credits obtained after said degree has been conferred. The graduate school course credits must have been obtained from a recognized college or university and taken at facilities maintained by that college or university. The courses must be in the field of education and must be taken in connection with a predetermined objective which is designed to improve the teacher's skills and enhance the teacher's value to the school district. Exceptions may be granted by the Superintendent for employees working toward additional certification.

2. A teacher shall be credited for salary increment purposes as follows:

60 days or less - no credit

61 to 140 days - one-half (1/2) credit

141 or more days - full credit

This is based upon 186 work days. Paid time off shall count as days worked.

3. Effective July 1, 1996, the salary increment arbitration cases will no longer control eligibility for salary increment credit. Therefore, **anyone beginning** a leave of absence after that date will get such credit based upon step placement and not years of service.

1. Verification of the certification and degree must be received by the Superintendent on or before October 1st in order to receive credit for the current school year.

2. Vocational positions not listed in Section C below and personnel employed after September 1, 1974 are excluded from such benefits.

3. Vocational Teachers:

Auto Trades
Drafting
Welding
Beauty Culture
Metal Trades
Educational Data Processing
Electrical Trades
Landscaping
Building Trades
C. I. E.
Food Services

F. Department Heads

1. All non-certified department heads shall be paid a base salary of \$300.00 plus \$25.00 per teacher, \$100.00 extra after three (3) years.

2. All certified department heads (holders of a supervisory or administrative certificate) shall be paid a base salary of \$550.00 plus \$25.00 per teacher.

3. A job description for all department heads shall be submitted to department heads by the opening of school.

G. Co-Curricular Activities

1. Establishment of an activity with extra compensation and number of personnel assigned shall be determined by the Board of Education. Co-curricular salaries shall be as set forth in the attached salary schedules.

2. Any employee who does not substantially complete his/her co-curricular assignment shall have the salary therefore reduced proportionately. In the event that the remainder of that

ARTICLE K

TEACHER TRANSFER, ASSIGNMENT AND REASSIGNMENT

A. Definitions:

Transfer is defined as a change from one building to another with a possible change of assignment.

Assignment is defined as -

In elementary - a grade level

In secondary - a certified subject area at a specified level.

Vacancy and/or new position is defined as an unoccupied position which requires additional certification beyond a standard teacher's certificate and would result in an increase in salary for a currently employed teacher.

B. Teacher Initiated Transfer - The teacher shall submit his/her request for transfer for the succeeding year to the Superintendent of Schools, in writing, by February 1. This request shall include the transfer desired and the reasons for the request. Such requests represent consent to transfer and may be acted upon without further consultation with the teacher. The Superintendent shall implement his action.

C. Administration Initiated Transfer - The Superintendent shall notify the teacher whose transfer is pending. The teacher shall be provided the opportunity of discussing the pending transfer and any objections shall be duly considered. The Superintendent shall implement his decision.

D. Teacher Initiated Reassignment - The teacher shall submit his/her request for reassignment for the succeeding year to the building principal, in writing, by February 1. This request shall include the assignment desired and the reasons for the request. Such requests represent consent to reassignment

Association who may post them in each school building. In addition, copies may be posted by each building principal in the office.

I. Tentative School Designation - Tentative school building designations shall be indicated in addition to elementary grade level and/or secondary certified subject area with the issuance of salary statements and/or contracts on or before April 30th if administratively feasible, provided a completed Agreement has been reached for the succeeding year. Employees shall return contracts on or before May 15th.

receiving notice thereof. The reasons shall be supplied within fifteen (15) days after request. Within fifteen (15) days after receipt of the reason, the employee may request an informal hearing before the Board concerning said reasons. Said hearing to be held within thirty (30) days after receipt of the request therefor.

ARTICLE XIII

CLERICAL EVALUATION

A. Administrators, supervisors and directors shall keep employees informed as to whether or not the kind of service they are rendering is satisfactory in terms of the standards of the school district. Written evaluation reports are to be sent to the employees by the supervisors with copies forwarded to the Superintendent.

B. Evaluation reports shall include strengths, weaknesses, and specific suggestions for improvement.

C. Written evaluation shall be given to the employee for his/her signature and comments prior to submission of the reports to the Superintendent.

ARTICLE XV

SICK LEAVE

A. Definition of Sick Leave - Sick leave is hereby defined to mean the absence from duty of any person because of physical disability, illness or injury, or quarantine or exclusion from school by medical authorities.

B. Sick Leave Allowable - All persons who are steadily employed full time by the Board of Education shall be allowed sick leave with full pay as follows:

10 month term - 10 days;
11 month term - 11 days;
12 month term - 12 days.

C. Accumulated Sick Leave - Allowable sick leave not utilized in any year shall be cumulative to be used for additional sick leave in subsequent years. Sick leave for new employees shall be prorated for the first year of employment based upon the date of hire.

D. Physician's Certificate Required for Sick Leave - A physician's certificate may be required by the Superintendent when it appears that there has been an abuse of sick leave or excessive absences on the part of an employee. The Superintendent or his designee will counsel with the employee prior to requiring a physician's certificate for future absences.

E. Workers' Compensation - Workers' compensation awards shall be deducted from the regular salary of the employee for the days absence covered by Workers' Compensation Act. The time lost from employment under the Workers' Compensation Act shall not be deducted from days permitted for regular sick leave allowance.

F. Sick Leave Sell Back - A teachers unused sick leave at the time of retirement under the teachers' pension program shall be sold back to the Board providing that the retiring

ARTICLE XVI

TEACHER PERSONAL LEAVE

A. The Board of Education upon recommendation of the Superintendent of Schools shall grant a total of ten (10) days leave per school year (not to be accumulated) to any regularly employed person for the following emergencies or conditions:

1. Death in immediate family - up to five (5) days (immediate family - mother, father, mother-in-law, father-in-law, children, husband, wife, brother, sister, or any relative who has lived within the same household for a period of over two (2) years.)

2. Personal Leave - up to three (3) days - (legal, household, family, business). Personal Business - business that cannot be conducted outside the normal work day. Four (4) working days notice shall be given except in approved emergency.

a. Any unused personal leave days, not to exceed three (3) days in a given school year, shall be accumulated as sick days under Article XV and shall be deemed to be in addition to the accumulated sick leave days referred to in the said Article XV.

Employees shall not be granted personal leave days on a day immediately before or after a holiday, vacation period or during the first or last week of the school year.

3. The Superintendent of Schools may grant additional personal leave without pay.

4. Paternity Leave - one (1) day - birth of a child.

5. Visitation Leave - one (1) day per year may be granted by the Superintendent of Schools to any personnel for school visitation and observation in other school systems. In each case a written report shall be submitted to the principal who will forward it to the Superintendent. Arrangements for such visitations shall be made by the building principal, with the approval of the Superintendent.

ARTICLE XVII

CLERICAL PERSONAL LEAVE

A. The Board of Education shall grant upon recommendation of the Superintendent of Schools leave per school year (not to be accumulated) to any regularly employed person for the following emergencies or conditions.

1. Death in immediate family - up to five (5) days (immediate family - mother, father, mother-in-law, father-in-law, children, husband, wife, brother, sister, or any relative who has lived within the same household for a period of over two years). Additional emergencies will be judged by the Superintendent by request if the total of five (5) days for bereavement has been used.

2. Personal Business - Up to three (3) days (personal business - personal business that cannot be conducted outside the normal work day).

(a) Employees shall not be granted personal leave days on a day immediately before or after a holiday, vacation period or during the first or last week of the school year.

(b) The reason shall be required for personal days and reasonable proof may be required.

(c) Unused personal days shall be accumulated as sick days.

3. The Superintendent of Schools may grant additional personal leave without pay.

4. Paternity Leave - one (1) day - birth of a child.

5. Visitation Leave - One (1) day per year may be granted by the Superintendent of Schools to any personnel, for school visitation and observation in other school systems. In each case a written report shall be submitted to the principal who will forward it to the Superintendent. Arrangements for each visitation shall be made by the building principal, with the approval of the Superintendent.

ARTICLE XVIII

MATERNITY LEAVE

A. Teachers

1. Maternity leave without pay shall be granted to all female teachers under tenure on the following terms: the teacher shall have the right to request and receive an unpaid leave of absence with the return to work being only the first teacher work day in September, to be within a period not to exceed the end of the school year following the school year in which the leave was granted. (This shall be interpreted in accordance with the bargaining history regarding the maximum period of time during which the teacher may be on leave.) Any leave under the New Jersey Family Leave Act shall be deemed included within this time and not in addition thereto.

2. Maternity leave for female non-tenure teachers may be granted without pay for the remainder of the school year in which the leave is requested and such leave shall not extend beyond the end of the teacher's contract for the school year in which the leave is granted (the year in which maternity leave is granted shall not count toward fulfillment of the time requirements for acquiring tenure).

3. Request for maternity leave, without pay, shall be made by a teacher before the end of the fourth (4th) month of pregnancy. Leave shall begin as recommended by the teacher's personal physician. A teacher may return to work after the birth of a child upon the presentation of a medical certificate from the teacher's personal physician stating that she is capable of performing her duties. If a teacher decides not to return, she shall notify the Superintendent by giving notice or resignation at least ninety (90) days before the leave expires on June 30th.

ARTICLE XIX

TEACHER PRE-RIF CONFERENCE

A. Subject to N.J.S.A. 18A:28-9, the Superintendent shall notify the Association of any pending reduction in force within a reasonable time prior to such action and shall meet to discuss the situation.

B. The Board's determination shall not be subject to the grievance procedure.

ARTICLE XXI

INSURANCE PROTECTION

A. The Board of Education shall adopt a health insurance plan providing the following:

1. Blue Cross/Blue Shield Blue Select Plan; Blue Cross prescription plan shall be five (5) dollars co-pay for generic drugs and ten (10) dollars co-pay for brand name drugs

2. Enrollment shall be optional.

B. Payment of the premiums of the health insurance plan shall be 96.8% by the Board and 3.2% by the employee through payroll deductions.

C. The Board shall not be obligated to pay premiums for any employee during the time that the employee is on an unpaid leave of absence except as may be required by the New Jersey Family Leave Law. However, where not so required, the employee may elect to maintain his/her coverage in effect at his/her own expense during the course of the unpaid leave of absence by making arrangements for reimbursement of premiums paid by the Board.

D. A dental plan providing single coverage for the employee shall be put into effect. The Board shall pay up to, but not in excess of, the sum of \$235 per year per employee in connection with said dental plan.

E. All insurance coverage is by the approved Board/Association vendor.

F. The "hold harmless" set forth in the Board of Education Resolution of June 27, 1995, shall apply for the life of this Agreement.

ARTICLE XXIII

PERSONAL FREEDOM - CLERICAL EMPLOYEES

A. The personal life of an employee is not an appropriate concern or attention of the Board except as it may directly prevent the employee from performing properly his assigned functions during the work day.

B. Employees shall be entitled to full rights of citizenship and no religious or political activities of any employee or the lack thereof shall be grounds for any discipline or discrimination with respect to the employment of such employee providing said activities do not violate any local, state or federal law.

ARTICLE XXV

VACATIONS - 12 MONTH CLERICAL EMPLOYEES

A. The Deptford Township Board of Education believes vacations away from daily employment are necessary for good mental and physical health of employees.

B. The Board also believes in rewarding employees who serve faithfully for long periods of time.

C. The purpose of this policy is to make it possible for employees of the school system to be relieved of responsibilities for a period of time each year without loss of compensation.

D. Persons employed between July 1 and September 1 of a given year, will be granted two weeks of paid vacation after June 30 of the following year.

E. Persons employed between September 2 and February 1 will be granted one week of paid vacation after June 30 of the following year.

F. Persons employed in:

February will receive 4 days of paid vacation after June 30 of the following year.

March will receive 3 days of paid vacation after June 30 of the following year.

April will receive 2 days of paid vacation after June 30 of the following year.

May will receive 1 day of paid vacation after June 30 of the following year.

G. Persons who have completed from five to nine years of continuous service to the district will be granted three weeks of paid vacation per year.

H. Persons who have completed ten (10) or more years of continuous service to the district will be granted four weeks of paid vacation per year.

P. Requests for vacations must be made out on the appropriate form. A signed photocopy will be returned to the employee as soon as a decision can be made.

Q. All vacations are subject to the final approval of the Superintendent of Schools.

F. It is understood by all parties that under the ruling of the Courts of New Jersey and the State Commissioner of Education, the Board of Education is forbidden to waive any rights or powers granted it by law.

G. The parties agree to follow the procedures outlined in the Agreement, and to use no other channels to resolve any question or proposal until the procedures within this Agreement are fully exhausted.

H. If the legislature or courts of New Jersey authorize strikes by public employees, there shall be no strikes or other concerted activities during the term of the Agreement.

I. Whenever any notice is required to be given by either party of this Agreement to the other, pursuant to the provisions of this Agreement, either party shall do so in writing with signed receipt of delivery, at the following addresses:

A. If by the Association to the Board -

Blackwood Terrace School
Deptford, New Jersey 08096

B. If by the Board to the Association -

The school building where the President
of the Association is assigned.

DEPTFORD TOWNSHIP BOARD OF EDUCATION
AND
DEPTFORD EDUCATION ASSOCIATION
NO-REPRISAL AGREEMENT

1. The Board and the Association agree that no employee in the unit represented by the Association shall be subjected to any action stemming from allegations that the employee made any statements or refused to make any statements during the period of time from September 5, 1990, to the signing of this Agreement.
2. The Board agrees that it will not change in any way the employment status, compensation or any other terms and conditions of employment of any employee in the unit represented by the Association for activity or lack of activity allegedly engaged in or refrained from during the period of time from September 5, 1990, until the signing of this Agreement, except through collective negotiations. The term "compensation" shall not be deemed to include salary docked for days not worked during the strike.
3. The Association and its members and the Board agree that no reprisals shall be taken at any time by the Association or its members or the Board against each other or against any individual on the basis of actions allegedly taken or actions allegedly refrained from or statements allegedly made or not made during the period of time from September 5, 1990, until the signing of this Agreement. This shall not be deemed to apply to matters now pending before Superior Court. Said matters are expressly reserved to be pursued by the Board.
4. The Association, its members and the Board agree to take no reprisals against any students for attendance, non-attendance, support or non-support of the strike.

96-97 DEPTFORD STEP	BA	B+15	B+30	MA	M+15	M+30
1	34,465	35,065	35,365	36,265	36,665	37,165
2	34,765	35,365	35,665	36,565	36,965	37,465
3	35,065	35,665	35,965	36,865	37,265	37,765
4	35,365	35,965	36,265	37,165	37,565	38,065
5	35,665	36,265	36,565	37,465	37,865	38,365
6	35,965	36,565	36,865	37,765	38,165	38,665
7	36,419	37,019	37,319	38,219	38,619	39,119
8	38,019	38,619	38,919	39,819	40,219	40,719
9	39,619	40,219	40,519	41,419	41,819	42,319
10	41,219	41,819	42,119	43,019	43,419	43,919
11	42,819	43,419	43,719	44,619	45,019	45,519
12	44,737	45,337	45,637	46,537	46,937	47,437
13	47,237	47,837	48,137	49,037	49,437	49,937
14	49,937	50,537	50,837	51,737	52,137	52,637
15	52,737	53,337	53,637	54,537	54,937	55,437
16	55,637	56,237	56,537	57,437	57,837	58,337

CLERICAL
SALARY GUIDES

CLASS II

<u>STEP</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
1	19,899	20,400	20,900
2	20,200	20,783	21,300
3	20,700	21,100	21,685
4	21,200	21,600	22,100
5	21,562	22,100	22,600

CLASS III

<u>STEP</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
1	21,400	21,900	22,400
2	21,900	22,400	22,900
3	22,700	23,200	23,400
4	23,000	23,708	24,100
5	23,287	24,300	24,737

Head track coach - boys and girls (each)	3753	3847	3944
Assistant track coach - boys and girls (each)	2572	2637	2703
Cross country coach - boys and girls (each)	2443	2505	2568
Indoor Track coach - boys and girls (each)	2443	2505	2568
Tennis coach - boys and girls (each)	2443	2505	2568
Golf coach	2443	2505	2568
Bowling coach- boys and girls (each)	2443	2505	2568
Weight training coach	2443	2505	2568

Sophomore	728	747	766
Freshmen	574	589	604
District Music Coordinator	2564	2629	2695
School musical director/producer	3767	3862	3959
School musical drama director	3353	3437	3523
School musical costumer	1837	1883	1931
School musical stage manager	1837	1883	1931
School musical business manager	742	761	781
School musical vocal coach	2817	2888	2961
School musical choreographer	2817	2888	2961
School musical accompanist	1493	1531	1570
Girls Athletic Association	879	901	924
Chess Club	879	901	924
Science Club	879	901	924
Honors vocal competitions advisor	1769	1814	1860
Honors musical competitions advisor	1769	1814	1860
S.A.D.D.	879	901	924
Rotary/Interact	879	901	924
Medical Careers Club	879	901	924
ERASE Club	879	901	924