

AGREEMENT

Between The

Pinelands Regional Board of Education

and

Pinelands Education Association

X July 1, 1984 - June 30, 1987

TABLE OF CONTENTS

ARTICLE		PAGE
	Preamble	1
1	Recognition	1
2	Negotiation of Successor Agreement	2
3	Grievance Procedure	3
4	Employee Rights and Privileges	8
5	Association Rights and Privileges	8
6	Association Payroll Dues Deduction	9
7	Evaluation of Employees	10
8	Personnel Records	11
9	Employee Workday	12
10	Employee Work Year	15
11	Salaries	16
12	Seniority and Job Security - Secretaries, Secretaries/Clerks Aides	17
13	Posting of Vacancies	18
14	Sick Leave	18
15	Temporary Leaves of Absence	20
16	Insurance Protection	23
17	Child-Rearing Leave	24
18	Tuition Reimbursement	26
19	Miscellaneous Provisions	26
20	Duration	28
A-1, A-2, A-3	1984-1987 Teacher Salary Guides	
B-1, B-2, B-3	1984-1987 Support Staff Salary Guides	
B-4, B-5, B-6	1984-1987 Support Staff Salary Guides	
C-1, C-2, C-3	1984-1987 Coaches' Salary Guides	
D-1, D-2, D-3	1984-1987 Honoraria for Student Activities	

PREAMBLE

This Agreement is entered into this 1st day of July, 1984, by and between the Pinelands Regional Board of Education, hereinafter called the "Board", and the Pinelands Education Association, hereinafter called the "Association".

ARTICLE 1

RECOGNITION

- A. The Board recognizes the Association as the exclusive bargaining agent for collective negotiations with respect to terms and conditions of employment for regularly-employed teaching staff members, secretaries, bookkeeper/clerks, attendance officers, secretary/clerks, clerk/typists, teacher aides/instructional, school aides/clerical and school aides/monitorial. Excluded from the bargaining unit are supervisors within the meaning of the Act, and confidential employees, school psychologist, custodial and maintenance employees, cafeteria employees, bus drivers and per diem employees.

- B. References to male employees shall include female employees and vice versa.

ARTICLE 3

GRIEVANCE PROCEDURE

A. Definitions

1. Grievance: A "grievance" is a claim by an employee or the Association based upon the interpretation, application or violation of this Agreement, policies or administrative decisions affecting terms and conditions of employment of bargaining unit members.
2. Aggrieved Person: An "aggrieved person" is the person or persons or the Association making the claim.
3. Party in Interest: A "party in interest" is the person or persons making the claim and any person including the Association or the Board, 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, resolution of grievances. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

C. Informal Discussions

Nothing herein contained shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with his/her immediate supervisor and having the grievance adjusted without the intervention of the Association.

D. Procedural Matters

1. Time Limits

- a. The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.
- b. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved to proceed to the next step. Failure at any step

Step 3:

If the grievance is not settled to the resolution of the grievant at Step 2, the grievant may appeal the decision in writing to the Superintendent of Schools within five (5) working days. The Superintendent shall respond in writing to the grievant within ten (10) working days.

Step 4

If the grievance is not resolved at Step 3, the grievant may request no later than five (5) working days after receipt of the Superintendent's decision, a review by the Board. The request shall be submitted in writing through the Superintendent, and the Board shall render a decision in writing within one (1) week after their next regularly scheduled meeting if the Superintendent has received the grievance no later than five (5) working days prior to that meeting.

Step 5:

- a. If the grievance is not resolved at Step 4, and if the grievance is based upon the express, written terms of this Agreement, the Association may proceed to arbitration under the American Arbitration Association's Voluntary Labor Arbitration Rules or PERC Rules. Such an application must be made to AAA or PERC within twenty (20) calendar days from the date when the Board made its decision under Step 4 or from the date when the Board should have made its decision.
- b. The arbitrator 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) days from the date of the close of the hearings or, if oral hearings have been waived, then from the date 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 the issues submitted. The arbitrator, in his decision, shall be without the power or authorization to amend, modify, nullify, subtract or add to the provisions of this Agreement. His authority will be strictly limited to the issue or issues presented. The decision of the arbitrator shall be submitted in writing to the Board and the Association and shall be binding.
- c. The costs for the services of the arbitrator, including per diem expenses, if any, and actual necessary travel, subsistence expenses and the cost of the hearing room shall be borne equally by the Board and the Association. Any other expenses shall be paid by the party incurring same.

parties in interest and their designated or selected representatives, heretofore referred to in this Article.

6. Employees are required to carry out all administrative directives despite an alleged contract violation or the pendency of a grievance.

7. Work Rules

The Board may adopt and post or otherwise disseminate such rules and regulations as it may desire, provided that the same are not contrary to the specific provisions of this Agreement.

8. No Strike/No Lock-Out

- a. The Association covenants and agrees that during the term of this Agreement neither the Association nor any person acting in its behalf will cause, authorize, or support, nor will any of its members take part in any strike (i.e., the concerted failure to report for duty, or willful absence of any employee from his position, or stoppage of work or abstinence in whole or in part, from the full, faithful and proper performance of the employment), work stoppage, slowdown, walkout or other action against the school district. The Union agrees that such action would constitute a material breach of this Agreement.
- b. The Association will actively discourage and will take whatever affirmative steps are necessary to prevent or terminate any strike, work stoppage, slowdown, walkout or other job action against the Board.
- c. The School Board covenants and agrees that during the term of this Agreement neither the Board nor any of its agents will cause, authorize or support the locking out of the employees in this bargaining unit.

meetings.

- D. The Association shall have the right to use school facilities and equipment, including typewriters, mimeographing machines, other duplicating equipment, calculating machines, and all types of audio-visual equipment at reasonable times, when such equipment is not otherwise in use. The Association shall pay for the cost of all materials and supplies incident to such use.
- E. The Association shall have the right to use the inter-school mail facilities and school mail boxes as it deems necessary and without the approval of the building principals or other members of the administration. The Association shall notify the Superintendent in writing of the names of its officers and one additional employee in each mini-school who shall have access to school mail boxes.
- F. The Board will provide for a reasonable amount of bulletin board space for use by the Association. These bulletin boards will be located in three (3) rooms where employees covered by this Contract frequent, with the exception of classrooms.
- G. The rights and privileges granted herein will be granted to the Association exclusively.

ARTICLE 6

ASSOCIATION PAYROLL DUES DEDUCTION

- A. The Board agrees to deduct from the salaries of its employees dues for the Pinelands Education Association, the Ocean County Council of Education Association, the New Jersey Education Association or the National Education Association as said employees individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 233 N.J. Public Laws of 1969 (N.J.S.A. 52:14-15.9e) and under rules established by the State Department of Education. Said monies together with current records of any corrections shall be transmitted to such person as may from time to time be designated by the Pinelands Education Association by the 15th of each month following the monthly pay period in which deductions were made. The person designated shall disburse such monies to the appropriate association or associations.
- B. Each of the Associations named above shall certify to the Board, in writing, the current rate of its membership dues.

E. Employee Response

All employee evaluations will be reduced to writing on the district employee evaluation report form. The employee may respond to the evaluation with a written response within fifteen (15) days of the post evaluation conference.

F. Additional Observation

Any employee shall have the right to make a request in writing for one additional observation of his/her work for the purpose of personal improvement of performance.

G. Copies of job descriptions, observation and evaluation forms and prepared evaluation criteria shall be given to each unit employee at the beginning of each year.

H. On or before April 30, an overall rating indicating Superior, Good, Fair or Poor shall be indicated in the employee's annual Summary.

ARTICLE 8

PERSONNEL RECORDS

A. File

An employee shall have the right, upon request, to review the contents of his/her personnel file and to receive copies at his/her expense of any documents contained therein. An employee shall be entitled to have representative(s) of the Association accompany him/her during such review.

B. Derogatory Material

No material derogatory to an employee's conduct, service, character, or personality or any material which could have an adverse effect on an employee's status shall be placed in his/her personnel file unless the employee has had an opportunity to review the material. The employee shall acknowledge that he/she has had the opportunity to review such material by affixing his/her signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The failure of the employee to affix his or her signature to said material after review may not preclude that material from being placed into the employee's file. The employee shall also have the right to submit a written answer to such material within ten (10) working days and his answer shall

more than five (5) teaching periods per full work day.

- b. Effective July 1, 1985, at least sixty percent (60%) of classroom teachers shall be assigned no more than five (5) teaching periods per full work day.
- c. Effective July 1, 1986, at least sixty-five percent (65%) of classroom teachers shall be assigned no more than five (5) teaching periods per full work day.
- d. The term "classroom teachers "when used in a., b. and c. of this subsection is defined to mean those unit members who are regularly assigned to instruct pupils. This term does not include guidance counselors, school nurses, library/media specialists, special services personnel or L.D.T.C. personnel.
- e. Nothing in this subsection affects the assignment of duty periods to classroom teachers.
- f. It is understood by the parties that any change from the current scheduling approach (most particularly, the absence of double periods) may require re-drafting of the language in a., b. and c. above. In any event, both the percentage commitments and the average five (5) teaching periods per full work day shall be maintained.

B. Instructional Aides, School Aides

1. During the employee work year, the normal workday for full-time instructional aides and school aides shall be seven (7) hours inclusive of a duty-free lunch of twenty-five (25) minutes.
2. B.1. shall not preclude the assignment of overtime work. Overtime shall be distributed as equitably as possible subject to the needs of the District and all employees shall be expected to work a reasonable amount of overtime, when needed.
3. During the employee work year, full-time instructional aides and school aides shall receive a ten (10) minute break in the morning and a ten (10) minute break in the afternoon.

C. Secretaries, Secretaries/Clerks, Clerk/Typists and Bookkeeper/Clerks

1. Between September 1 and June 30, the normal workday for full-time secretaries, secretaries/clerks, clerk/typist

ARTICLE 10

EMPLOYEE WORK YEAR

A. Vacations

1. Twelve (12) Month Non-Certified Personnel

- a. The Board shall provide for ten (10) vacation days per annum through the first three (3) years of employment (July 1st through June 30th). These days may be applied as they accrue at the rate of one (1) day per month through and including ten (10) full days per year.
- b. The application of vacation time as identified above commences on the first day of the month following the first full month of employment.
- c. Beginning with the fourth (4th) full year of employment, the Board shall provide fifteen (15) days vacation per annum which shall accrue at the rate of one and one-quarter (1-1/4) days per month.
- d. Vacation time may be accumulated to a maximum of twenty (20) days above the continuing accrual and will only be entitled as a result of written authorization from the Superintendent.

2. Eleven (11) Month Non-Certified Personnel

- a. The Board shall provide for five (5) days vacation per annum. These days may be applied as they accrue at the rate of one (1) day every two (2) months through and including five (5) full days per year.
- b. Beginning with the fourth (4th) full year of employment, the Board shall provide seven and one-half (7-1/2) days vacation per annum which shall accrue at the rate of .68 days per month.

B. Length of the Work Year - Teachers, Secretaries, Aides and Clerk/Typists on Ten-Month Contracts

The work year shall not exceed one hundred and eighty-six (186) days for employees except for new employees who may be required to attend an additional two (2) days for orientation.

- J. The Board shall reimburse all coaches for any reasonable expenses arising from scouting trips, clinics or other coaching related activity up to the maximum expenditure approved by the Superintendent in advance of the activity.
- K. The Board shall provide written notification of reappointments and nonreappointments for all coaches and activity sponsors for Fall or Winter sports/activities by the last working day of the prior school year and for the Spring sports/activities by September 30. Appointments are binding on both parties.
- L. A longevity increment of \$500.00 will be paid to each teaching staff member who has fifteen (15) or more full years actually worked in public schools under teacher certification.

ARTICLE 12

SENIORITY AND JOB SECURITY SECRETARIES, SECRETARIES/CLERKS, AIDES

- A. School District seniority is defined as service by an employee within a specific job title in the collective bargaining unit covered by this Agreement. An appointed employee shall lose all accumulated School District seniority only if the employee resigns or is discharged for cause, irrespective of whether the employee is subsequently rehired by the School District.
- B. Effective July 1, 1984, new employees must have worked three (3) years in a bargaining unit position(s) prior to the application of the seniority protections in C. and D. below. Unit members employed prior to July 1, 1984 shall be afforded these protections regardless of length of service at the time of reduction of force or recall.
- C. In the event of a reduction in force, employees shall be laid off in the inverse order of seniority of all employees within the specific job title.
- D. In the event that within three (3) years from the date of an employee's layoff a vacancy occurs in the classification of the employee's specific job title the employee shall be entitled to recall thereto in the order of specific job title seniority.
- E. Notice of recall to work shall be addressed to the employee's last address appearing on the records of the

- B. Bargaining unit members newly employed after the beginning of any school year shall, at the time of employment, be credited with sick leave at the rate of one (1) day for each month or portion of a month remaining in the school year. Any portion of a month shall be considered as a full month.
- C. Sick leave days shall be accumulative throughout the course of employment in the District and may be used for illness in subsequent years.
- D. Employees may be required to provide medical proof of illness upon request of the Superintendent.
- E. Employees shall be given a written accounting of accumulated sick leave days no later than September 10 of each school year.
- F. Payment for Unused Sick Leave Upon Retirement
 - 1. Employees must be eligible for and actually retire under the auspices of the T.P.A.F. or P.E.R.S. system.
 - 2. In order to be eligible for said payment, the employee must give four (4) months written notice of intention to retire.
 - 3. In cases of disability, certified for the purposes of retirement, the notice provision under 2. will be waived.
 - 4. The Board may waive the notice requirement in other cases at its own discretion. Such waiver or its denial is not grievable.
 - 5. In order to be eligible for said payment, the unused sick leave days of a retiring employee (defined in 6. below) shall be at least 70% of the available accumulated sick leave days (defined in 7. below) as modified in 8. and 9. below.
 - 6. "Unused sick leave days" is defined to mean all sick leave days available to the employee at the time of retirement including converted unused personal leave days.
 - 7. "Available accumulated sick leave days" is defined to mean all sick leave days credited upon initial employment and those credited to the employee annually under the terms of Article 14, A. and B. Those unused personal leave days which have been converted to accumulated sick leave days do not constitute "available accumulated sick leave days" but are included under "unused sick leave days" under 6. above.
 - 8. Employee absences of ten (10) consecutive days or more

- a. Serious illness in the immediate family.
 - b. Major business transactions that cannot be conducted other than during school hours.
 - c. To comply with a religious prohibition against working on a specific day.
 - d. Death other than Article 15, Section D.
 - e. One (1) day under this section may be taken without the specificity of reason normally required under A.1. prior to July 1, 1984. The purpose of this alteration is to allow for confidentiality where that can be reasonably interpreted to be necessary to the employee. The employee shall apply for such leave under the same procedures in effect prior to July 1, 1984 and shall be required to certify on the form provided that the personal day will not be used for the following activities: recreation, entertainment, vacation, shopping or to work for another employer or himself/herself.
2. The Board shall provide one (1) non-accruing personal day per year to each employee for which no specific reason need be given.
 3. Requests stating reason(s) under A.1. above and notification of use under A.2. above must be filed with the Superintendent at least five (5) working days prior to the day to be taken and must be approved by him/her. The notice provision will be waived in the event of an emergency.
 4. Within the restrictions set forth in A.5. below, no more than five (5) employees may utilize personal leave under the provisions of A.2. above on any day.
 5. In no event may leave under A.2. above be taken on a Monday or Friday or to extend a holiday or a recess period.
 6. Effective July 1, 1984, unused personal leave days of an employee beginning with personal leave days earned in the 1984-1985 work year shall be converted each July 1st to sick leave days at the rate of one (1) sick leave day for every two (2) unused personal leave days in any work year. No partial sick leave credit may be earned. Thereafter, these days are available for employee use under the terms of Article 14, C., D. and E. and applicable statutes and regulations.

ARTICLE 16

INSURANCE PROTECTION

A. Insurance Coverages

1. Blue Cross/Blue Shield, Major Medical

- a. Employees working twenty (20) hours or more per week on a regular basis shall be provided with group health insurance coverage for themselves and their immediate families, at the Board's expense.
- b. The group health insurance shall consist of a comprehensive major medical benefits plan, commonly known as Blue Cross, Blue Shield, Rider J, and Major Medical, or an equivalent type plan.

2. Prescription Plan

- a. Effective July 1, 1984, the Board shall contribute a maximum of \$158.00 average per unit employee on staff listed in the agreed-upon scattergram to a family prescription plan.
- b. Effective July 1, 1985, the Board shall contribute a maximum of \$180.00 average per unit employee on staff listed in the agreed-upon scattergram to a family prescription plan.
- c. Effective July 1, 1986, the Board shall contribute a maximum of \$205.00 average per unit employee on staff listed in the agreed-upon scattergram to a family prescription plan.
- d. The amount of increase in Board contribution to prescription insurance under a., b. and c. above was derived from the compensation settlement negotiated by the Association with the Board.

3. Miscellaneous

- a. Registration for the above health insurance benefits plan is the responsibility of the employee. Application for enrollment in the plans shall be made in the offices of the Board Secretary.
- b. The Board reserves the right to change insurance carriers at any time, and the Board shall maintain substantially similar benefits. In no case will the Board offer less coverage than presently exists.

custody if possible, and if not, as soon as practicable. An extension of child-rearing leave may be made under the provisions of C.

- E. Nothing herein shall prevent the employee and the Board from agreeing that an employee may return sooner than the leave termination date granted if such earlier return is administratively convenient to the Board and is not medically contraindicated.
- F. Upon return from a child-rearing leave all benefits to which the employee was entitled at the time of the commencement of leave, including unused accumulated sick leave, shall be restored.
- G. The Board shall grant a child-rearing leave of absence to any nontenured employee until the end of the contract school year in which leave is obtained. Nothing in this Article shall be construed to require the Board to offer a new contract for a new school year to any nontenured employee who would not otherwise have been offered such a contract.
- H. Consecutive leave under B./C. shall not be granted to any employee.
- I.
 - 1. If during the term of any leave under B. or C. an employee is employed full time by another employer during any portion of the regular school day, he or she will be deemed to have terminated leave under said provisions and to have abandoned his or her position.
 - 2. Under this clause, an employee may accept part-time employment and may substitute in the Pinelands Regional School District.
 - 3. Employees may sub in other school districts. Employees wishing to sub in other school districts shall provide the Board with two phone numbers where they may be reached in the evening. The Board may call the employee before 11 p.m. of the evening preceding the next workday to inform employee of Pinelands substitute assignment. If no call is received by 11 p.m., employee is free to substitute elsewhere.
 - 4. If an employee applies for early return under E. above, has provided at least sixty (60) days notice before the first day of the next marking period and is not granted permission to terminate the leave early, he or she is not subject to the limitations under I. 1. above.

E. Printing

Copies of this Agreement shall be printed at the expense of the Board and the Association after agreement with the Association on format within thirty (30) days after the Agreement is signed. The Agreement shall be presented to all employees now employed or hereafter employed. The number of copies printed for the Association shall be equal to the number of unit employees plus fifty (50) copies.

F. Notice

Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provision(s) of this Agreement, either party shall do so by telegram or registered letter at the following addresses:

1. If by Association, to Board at:

Pinelands Regional Board of Education
P. O. Box 248
Tuckerton, New Jersey 08087

2. If by Board to Association at:

Pinelands Education Association
President
c/o Pinelands School District
P. O. Box 248
Tuckerton, New Jersey 08087

PINELANDS REGIONAL SCHOOL DISTRICT
1984-85 TEACHER SALARY GUIDE

Step	Bachelor's Degree	Bachelor's + 15	Master's Degree	Master's + 15	Master's + 30	Doctorate
0	\$ 14,120	\$ 14,486	\$ 14,957	\$ 15,324	\$ 15,681	\$ 16,089
1	14,696	15,062	15,429	15,827	16,194	16,603
2	15,179	15,521	15,907	16,324	16,736	17,146
3	15,749	16,090	16,478	16,894	17,304	17,713
4	16,346	16,688	17,075	17,491	17,902	18,311
5	16,945	17,286	17,672	18,089	18,500	18,908
6	17,599	17,941	18,328	18,744	19,156	19,543
7	18,281	18,624	19,011	19,427	19,838	20,247
8	19,010	19,353	19,740	20,156	20,567	20,976
9	19,785	20,127	20,515	20,931	21,342	21,751
10	20,605	20,947	21,335	21,751	22,162	22,571
11	21,470	21,812	22,200	22,616	23,027	23,436
12	22,381	22,722	23,111	23,527	23,938	24,347
13	23,522	23,867	24,259	24,677	25,091	25,502

Step	Bachelor's Degree	Bachelor's + 15	Master's Degree	Master's + 15	Master's + 30	Doctorate
0	\$ 15,321	\$ 15,718	\$ 16,231	\$ 16,631	\$ 17,019	\$ 17,464
1	15,948	16,345	16,745	17,178	17,578	18,022
2	16,473	16,845	17,265	17,719	18,168	18,613
3	17,093	17,465	17,886	18,339	18,785	19,231
4	17,743	18,115	18,536	18,989	19,436	19,881
5	18,395	18,766	19,186	19,640	20,086	20,531
6	19,106	19,479	19,900	20,352	20,801	21,222
7	19,849	20,221	20,643	21,096	21,543	21,989
8	20,642	21,016	21,436	21,889	22,336	22,782
9	21,485	21,858	22,279	22,732	23,180	23,625
10	22,378	22,750	23,172	23,625	24,073	24,517
11	23,319	23,691	24,113	24,566	25,013	25,459
12	24,310	24,682	25,105	25,557	26,005	26,450
13	26,657	27,048	27,494	27,968	28,438	28,904

PINELANDS REGIONAL SCHOOL DISTRICT
 1984-85 SUPPORT STAFF SALARY GUIDES

Teacher Aides (7 hours) *

<u>Step</u>	
0	\$ 6,718
1	7,072
2	7,448
3	7,860
4	8,621
5	9,123
6	9,348
7	9,624
8	10,145

Teacher Aides (8 hours) *

<u>Step</u>	
0	\$ 7,676
1	8,080
2	8,505
3	8,952
4	9,824
5	10,424
6	10,680
7	11,094
8	11,590

*1) Effective July 1, 1984, the stipend for possession and maintenance of a substitute certificate shall be \$900. annually for those employees on staff as of February 7, 1984 who possessed such a certificate at that time.

2) Employees newly hired after February 7, 1984 or those current employees who gained a substitute certificate after February 7, 1984, shall be paid a stipend of \$300 annually for possession and maintenance of a certificate for any portion of a school year less than 6 months and one additional full year. By September 15 of the second full school year, the administration shall notify the employee whether it shall continue a stipend payment. If it chooses to continue the payment, the employee shall thereafter receive \$900 annually. If it chooses not to continue the payment, there shall be no stipend and the employee shall not be required to substitute.

School Aides

<u>Step</u>	
0	\$ 5,367
1	5,650
2	5,949
3	6,309
4	6,575

School Aides (Part-time)

3 1/2 hours	\$ 3,201
4 hours	3,389
5 hours	5,183

Attendance

<u>Step</u>	
A	\$10,357

PINELANDS REGIONAL SCHOOL DISTRICT
 1985-86 SUPPORT STAFF SALARY GUIDES

Teacher Aides (7 hours) *

<u>Step</u>	
0	\$ 6,365
1	6,700
2	7,689
3	8,098
4	8,548
5	9,377
6	9,924
7	10,169
8	10,470
9	11,038

Teacher Aides (8 hours) *

<u>Step</u>	
0	7,929
1	8,346
2	8,787
3	9,251
4	9,738
5	10,688
6	11,342
7	11,621
8	12,073
9	12,613

School Aides

<u>Step</u>	
0	\$ 5,536
1	5,830
2	6,139
3	6,465
4	6,857
5	7,147

School Aides (Part-time)

3½ hours	\$ 3,469
4 hours	3,674
5 hours	5,630

Attendance

<u>Step</u>	
A	\$ 11,269

PINELLANDS REGIONAL SCHOOLS
1986-87 SUPPORT STAFF SALARY GUIDES

Teacher Aides (7 hours) *

<u>Step</u>	
0	\$ 6,572
1	6,916
2	7,282
3	8,360
4	8,806
5	9,296
6	10,200
7	10,796
8	11,063
9	11,391
10	12,010
<u>School Aides</u>	
<u>Step</u>	
0	\$ 5,714
1	6,015
2	6,333
3	6,671
4	7,026
5	7,453
6	7,769

Teacher Aides (8 hours) *

<u>Step</u>	
0	\$ 8,190
1	8,621
2	9,076
3	9,577
4	10,063
5	10,594
6	11,629
7	12,342
8	12,646
9	13,139
10	13,727

School Aides (Part-time)

3½ hours	\$ 3,760
4 hours	3,984
5 hours	6,116

Attendance

<u>Step</u>	
A	\$ 12,280

Fall

Head Varsity	Boys Soccer	2,192
Assistant	Boys Soccer	1,475
Head	Boys Cross Country	1,594
Head	Girls Cross Country	1,594
Head Varsity	Football	2,420
Assistant	Football (3)	1,708
Head Varsity	Girls Tennis	1,594
Head Varsity	Cheerleading	877
Assistant	Cheerleading	557
Head Varsity	Field Hockey	2,192
Assistant	Field Hockey	1,475
7/8	Boys Soccer	1,280
7/8	Girls Soccer	1,280
	Intramurals (2)	956

Winter

Head Varsity	Boys Basketball	2,392
Assistant	Boys Basketball	1,594
Freshman	Boys Basketball	1,537
Head Varsity	Girls Basketball	2,392
Assistant	Girls Basketball	1,594
Head Varsity	Wrestling	2,392
Assistant	Wrestling	1,594
Head Varsity	Boys Winter Track	1,913
Head Varsity	Girls Winter Track	1,913
Head Varsity	Cheerleading	877
Assistant	Cheerleading	557
7/8	Boys Basketball	1,358
7/8	Girls Basketball	1,358
7/8	Boys Wrestling	1,358
	Intramurals (2)	956

Spring

Head Varsity	Boys Baseball	2,192
Assistant	Boys Baseball	1,475
Head Varsity	Girls Softball	2,192
Assistant	Girls Softball	1,475
Head	Boys Spring Track	2,192
Head	Girls Spring Track	2,192
Assistant	Boys & Girls Spring Track (2)	1,475
Head Varsity	Boys Tennis	1,594
Head Varsity	Girls Soccer	2,192
Assistant	Girls Soccer	1,475
7/8	Boys Baseball	1,280
7/8	Girls Softball	1,280
	Intramurals (2)	956

* Equipment Manager

1,708

Marching Band	\$ 1,500
Assistant Marching Band	1,000
Color Guard	500
Majorettes	700
Chorus	800
Concert Band	700
National Honor Society	450
Senior Class Advisor	1,300
Junior Class Advisor	800
Sophomore Class Advisor	600
Freshman Class Advisor	600
8th Grade Advisor	450
7th Grade Advisor	450
Student Government	1,000
Drama Club	1,200
Assistant Drama Club	800
School Newspaper	700
Photography Club	300
Science Club	300
Boating Club	300
Spanish Club	400
French Club	400
Chess/Backgammon/Other	300
Unified Arts	400
Math Club	500
Library/Media Club	300
Weight Club	300
Yearbook Advisor/Business Manager	1,200
Student Store	800
Junior First Aid	300
Future Homemakers Club	300
Future Teachers Club	300

Marching Band	\$ 1,717
Assistant Marching Band	1,144
Color Guard	572
Majorettes	801
Chorus	915
Concert Band	801
National Honor Society	514
Senior Class Advisor	1,488
Junior Class Advisor	915
Sophomore Class Advisor	686
Freshman Class Advisor	686
8th Grade Advisor	514
7th Grade Advisor	514
Student Government	1,144
Drama Club	1,373
Assistant Drama Club	915
School Newspaper	801
Photography Club	343
Science Club	343
Boating Club	343
Spanish Club	457
French Club	457
Chess/Backgammon/Other	343
Unified Arts	457
Math Club	572
Library/Media Club	343
Weight Club	343
Yearbook Advisor/Business Manager	1,373
Student Store	915
Junior First Aid	343
Future Homemakers Club	343
Future Teachers Club	343