

1109

AGREEMENT

BETWEEN

THE BOARD OF EDUCATION OF THE BOROUGH OF MENDHAM

AND

THE MENDHAM BOROUGH EDUCATION ASSOCIATION

JULY 1, 1995 - JUNE 30, 1997

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AGREEMENT

This agreement, made this day of , 1995 between:

- THE BOARD OF EDUCATION OF THE BOROUGH OF MENDHAM IN THE COUNTY OF MORRIS, NEW JERSEY, a body corporate of the State of New Jersey, hereinafter called the BOARD;

and

- THE MENDHAM BOROUGH EDUCATION ASSOCIATION, the representative for collective negotiations concerning terms and conditions of employment for all teaching personnel under the contract, including teachers, librarians, social workers, and learning consultants of the Mendham Borough Schools, hereinafter called the ASSOCIATION and whose members are called TEACHERS. Specifically excluded are all Administrators, Psychologists, Clerical, Custodial/Maintenance, Aides, Teaching Assistants and all other support staff.

WITNESSETH:

WHEREAS, this agreement is subject to the provisions of Chapter 123 of New Jersey Public Laws of 1974, and

WHEREAS, the BOARD and ASSOCIATION, in accordance with Chapter 123 of the Public Laws of 1974, have met and negotiated in good faith the terms and conditions of employment of the teachers in the Borough of Mendham; and

WHEREAS, as a result of the aforesaid negotiations, be it

RESOLVED, that the following provisions hereinafter set forth have been agreed upon:

ARTICLE I - SALARY SCHEDULE

1. The Board and the Association hereby agree to apply an increase of 4.9% of the 1994-95 salary base to create a 1995-96 salary guide and to apply an increase of 4.3% of the 1995-96 salary base to create a 1996-97 salary guide.
2. STRUCTURE - The salary schedule is structured to provide for movement in two directions, vertical, referred to as steps; and horizontal, referred to as levels.
 - A. STEPS - Advancement at each step on the salary schedule shall be as prescribed in 18A:29-8 through 29-14. Steps shall correspond to years of accredited service in Mendham Borough Schools.

B. LEVELS - Teachers shall be placed on the salary schedule according to six training levels as follows:

Level I Bachelor's degree

Level II Bachelor's degree plus fifteen (15) approved credit points

Level III Bachelor's degree plus thirty (30) approved credit points

Level IV Master's degree

Level V Master's degree plus fifteen (15) approved credit points

Level VI Master's degree plus thirty (30) approved credit points

3. Conditions for Employment and Advancement on the Salary Schedule

A. The Board will allow credit of up to four years of military service.

B. Increments on the salary schedule may be withheld for unsatisfactory performance based on evaluation of professional personnel. Such evaluation is to be made on regular basis by the administration. Salary increments may also be withheld for other just cause in accordance with law.

C. Teachers who have been employed by the Mendham Borough Board of Education on or before January 31st will be eligible to move to the next step on the salary schedule if they are appointed for the following school year. Those teachers entering after January 31st will not be given credit for one year's service if re employed.

4. Criteria for Establishment of Approved Credit Points

A. A teacher must hold a regular certificate in order to earn approved credit points.

B. Credit for a course will be given automatically if it meets any one of the following criteria and providing that the teacher attains a final grade of at least a B or equivalent.

1. The course is part of a current and approved program of courses leading to obtaining a Master's, Professional Diploma, or a Doctor's degree in the teacher's field of specialization.
 2. The course or graduate program is needed to obtain additional certification or training required for a change in assignment by the administration or Board of Education.
- C. Courses other than those listed above shall have prior approval in writing from the Superintendent. Credit for a course will be given provided the teacher attains a grade of at least a "B" or equivalent. Included in this category are graduate level courses taken at accredited institutions and/or courses which will aid directly in the improvement of teaching in an area assigned by the principal or in the area of the teacher's specialization.
1. Credit will also be given for in-service courses recommended by the Superintendent in accordance with the following:
 - a. A total of fifteen (15) class hours = one (1) credit point
 - b. A total of thirty (30) class hours = two (2) credit points
5. Adjustments to new training levels as a result of the completion of approved credits will be made at two times during the school year:
- A. For those applications received by October 1, adjustments will become effective retroactive to September 1.
 - B. For those applications received by March 1, adjustments will become effective retroactive to February 1.
6. Placement on Guide
- Beginning salaries for experienced teachers may reflect prior experience at discretion of the Board.
7. The salary guide for 1995-96 and 1996-97 is attached as Appendix A1 and A2.

ARTICLE II - HOSPITALIZATION AND DENTAL INSURANCE

1. The Board will continue to provide fully paid health insurance for employees and their families under the State Health Benefits Plan. Part-time employees who meet the minimum hourly requirement of the State Health Benefits Plan will receive coverage (as appropriate) so long as the Board remains in the State Health Benefits Plan.
2. The Board agrees to provide a Dental Plan for all teachers and their eligible dependents. Such Dental Plan will be administered by the New Jersey Dental Service Plan and provide a usual and customary schedule, no deductible, 100% preventive, 80% basic, and 50% major services.
3. Any change in these carriers shall be agreed to jointly by the Board and the Association.

ARTICLE III - STIPEND

The Board agrees to pay any teacher for overnight supervision of students while outside of the Borough of Mendham on a Board approved activity the sum of \$150.00 per night for the term of this agreement.

ARTICLE IV - REVIEW OF ADMINISTRATIVE DECISIONS

Each teacher, group of teachers, or the Association has the right to appeal the application of policies and administrative decisions affecting the terms and conditions of employment. They shall be assured freedom from restraint, coercion, discrimination, or reprisal in presenting their appeal. They shall have the right to present their own appeal through designated administrative channels or to designate another person to appear with them at any step in their appeal.

The following procedure is applicable to an individual teacher, group of teachers, or the Association:

1. Any teacher having a grievance shall discuss it first with his/her principal in an attempt to resolve the matter.
2. If the matter is not resolved to the satisfaction of the teacher, he/she shall set forth the complaint in writing to the principal within five school days. The principal shall communicate the decision to the teacher in writing within five school days of the complaint.
3. The teacher may appeal the principal's decision to the superintendent. The appeal to the superintendent must be made in writing and must set forth the grounds including, but not limited to, the contract clause, policy, administrative decision, or past practice on which the grievance is based. The specific remedy being sought will be identified in

writing. The superintendent shall request a report on the grievance from the building principal, shall confer with the concerned parties and, upon request, the teacher or principal separately. He/she shall attempt to resolve the matter as quickly as possible, but within a period not to exceed ten school days. The superintendent shall communicate the decision in writing, along with supporting reasons, to the teacher and his/her building principal.

4. If the grievance is not resolved to the teacher's satisfaction, she/he may request a review by the Board of Education. The request shall be submitted in writing as provided in paragraph 3 above through the superintendent, who shall attach all related papers and forward the request to the president of the Board of Education. The Board shall review the grievance, hold a hearing with the concerned parties, if requested, and render a decision in writing to the teacher, the principal, and the superintendent within thirty calendar days.
5. If the grievant is not satisfied with the decision of the Board, or if no decision has been rendered within the time limit allowed, he/she may request, through the Association, advisory arbitration, on contract language only, pursuant to the rules and regulations established by the Public Employment Relations Commission. A request for arbitration shall be filed not later than ten (10) school days following the determination by the Board. The arbitrator's decision shall be in writing and it shall set forth the reasons and conclusions on the issue or issues submitted. The arbitrator shall be without power or authority to make any decision which shall bind the parties and his/her opinion shall be advisory in nature only. The costs of the arbitrator shall be borne equally by the Board and the employee, or if represented by the Association, by the Board and the Association. Any other expenses incurred shall be paid by the parties incurring the same.

ARTICLE V - PERSONAL ILLNESS

1. All teachers shall be entitled to ten days of sick leave paid at each teacher's standard rate, for personal illness during the school year. The number of sick leave days not used by the teacher during a school year, shall be added to the individual teacher's accumulated sick leave. Sick leave days in a given year are defined as equal to the full time equivalent for which a teacher is employed.
2. When an individual teacher's absence due to personal illness exceeds the teacher's yearly entitlement of paid sick leave plus any accumulated sick leave days as described in the above paragraph, the Board of Education may approve the payment of additional sick leave at full pay for a period of up to, not to exceed forty school days.

3. The Board of Education may, in addition to the paid sick leave provisions for personal illness described in the above two paragraphs, give special consideration to exceptional cases involving extreme hardships.
4. A teacher returning to work after an authorized leave of absence for reasons other than personal illness shall be entitled to any sick leave accumulated prior to the leave.
5. The Board of Education may require any teacher claiming sick leave to file suitable medical evidence of disability with the Secretary of the Board before payment of any sick leave under provisions of this agreement. Suitable medical evidence of disability may also be required from any teacher whose absence extends beyond two school work weeks in duration and therefore as deemed necessary by the Board of Education.
6. When a teacher employed prior to June 30, 1995 leaves after ten years of continuous service to this district she/he shall receive a lump sum payment calculated according to the following schedule of value per accumulated sick leave days. For teachers employed after June 30, 1995, this benefit will apply only upon retirement.
 - a. \$35 per day prior to July 1, 1989
 - b. \$40 per day from September 1, 1989 to June 30, 1995
 - c. \$45 per day for the duration of this contract

The amount shall not exceed \$7,000.00. This sum shall be paid within twelve months of the separation date.

The sick days shall be used in reverse chronological order.

If a teacher employed prior to June 30, 1995 should die after 10 years of continuous service, the above amount shall be paid to the teacher's estate.

ARTICLE VI - WORK YEAR/ WORK LOAD/WORKDAY/RESEARCH/SUMMER WORK

1. WORK YEAR

- A. The in-school work year for teachers employed on a ten-month basis (other than new personnel who shall be required to attend one additional day of orientation) shall not exceed 185 days for the 1995-96 and 1996-97 school years.

- B. The calendar shall contain three (3) single session days; one (1) before the Thanksgiving break, one (1) before the Christmas break, and one (1) the last day of school. In addition, when an evening parent conference is scheduled there shall also be a single session for that day. during daytime parent-teacher conferences, students will be dismissed at 1:00 p.m.

2. WORK LOAD

The administration will make a reasonable effort to schedule the work load of:

- A. Teachers of Grades K-3 to include daily
 - 1. One team planning period
 - 2. One teacher planning period
 - 3. One duty free lunch period
- B. Teachers of Grades 4-8 to include daily
 - 1. A maximum of six pupil contact time periods
 - 2. One team planning period
 - 3. One teacher planning period
 - 4. One duty free lunch period.

3. TEACHING WORK DAY

- A. The scheduled school day for teachers of grades K-3 shall be 6 hours and 45 minutes, which includes 15 minutes prior to the student's arrival and 15 minutes after the end of the student's departure.
- B. The scheduled school day for teachers of grades 4-8 shall be 6 hours and 55 minutes, which includes 15 minutes prior to the students' arrival and 15 minutes after the end of the students' departure.
- C. The scheduled school day for the RDS shall be 6 hours and 35 minutes, which includes a minimum of 10 minutes prior to the students' arrival and a minimum of 10 minutes after the students' departure.
- D. The teachers may be required to remain until 4 p.m. two times per month for meetings as required by the administration.

- E. All teachers shall attend up to two (2) Parent Activity Nights, at the discretion of the Administration, which may include Back to School Night, Festival of the Arts and/or parent conferences. parent conferences shall be two (2) hours in length; on this day, school dismissal will be 1 p.m. Eighth grade teachers shall attend graduation exercises.

4. RESEARCH/SUMMER WORK

- A. The Board may set aside funds in the budget for the purpose of research, consultation, curriculum development, and other tasks assigned by the administration in accordance with the following provision. The Board retains the right to determine the amount to be expended and the nature and extent of the project to be undertaken.
- B. In the event that the Board authorizes a teacher or teachers to perform work under the provisions of this Article, each teacher involved shall be compensated at a rate of \$27.00 per hour for the term of this Agreement.

ARTICLE VII - TESTING FOR TUBERCULOSIS AND PHYSICAL EXAMINATIONS

1. All employees of the Board of Education shall be tested for tuberculosis infection as required by law. The cost of the test and subsequent X-ray, if necessary, shall be borne by the Board of Education. Employees may have these tests done by their family physician, in which case the cost shall be borne by the employee.
2. The Board of Education may require the individual examination at the Board's expense, of any employee whenever there is evidence of physical or mental illness.
3. If the result of the examination indicates a communicable disease or mental abnormality, the employee shall be ineligible for further service until satisfactory proof of recovery is furnished.
4. The Board shall provide at the Board's expense an annual blood chemistry screening profile (SMAC test).

ARTICLE VIII - PAYMENT OF TUITION FOR COURSES FOR ADVANCE STUDY

1. For those courses which have been approved, the Board will reimburse the teacher at the full current tuition rate established by the New Jersey State College tuition. For teachers enrolled in a program prior to May 22, 1995 and for teachers with current approval for 1995 fall courses, 50% of the difference between state college tuition and the actual tuition will be paid by the Board of Education. The total of all such reimbursements shall not exceed \$14,000.00 per year.
2. To qualify for reimbursement the teacher must complete and submit to the superintendent the appropriate form accompanied by a record of payment and proof of successful completion of the course.
3. Courses required for certification or taken prior to the first day of teaching in Mendham Borough School District will not be eligible for reimbursement.
4. Courses which are part of an approved Master's Degree, Professional Diploma, or a Doctor's Degree Program in either the teacher's field of specialization or another field approved by the superintendent for that teacher will automatically be eligible for reimbursement.
5. The superintendent may approve other courses if a teacher can show that completion of the course will enhance his/her competence and/or creativity in the teacher's field of specification or in any other reasonable assignments within the district. A grade of at least a B or equivalent shall determine successful completion of the course.
6. Not more than 12 credits during one fiscal year, nor more than 6 credits during any one session, will be approved for reimbursement. Teachers hired after June 30, 1995 will be limited to 6 credits per year until attaining tenure.
7. Approval for reimbursement may be at the regular Board meeting following the completion and submission of the required form as outlined above.

ARTICLE IX - REIMBURSEMENT OF TEACHER'S EXPENSES

1. The Board will reimburse the teachers for expenses incurred in the pursuit of school business. Any teacher anticipating such expense shall first get approval from the administrator. A voucher listing these expenditures shall be submitted to the Board Secretary for payment by the first of each month. The Board will reimburse the teacher for mileage driven in his or her own car for school purposes at the rate determined by the IRS to be proper for tax free reimbursement.

ARTICLE X - PAID ABSENCES FOR PERSONAL OR PROFESSIONAL PURPOSE

1. The superintendent may recommend or grant requests of teachers to attend local conferences and workshops and to visit other schools when such attendance or visitation will directly benefit the Mendham Borough Schools.
2. Teachers shall be granted two personal days/family illness days annually with full pay without disclosing the reason; the unused portion of which shall accumulate as sick leave. One additional personal day will be granted, with reasons, upon the approval of the superintendent, with reasons limited to religious holidays or business that must be conducted during school hours. If this additional day is not used it will roll over into accumulated sick leave. Additional days may be granted by the Board for special or unusual circumstances upon the recommendation of the superintendent.
3. If the Board, after January 1 of any given year during the term of this Agreement, changes scheduled vacation dates because of emergency closings, a teacher who has made every effort and is unable to change a non refundable financial commitment for said vacation dates shall be permitted with Board approval to use personal days to complete his/her original vacation plans. The teacher shall bear the cost of substitute coverage for any additional days required to complete his/her vacation plans.

ARTICLE XI - MATERNITY/ADOPTION LEAVE

1. Any tenured teacher may be granted an unpaid child rearing leave of absence for a basic duration of 18 consecutive months. The Board of Education may, however, grant a longer or shorter child rearing leave to enable a teacher to return to work at a time mutually agreeable.
2. A teacher should normally inform the Board by no later than March 1 that teacher will return for the beginning of the next school year.
3. A teacher requesting a maternity disability leave of absence before the birth of the child should normally submit a written request along with providing suitable medical evidence of pregnancy and the expected date of delivery to the Board of Education sufficiently in advance of the requested starting date of the leave so the Board may act.
4. A teacher requesting a child rearing leave of absence for the purpose of caring for the child following a paid period of personal illness because of childbirth should normally submit a written request in advance of the expected starting date. The starting date of the leave shall generally be the first scheduled working date following the paid period of personal illness because of childbirth. Any teacher under tenure planning to

adopt an infant shall inform the Board of such intent at the earliest possible time, and such leave shall commence upon said teacher receiving custody of the child.

5. A teacher returning to work after a child rearing leave of absence shall be placed on the proper place on the latest salary guide, but no credit shall be given for the time covered by the leave of absence.

ARTICLE XII - EXTENDED LEAVE OF ABSENCES

An extended leave, without pay, may be granted to a tenured teacher subject to the following conditions:

1. Seven years full time consecutive service in this district.
2. A written request for this leave must be received by the superintendent before February 1 of the school year preceding the school year for which the leave is requested. A written response to each request received will be provided by March 1.
3. Such leave shall normally be for a term of 12 months; however, the Board may grant a longer or shorter leave to enable a teacher to return at a time mutually agreeable.
4. The teacher must inform the superintendent of his/her intention to rejoin the staff by March 1 of the leave year.
5. Upon returning from an extended leave, the teacher shall be placed on the appropriate level and step of the latest salary guide with no credit given for the time covered by the leave.
6. During the period of the leave, a teacher may maintain the group medical and dental benefits with the teacher paying the full cost of these benefits.
7. The decision of the Board is final and shall not be arbitrable.

ARTICLE XIII - PART-TIME TEACHERS

1. Part-time teachers shall be scheduled and assigned duties in all respects based upon the fraction of full time for which they are employed.
2. Tuition reimbursement for part-time teachers, who work at least fifty percent (50%) of the time and who meet all other conditions for tuition reimbursement, shall be the same as for full-time teachers.
3. Part-time teachers shall be paid the same fraction of the salary guide amount for which they are employed.

ARTICLE XIV - TUITION FREE ENROLLMENT

As a professional courtesy, children of teachers who do not live in the district will be permitted to attend the Mendham Borough Schools so long as there is no additional staffing or transportation necessary and/or required.

ARTICLE XV - EXTRACURRICULAR POSITIONS

1. Compensation for teacher participation in extracurricular activities which is beyond the scope of the teacher's assignment shall be set forth and specifically listed in schedules B, C, and D, with compensation listed therein.
2. All extracurricular activities proposed in the district shall be posted at least ten (10) school days prior to the closing date for application. The posting shall include the following information:
 - A. Job title and job description;
 - B. Location of job;
 - C. Title of immediate supervisor;
 - D. Qualifications needed to apply for posted position;
 - E. Salary.

ARTICLE XVI - ASSOCIATION RIGHTS

1. Representation Fee

If an employee does not become a member of the Association during any membership year which is covered in whole or in part by this Agreement, said employee will be required to pay a representation fee to the Association for that membership year. The representation fee will be for the current school year and will not be retroactive. This fee shall be the maximum allowed by law.
2. Mechanics of Deductions and Transmission of Fees

Except as otherwise provided in this Article, the mechanics for the deduction of representation fees to the Association will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Association. The Board of Education requests that the representation fee be deducted beginning September 1.

3. Indemnification and Save Harmless Provision

A. Liability

The Association agrees to indemnify and hold the Board harmless against any liability which may arise by reason of any action taken by the Board in complying with the provisions of this Article, provided that:

- (a) The Board gives the Association timely notice in writing of any claim, demand, suit or other form of liability in regard to which it will seek to implement this paragraph; and
- (b) If the Association so requests in writing; the Board will cooperate fully with the Association in gathering evidence, securing witnesses, and in all other aspects of said defense.

B. Exception

It is expressly understood that Paragraph A above will not apply to any claim, demand, suit or other form of liability which may arise as a result of any type of willful misconduct by the Board or the Board's imperfect execution of the obligations imposed upon it by this Article.

- C. The Association shall maintain a "demand and return" system consistent with the law.

ARTICLE XVII - BOARD RIGHTS

The Board, on its own behalf and on the behalf of the electors of the District, hereby retains and reserves unto itself all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of New Jersey and of the United States, including all decisional law and Rules and Regulations of the State of New Jersey, and the provisions of this agreement shall be construed in the light of the management prerogatives vested in the Board by the foregoing legal authorities. Such rights include but are not limited to:

- A. To the executive management and administrative control of the school system and its properties and facilities, and the activities of its employees in the performance of their school assignments.
- B. To hire all employees and subject to the provisions of law, to determine their qualifications and the conditions for their continued employment and to promote and transfer all such employees.

ARTICLE XVIII - NEGOTIATIONS

1. Negotiations should begin no later than October 15, 1996.
2. Increments After Term of Agreement

Should this contract expire without a successor agreement having been agreed and ratified by both parties, no incremental advancement in salary shall be given prior to implementation of the successor agreement. Interest shall be accrued on the negotiated increase of the 1996-97 base between the expiration date of this contract and the date of the new contract based on the current money market rate as defined by the board's commercial bank and shall be added to the settlement.

3. Determination of Salary Base for Successor Contract

The 1996-97 salary base from which the 1997-1998 guide shall be negotiated shall be the board's actual cost for 1996-97.

4. This Agreement shall not be modified in whole or in part nor shall additional items be added by the parties except by an amendment in writing approved by the Board and the Association. 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 permitted, but all other provisions or applications shall be considered in force and effect.

ARTICLE XIX - DURATION OF AGREEMENT

This agreement shall be effective during the school year 1995-96 and 1996-97, commencing July 1, 1995 and terminating on June 30, 1997.

ARTICLE XX - REPRODUCTION OF AGREEMENT

1. Copies of this agreement shall be provided at the expense of the Board within thirty (30) days after the agreement is signed.
2. A copy of the agreement shall be presented to all teachers now employed by the Board, but in no case shall the number of copies required exceed ninety-four (94).

IN WITNESS WHEREOF the parties, subsequent to ratification and Board Resolution, hereto have caused this Agreement to be signed by their respective Presidents, attested by their respective Secretaries and their respective corporate seals affixed hereto at Mendham, New Jersey on this _____ day of _____, 1995.

**MENDHAM BOROUGH EDUCATION
ASSOCIATION**

**MENDHAM BOROUGH BOARD OF
EDUCATION**

By: _____
President

By: _____
President

By: _____
Secretary

By: _____
Secretary

APPENDIX A-1
TEACHERS' SALARY GUIDE

1995-96

YEAR	BA	BA 15	BA 30	MA	MA 15	MA 30
1	31,882	32,382	33,572	34,482	35,232	36,180
2	32,738	32,882	34,082	34,982	36,200	36,680
3	32,966	33,382	34,560	35,617	36,232	37,180
4	33,385	33,982	35,182	35,900	36,832	37,780
5	34,082	34,582	35,782	36,682	37,509	38,380
6	34,683	35,010	36,382	37,090	38,032	38,980
7	35,282	35,782	36,982	37,733	38,632	39,580
8	36,110	36,515	38,082	39,082	39,832	40,780
9	36,830	37,382	39,182	40,282	41,032	41,980
10	37,882	38,403	39,872	41,131	42,232	43,180
11	38,930	39,382	41,382	42,390	43,432	44,380
12	40,290	40,682	42,682	44,082	44,632	46,020
13	41,550	42,055	44,110	45,482	46,232	47,180
14	43,140	43,382	45,482	47,028	47,575	48,930
15	44,657	45,082	47,428	48,782	49,532	50,480
16	46,190	46,481	49,145	50,490	51,432	52,523
17	48,400	49,600	51,782	53,482	54,232	54,295
18	50,982	52,114	54,482	56,282	57,032	57,610
19	53,982	54,382	57,810	59,282	59,832	60,410
20	54,382	54,982	57,890	59,700	60,432	62,010
21	54,680	55,180	57,910	59,710	61,010	62,410
22	56,687	57,207	60,037	61,902	62,639	64,702

APPENDIX A-2

TEACHERS' SALARY GUIDE

1996-97

YEAR	BA	BA 15	BA 30	MA	MA 15	MA 30
1	32545	33302	34611	35562	36345	37328
2	33345	33802	35111	36062	36845	37828
3	34239	34324	35644	36584	37928	38358
4	34395	34845	36143	37253	38000	38881
5	34849	35471	36793	37550	38516	39508
6	35643	36097	37420	38361	39126	40135
7	36276	36543	38047	38792	39771	40762
8	36898	37349	38647	39388	40398	41389
9	37767	38113	39824	40869	41652	42643
10	38442	39017	40973	42125	42906	43898
11	39539	40082	41614	42928	44160	45151
12	40710	41103	43272	44241	45414	46405
13	42050	42459	44631	46094	46579	48119
14	43365	43891	46123	47557	48340	49331
15	45110	45275	47557	49172	49649	51160
16	46695	47048	49590	51005	51789	52780
17	48366	48508	51385	52689	53774	54915
18	50776	51445	54024	55483	56500	56655
19	53553	54383	56663	58277	59626	60021
20	56331	56748	60430	61300	62552	63387
1-Sep	56582	57100	61185	61788	62818	64582
1-Feb	58485	59020	61941	63865	64625	66754
21	58485	59020	61941	63865	64625	66754

Teachers who were on Steps 20 and 21 on the 95-96 salary guide shall be placed on the split step, receiving the salary for 1-Sep for the 1st 5 months and 1-Feb for the remaining 5 months of the 96-97 school year.

APPENDIX B

COACHES' COMPENSATION SCHEDULE

<u>Level</u>	<u>Years</u>	<u>Soccer, Basketball Baseball, Softball</u>	<u>Cheerleading, Cross Country</u>	<u>Tennis</u>
1	1-2	1422.32	853.39	711.16
2	3-4	1706.79	1137.87	818.47
3	5-6	1991.26	1422.32	924.51
4	7-8	2417.96	1706.79	1102.94
5	9+	2915.78	1991.26	1280.08

Athletic Director
853.39*

*The MBEA executive leaders may, upon communication of the amount to the Superintendent of Schools, apply some portion of the negotiated increases in extracurricular salaries to the Athletic Director's salary, so that the resulting salary is no greater than a first year coach's salary.

APPENDIX C

EXTRACURRICULAR COMPENSATION SCHEDULE

Eighth Grade Advisors (5)	227.56
Eighth Grade Advisor/Coordinator	483.58
Student Council Activities Advisor	483.58
Yearbook Advisor	782.28
District News Advisor	654.26
Intramural Supervisor	27.02/hr.
Bi-Annual Musical Staff	4461.24*
Sixth Grade Environmental Camping Trip Coordinator	142.23
Cafeteria Supervisor	(Time)
District Computer Coordinator	654.26
Teacher-in-Charge (Hilltop Only)	654.26
Newspaper Advisor	654.26
Afternoon Bus Supervisor - MV	1402.41
Afternoon Bus Supervisor - HT	1168.67

*With regard to salary allotment for the Bi-Annual Play, the Superintendent of Schools and a representative of the MBEA, as designated by the president or co-presidents, will decide on an appropriate proportional allocation of the budgeted salary amount to be distributed to each approved staff member. This will be completed after the title and theme of the play is decided upon, but before it is staffed.

APPENDIX D

BAND AND CHORAL/ORCHESTRA DIRECTORS
COMPENSATION SCHEDULE

<u>Level</u>	<u>Years</u>	<u>Salary</u>
1	1-2	853.39
2	3-4	1137.87
3	5-6	1422.32
4	7-8	1849.02
5	9-10	2133.49
6	11-12	2417.96
7	13-14	2702.43
8	15-16	2844.65

APPENDIX E

Any person upon receiving a doctoral degree in the field of education from a recognized university while employed in the district will receive a one time award of \$1,000.00, \$500.00 of which will be used in the classroom at the teacher's discretion, and the remaining \$500.00 will be for the teacher's personal use.