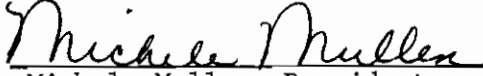
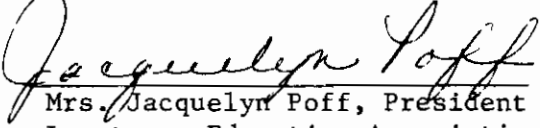


AGREEMENT
 BETWEEN THE
LOPATCONG BOARD OF EDUCATION
 AND THE
LOPATCONG EDUCATION ASSOCIATION
 THE COUNTY OF (WARREN,) NEW JERSEY

X July 1, 1986 - June 30, 1989


Michele Mullen, President
 Lopatcong Board of Education


Mrs. Jacquelyn Poff, President
 Lopatcong Education Association

LOPATCONG TOWNSHIP SCHOOL
AGREEMENT BETWEEN
THE BOARD OF EDUCATION
and
THE LOPATCONG EDUCATION ASSOCIATION

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The Board of Education hereby recognizes the Lopatcong Education Association as the exclusive and sole representative for collective negotiation concerning grievances and terms and conditions of employment for all personnel under this contract, but excluding the following: Administrative Principal, Assistant Principal, and Teacher Aides.

"Unit" - All personnel under this contract, except exclusions stated above.

"Association" - Lopatcong Education Association.

"Board" - Lopatcong Board of Education.

Unless otherwise indicated, the term "teachers" when used hereinafter in this Agreement, shall refer to all professional employees represented by the Association in the negotiating unit as above defined and references to male teachers shall include female teachers.

Except as amended herein, all previously negotiated Agreements between the Lopatcong Township Board of Education and the Lopatcong Education Association shall remain in effect.

This Agreement shall become effective July 1, 1986 and remain in full force and effect until midnight, June 30, 1989.

ARTICLE I
TEACHER ASSIGNMENTS

Teachers who desire a change in grade or subject assignment or who desire to transfer to another building for the forthcoming year, may file a written statement of such desire with the Administrator not later than April 30th. Such statement shall include the grade and/or subject to which the teacher desires to be assigned, in order of preference. The final determination of the request will be at the sole discretion of the Board of Education, and final determination will not be subject to the "Grievance Procedure."

ARTICLE 11
NON-TEACHING DUTIES

- A. As a part of their professional assignments, teachers are responsible for supervision and discipline of students from the time they arrive at school until they depart. A half hour duty-free lunch period shall be provided in accordance with law.

- B. Continue machine scoring of tests that are presently machine scored. New tests which have a machine scoring feature or an easier scoring method shall be reviewed with regard to relative cost at the time.

ARTICLE III

SICK LEAVE

- A. All Unit Members will be granted ten (10) cumulative sick days per year of employment with Lopatcong Township Schools.
1. Any personal day(s) remaining unused by the employee at the end of the school year shall be added to his/her cumulative sick leave for the coming year.
- B. The Board may grant at its discretion to all certified teachers moving from any public school system directly into Lopatcong Township System credit for accumulated sick days as follows:
1. Twenty (20) percent of accumulated sick days up to a maximum of twenty (20) days.
 2. All such computed days will be rounded off to the nearest whole day.
 3. Certification of accumulated sick days from previous employer is required.
- C. In the event that all regular sick days are exhausted, teachers will be allowed a maximum of forty-six (46) additional non-cumulative sick days at a rate of pay equal to the difference between the teacher's pay and the substitute's pay. The Board reserves the right to review each case separately and make the final decision.
- D. All teachers absent due to illness exceeding three (3) consecutive days may be required to furnish to the Administrator's certificate from a medical doctor.

:

ARTICLE IV

PROFESSIONAL DEVELOPMENT & EDUCATIONAL IMPROVEMENTA. Reimbursement for College Credits:

1. Graduate credits must be in the field of Education or related to the subject being taught. The Administrator has the power to determine and approve if the graduate credits are in the field of Education or related to the subject being taught.

2. No courses will be accepted which are taken to satisfy deficiency lists for certification.

3. Credits are reimbursable upon successful completion of the course. The total amount shall not exceed \$3500 for all unit members for the 1986-87 school year; \$3750 for 1987-88 school year; and \$4000 for 1988-89 school year. (School year is July 1 - June 30).

4. Tuition reimbursement will be as follows:

a. Reimbursement for a student in a non-matriculated program will be contingent upon receiving a B grade or better and 50% reimbursement for a C grade.

b. If in a matriculated program and if accepted by the college toward satisfaction of degree requirements, a grade of C would be reimbursed in full.

5. Proper application forms must be submitted and filed in the principal's office as an initial step.

6. In the event the total amount sought by all of the members shall exceed the pre-stated limit for credit reimbursement, such excess shall be borne by the members, pro-rata. Course credits taken during the summer and fall sessions will be reimbursed in February of that school year, after all applications for the Spring term have been submitted. Courses taken during the Spring session will be reimbursed by June 30th.

B. Workshop and Curriculum Development:

1. The Board will continue to pay the full cost of tuition and other "reasonable expenses" (including fees, meals as served at workshop sessions, lodging and/or transportation) incurred by the teachers who attend such sessions, other than in-school sessions, in connection with any workshops, conferences, in-service training sessions, or other such sessions which a teacher is required to attend by the Principal and/or the Lopatcong Board of Education.

2. Teachers required to attend workshops, doing curriculum development or other educational improvement programs not held on regularly scheduled days shall in addition to #1 above be reimbursed at the rate of 1/200th of their annual salary for each day of work or 1/400th for each half ($\frac{1}{2}$) day of work or 1/1400th of the average teacher's salary for the year.

ARTICLE IV, Professional Development Continued.....

3. If meals are not served, as stated in #1. and #2. above, a maximum of five dollars (\$5) per lunch will be reimbursed to the teacher.

C. Other Educational Expenses:

1. The Board will provide up to thirty five dollars (\$35) per year per teacher, with the approval of the administration, for educational materials. These materials, if not consumable, shall become the property of the Board of Education.

ARTICLE V

PREPARATION TIME

- A. Teachers shall have a minimum of 190 minutes and a maximum of 225 minutes preparation time per week.

This preparation time will be available so long as special subject teachers are on staff to replace the regular classroom teacher. If there is a reduction in special teacher staff, the CSA shall have the discretion to adjust prep periods proportionately.

- B. An effort will be made to obtain qualified substitutes for absent teacher specialists, such as music, physical education, provided notice is given prior to 7:00 A.M. of the day of absence.

ARTICLE VI

SALARIES

A. Teachers may individually elect, no later than the first week in September, to have not more than twenty percent (20%) of their gross salary deducted from their pay. By signed authorization the teacher may exercise one of the following options for payment of the amounts deducted on his behalf:

1. One half (½) of the amount deducted to be paid to him on July 15th and the remaining half (½) to be paid to him on August 15th.
2. The total amount deducted to be paid to him on the final pay date in June.
3. The total amount deducted to be deposited with the Tri-Co Federal Credit Union, or Nor Cor Federal Credit Union.

Only one of the above options may be exercised and the teacher may not change his authorization during the school year. The authorization for payroll deductions shall state that the teacher agrees to indemnify and save the Board of Education harmless in the event of any claim, loss or suit arising as a result of deductions made by the Board in accordance with #3. above.

- B. When a pay day falls on or during a school holiday, vacation or weekend, teachers shall receive their paychecks on the last previous working day.
- C. Teachers shall receive their final checks on the last working day in June.
- D. The Board of Education will allow two (2) different Tax Shelter Annuity Plans to be handled through the Board Secretary. There are to be no changes within the school year.
- E. All unit members working on a parttime basis, except for homebound instruction, shall be paid on a pro-rate basis according to their level of experience on the salary guide. These personnel shall be entitled to all benefits as provided for in the contract.

ARTICLE -- VII

INSTRUCTIONAL COUNCIL

A. Purpose:

An Instructional Council shall be established and shall meet no later than September 30th. The purpose of the Council shall be to strengthen the Educational Program through recommendations, research, implementation, and evaluation by the Board of Education and the Association, to best meet the needs of the students, the schools, and the community.

B. Membership:

The Council shall consist of a minimum of three (3) representatives appointed by the Board of Education, and a minimum of three (3) representatives by the Education Association, and the Administrator. The Administrator is a non-voting member.

C. Meetings:

The Council shall schedule meetings as the need arises either by Association or Board request.

ARTICLE VIII
TEMPORARY LEAVES OF ABSENCE

A. Types of Leave:

As of the beginning of the 1977-78 school year, teachers shall be entitled to the following temporary non-cumulative leaves of absence with full pay each school year.

1. Personal:

Two (2) days leave of absence for personal, legal, business, household or family matters which require absence during school hours. The leaves may be granted in 1/2 day periods subject to the availability of a substitute. Application to the Administrator for personal leave shall be made at least five (5) days before taking such leave (except in case of emergency). The applicant for such leave shall be required to state the reason for taking such leave if the day is immediately before or after a vacation period. The Administrator has the authority to grant or not grant such leave.

2. Death:

Up to five (5) days in the event of death of the teacher's parent, spouse or child. Up to three (3) days in the event of death of the teacher's mother-in-law, father-in-law, brother, sister, son-in-law, daughter-in-law, brother-in-law, sister-in-law, and any other member of the immediate household. Teachers shall be granted one (1) day in the event of death of a teacher's relative outside the immediate family as defined above.

3. Family Illness:

Days may be taken in any one school year, due to the illness of an immediate family including: parent, spouse, child, brother, sister, or any member residing in the household. These days would be subtracted from the yearly entitlement of sick days and not the accumulated number of sick days.

B. Good Cause:

Other leaves of absence with or without pay may be considered by the Board.

C. In Addition to Sick Leave:

Leaves taken pursuant to Section A. above shall be in addition to any sick leave to which the teacher is entitled.

ARTICLE IX
INSURANCE PROTECTION

A. The Board shall provide the health-care insurance protection designated below. The Board shall pay the full premium for each teacher and in cases where appropriate for family-plan insurance coverage.

1. Provisions of Coverage and Carrier:

Provisions of the health-care insurance program shall be detailed in:

- a. Pa. Blue Cross "All Service Plan"
- b. Pa. Blue Shield "100 Plan"
- c. Pa. "Major Medical Plan"
 - 1. Extend Major Medical coverage to \$50,000
- d. Coverage will be extended to dependent children who are fulltime students up to age 23.

B. The Board shall provide a cap of \$10,500 for the 1986-87 school year, and a cap of \$11,000 for the 1987-88 school year, and \$11,500 for the 1988-89 school year to conduct a prescription drug program through the Lehigh Valley Plan.

C. Parttime professional staff members enrolled in the Plan prior to July 1, 1984, shall receive full benefits. All other parttime professional staff members shall be accorded protection on a pro-rata basis.

ARTICLE X.
GRIEVANCE PROCEDURE

A. Definitions:

1. "Unit" refer to preamble.
2. "Association" refer to preamble.
3. "Board" refer to preamble.
4. A "grievance" shall mean a complaint by a Unit member of the LEA alleging, a violation, misinterpretation or inequitable application of established policy or administrative decision governing or affecting him or of any of the provisions of this agreement. The term "grievance" shall not apply to any matter of which: (a) a method of review is prescribed by law or State Board of Education rule, or (b) is contrary to law or the rules of the State Department of Education, or (c) a complaint of a non-tenured teacher which arises due to non-renewal of contract, only if it pertains to violation of Article XII.

B. Purpose:

1. The purpose of the grievance procedure is to secure at the lowest level, solutions to the grievance presented. Both parties agree that these proceedings will be kept informal and confidential at all levels of the procedure.
2. Nothing herein contained shall be construed as limiting the right of any member having the grievance adjusted without intervention of the Association, provided the adjustment is not inconsistent with the terms of the Agreement and that the Association has been given the opportunity to be represented at such adjustment.

C. Procedure:

1. Level One:

A unit member with a grievance shall first discuss it with the Administrator within ten (10) school days after the grievable action occurred, after then either directly or through the Association, with the objective of resolving the matter informally.

ARTICLE XI Continued.....

2. Level Two:

If the party filing the grievance is not satisfied with the disposition of his grievance at Level One, or if no decision has been rendered within ten (10) school days after the presentation of the grievance, he may file the grievance in writing with the Association. Within five (5) school days after receiving the written grievance the Association may refer it to the Board, if, in the opinion of the Association, the grievance has merit.

3. Level Three:

Within fifteen (15) school days after receiving the written grievance the Board shall review the case and, at the next scheduled Board meeting render a written decision.

4. Level Four:

The Association may, within five (5) school days inform the Board that advisory arbitration is being invoked.

Within ten (10) school days after such written notice of submission to arbitration the Board and the Association shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators may be made to the American Arbitration Association by either party. The parties shall then be bound to the rules and procedures of American Arbitration Association in the selection of an arbitrator.

The arbitrator so selected shall confer with the representatives of the Board and the Association and hold hearings promptly and shall issue his decision for settlement not later than twenty (20) school days from the date of the close of the hearings or, if oral hearings have been waived, then from the date of the final statements and proofs on the issues submitted. The arbitrator shall be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of the Agreement.

The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses and the cost of the hearing room shall be borne equally by the Board of Education and the Association. Any other expenses incurred shall be paid by the party incurring same.

ARTICLE XI Continued.....

D. Miscellaneous:

1. The time limits specified at any level may be extended by mutual agreement.
2. All Unit members will continue under the direction of the Administrator, regardless of the pendency of any grievance, until such grievance is properly determined.

ARTICLE XI

PERSONNEL FILES

- A. No derogatory material shall be placed in a teacher's file unless the teacher has had an opportunity to read it. The teacher may file an answer to any such material. The teacher shall sign the material to indicate he had read it.

- B. A teacher may, upon request, inspect the contents of his personnel file except that no confidential information, such as pre-employment material, shall be made available to the teacher.

ARTICLE XII

SAVINGS CLAUSE

- A. Except as this Agreement shall otherwise provide, all terms and conditions of employment applicable on the signing date of this Agreement to employees covered by this Agreement as established by the rules, regulations and/or policies of the Board in force of said date, shall continue to be so applicable during the term of this Agreement.

ARTICLE XIII
HOMEBOUND INSTRUCTION

A. Homebound Instruction:

"Unit" members who participate in Homebound Instruction shall be reimbursed at the hourly rate for which the state reimburses the district for homebound instruction time. In addition, one hour of planning time per week will also be reimbursed at the state rate.

All possible positions for homebound instruction shall be offered to Unit members first.

ARTICLE XIV
MILEAGE REIMBURSEMENT

- A. Teachers engaged in school related activities which involve the use of the teachers' cars shall be reimbursed at the rate established by the Internal Revenue Service as the standard mileage rate when determining the cost of operating your car.

The activities must have had prior approval by the Administrator and/or the Board of Education and are a part of Board policies.

ARTICLE XV
MATERNITY LEAVE

The Board shall grant maternity leave without pay to any teacher upon request subject to the following stipulations and limitations and consistent with state laws and commissioner's decisions.

A. The Board may remove any pregnant teacher from her teaching duties on any one of the following reasons:

1. Her teaching performance substantially declines from period preceding pregnancy.
2. Her physical condition or capacity renders her incapable of performing her assigned duties which shall be deemed to exist of:
 - a. The pregnant teacher fails to produce a physician's certificate that she is medically able to continue teaching, or
 - b. The Board's physician concludes that she is unable to continue teaching; however, if the decision of the Board's physician is in conflict with that of the teacher's physician, a third physician shall be consulted and his decision shall be final. The cost of the third physician shall be paid equally by the Association and the Board.

B. The Board shall grant a leave of absence for medical reasons associated with pregnancy and birth to pregnant teachers on the same terms and conditions governing leaves of absence for other illness or medical disabilities, as set forth in NJSA Title 18A:30-1 et seq.

C. Any tenured or non-tenured teacher seeking such leave shall apply to the Board thirty (30) school days prior to the beginning of leave. At the time of application the teacher shall specify in writing the date she wishes to commence leave and the date on which she wishes to return to work after birth. The Board may require any teacher to produce a certificate from a physician in support of the requested dates. The physician's certification is subject to agreement by the Board's physician; however, if the decision of the Board's physician is in conflict with that of the teacher's physician, a third physician shall be consulted and his decision shall be final. The cost of the third physician shall be paid equally by the Association and the Board.

Where medical opinion is supportive of the leave dates requested, such leave shall be granted by the Board, except that the Board may change the requested dates upon finding that the grant of a leave for the dates stipulated and medically confirmed would substantially interfere with the administration of the school.

Following the grant of such leave to any teacher, the commencement and termination dates may be further extended or reduced for medical reasons upon application by the teacher to the Board. Such extension or reduction shall be granted, but the Board may alter the requested dates upon finding that such extension or reduction would substantially interfere with the administration of the school, and provided that such date change is not medically contra-indicated. The Board may require any teacher to produce a physician's certificate in support of the requested change and is subject to agreement by the Board's physician; however, if the decision of the Board's physician is in conflict with that of the teacher's physician, a

third physician shall be consulted and his decision shall be final. The cost of a third physician shall be paid equally by the Association and the Board.

D. Upon return from a maternity leave of absence, the teacher shall be reinstated in her same position for which she is certified. However, if a position on her grade level is eliminated, the reinstated teacher will be assured of equal consideration for any change in staff placement. The final determination will be at the sole discretion of the Board of Education.

E. The Board is under no compulsion to continue the employment of non-tenured employees beyond the contracted period so long as the non-renewal of employment is not based solely upon a condition of pregnancy or childbirth. The maternity leave period shall not be counted for tenure purposes.

F. Advancement on the salary guide shall be based upon the date of commencement of the leave of absence. The teacher will be granted a full salary guide step if she works more than ninety (90) days. However, if she works less than ninety (90) days there shall be no advancement on the salary guide.

G. The maximum length of time a teacher shall be entitled to have maternity leave shall not exceed fifteen (15) months from the beginning of such leave. The teacher shall be allowed to return during the school year.

H. Adoption: Any teacher adopting a child 18 years or younger, shall receive leave which shall commence upon receiving de facto custody of said child, or earlier if necessary to fulfill the requirements for the adoption. In addition, the teacher shall be entitled to the provisions outlined in Article XVI, Sections D, F, & G as they apply to leaves of absence for adoption of a child. Any tenured teacher or non-tenured teacher seeking such leave shall apply to the Board thirty (30) school days prior to the beginning of leave.

ARTICLE XVI

STUDY LEAVESA. Purpose:

A leave shall be granted to a teacher by the Board for study in the field of education or study in a field related to the subject being taught or for reasons the Board decides shall be of value to the school system.

B. Conditions:

Study leave shall be granted subject to the following conditions:

1. Number of Teachers -

If there are sufficient qualified applicants study leaves shall be granted to a maximum of one (1) teacher at any one time. If more than one (1) teacher applies for study leave in any one year, requests will be honored on the basis of seniority.

2. Length of Time -

No more than one (1) full year's study leave shall be granted during any given budget year.

3. Requests -

Requests for study leave must be received by the principal in writing, in such form as may be mutually agreed on by the Association and the principal, no later than January 1, and action must be taken not later than February 1, of the school year preceding the school year for which the study leave is requested.

4. Minimum Time to Qualify -

The teacher has completed at least seven (7) full school years of service in the Lopatcong Township School District.

5. Pay -

A teacher on study leave shall continue to receive medical coverage and life insurance benefits paid for by the Board.

6. Return -

Upon return from a study leave, a teacher shall be assigned to a position commensurate to the one he or she last held. The teacher shall return to the district for a time equal to the length of the leave.

ARTICLE XVII
RETIREMENT PAY

The Board agrees to implement a Retirement Benefit Program as follows:

A. Eligibility:

Any member of the Unit who is retiring from the district and is eligible for pension benefits as defined by Title 18A:66 et seq "Teachers Pension and Annuity Fund" and has at least ten years of service in the district.

B. Benefit:

Each eligible employee shall receive a retirement benefit of \$100 for each year of service to the district.

C. Payment Date:

The benefit shall be paid to the eligible employee after the receipt of a written resignation for retirement and acceptance by the Board.

ARTICLE XVIII
EMPLOYEE RIGHTS

- A. Pursuant to Chapter 123, Public Laws 1974, the Board hereby agrees that employee of the Board shall have the right freely to organize, join and support the L.E.A. and its affiliates for the purpose of engaging in collective negotiations and other concerted activities for mutual aid and protection. As a duly selected exercising governmental power under the law of the State of New Jersey, the Board undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce any employee in the enjoyment of any rights conferred by Chapter 123, Public Laws 1974, or other laws of New Jersey or the Constitution of New Jersey and the United States, that it shall not discriminate against any employee with respect to hours, wages, or any terms or conditions of employment by reason of his membership in the Association and its affiliates, his participation in any activities of the Association and its affiliates, collective negotiations with the Board, or his institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.
- B. No employee shall be disciplined, reprimanded, reduced in rank or compensation, without just cause. Any such action asserted by any agent or representative of the Board shall not be made public and shall be subject to the grievance procedure herein set forth.
- C. Whenever any employee is required to appear before the Board, or any committee of the Board, concerning matters of employment, he shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a representative of the Association present to advise him and represent him during the meeting or interview.

ARTICLE XIX

ASSOCIATION RIGHTS

- A. The Board agrees to furnish to the Association all available public information that is applicable to the Lopatcong School System.

- B. Whenever any member of the Association that has filed a grievance is mutually scheduled by the Parties to participate during that individual's working hours in grievance proceedings, neither he nor his employee representative in the employ of the Board shall suffer loss of pay.

- C. Representatives of the Association, with prior written notice to the Administration, shall be permitted to transact official Association business on school property provided that it does not interfere with:
 - 1. Employee's scheduled working hours
 - 2. Scheduled educational hours
 - 3. Other previously scheduled activities
 - 4. Normal school operations

- D. The Association's secretary, with the approval of the administrator, may use school business equipment within reasonable limits for Association purposes.

ARTICLE XX

COMPLAINT PROCEDURE

- A. No action will be taken against an employee based upon a complaint until or unless a complete investigation of the complaint as is reasonably possible has been made.
- B. The employee shall be given an opportunity to discuss the complaint with the administrative principal before any administrative action is taken.
- C. Any action taken by the Board, its designee, or the administrative principal against the employee as a result of a complaint must be so indicated and is subject to the provisions of Article X (Grievance Procedure) of this Agreement.

ARTICLE XXI
BOARD RIGHTS

A. 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 pertaining to the following:

1. To direct employees of the school district;
2. To hire, promote, transfer, assign, and retain employees in positions in the school district, and for causes stipulated by law or in this Agreement, to suspend, to demote, discharge, or take other disciplinary action against employees;
3. To relieve employees from duty because of lack of work for the employee or other reasons as determined by law;
4. To maintain the efficiency of the school district operations entrusted to them;
5. To determine the methods, means and personnel by which such operations are to be conducted; and
6. To take whatever actions may be necessary to carry out the mission of the school district in situations of emergency.

ARTICLE XXII

SALARY GUIDES

(See Attachments)

- A. BA Salary Guide 1986-89
- B. BA+15 Salary Guide 1986-89
- C. BA+30 Salary Guide 1986-89
- D. MA Salary Guide 1986-89
- E. Ma+15 Salary Guide 1986-89
- F. MA+30 Salary Guide 1986-89

:

Salary Step Placement

For 1986-87: Each returning employee's step placement will be based on the salary column and step at which he or she was located in 1985-86 in accordance with the following chart.

For 1987-88: Each employee will remain at the same location at which he or she was placed in 1986-87, however they will move to the column indicated 1987-88.

For 1988-89: Each employee will remain at the same location at which he or she was placed for the previous 2 school years, however they will move to the column indicated 1988-89.

New Employees: New employees location shall be based on the above as determined at time of placement.

Please note that Locators do not indicate years of service.

<u>Step in 1985-86</u>	<u>Location in 1986-87, 87-88, 88-89</u>
1	A
2	A
3	A
4	A
5	A
6	B
7	C
8	D
9	E
9½	F
10	G
10½	H
11	I
11½	J
12	K
13	L
13½	M
14	N
16	O
20*	P
17	Q
19 **	R
18	S
20	T
21	U
22 / 2½	V
23	W
25	X
32	Y

* Indicates experience with time out for Maternity
** Indicates experience prior to Lopatcong

BA SALARY GUIDE 1986-87 thru 1988-89

<u>Locator</u>	<u>1985-86</u>	<u>1986-87</u>	<u>1987-88</u>	<u>1988-89</u>
A	18,500	19,400	21,050	22,850
B	18,300	20,250	21,950	23,800
C	18,950	20,750	22,500	24,400
D	19,550	21,450	23,250	25,200
E	20,100	22,050	23,900	25,900
F	20,450	22,425	24,325	26,375
G	20,800	22,800	24,750	26,850
H	21,150	23,175	25,150	27,350
I	21,500	23,550	25,550	27,750
J	21,950	24,050	26,350	28,550
K	22,400	24,550	26,850	29,050
L	23,400	25,850	28,150	30,450
M	23,950	26,400	28,700	31,000
N	24,200	26,650	28,950	31,250
O	25,750	28,200	30,650	33,100
P	26,035	28,485	30,935	33,385
Q	26,150	28,600	31,050	33,500
R	26,900	29,450	31,950	34,450
S	27,150	29,700	32,200	34,700
T	27,305	29,855	32,355	34,855
U	27,535	30,085	32,585	35,085
V	28,005	30,555	33,055	35,555
W	28,330	30,880	33,380	35,880
X	28,580	31,130	33,630	36,130
Y	28,830	31,380	33,880	36,380

BA&15 SALARY GUIDE 1986-87 thru 1988-89

<u>Locator</u>	<u>1985-86</u>	<u>1986-87</u>	<u>1987-88</u>	<u>1988-89</u>
A	18,500	19,700	21,350	23,150
B	18,600	20,550	22,250	24,100
C	19,250	21,050	22,800	24,700
D	19,850	21,750	23,550	25,500
E	20,400	22,350	24,200	26,200
F	20,750	22,725	24,625	26,675
G	21,100	23,100	25,050	27,150
H	21,450	23,475	25,450	27,650
I	21,800	23,850	25,850	28,050
J	22,250	24,350	26,650	28,950
K	22,700	24,850	27,150	29,350
L	23,700	26,150	28,450	30,750
M	24,250	26,700	29,000	31,300
N	24,500	26,950	29,250	31,550
O	26,050	28,500	30,950	33,400
P	26,335	28,785	31,235	33,685
Q	26,450	28,900	31,350	33,800
R	27,200	29,750	32,250	34,750
S	27,450	30,000	32,500	35,000
T	27,605	30,155	32,655	35,155
U	27,835	30,385	32,885	35,385
V	28,305	30,855	33,355	35,855
W	28,630	31,180	33,680	36,180
X	28,880	31,430	33,930	36,430
Y	29,130	31,680	34,180	36,680

BA&30 SALARY GUIDE 1986-87 thru 1988-89

<u>Locator</u>	<u>1985-86</u>	<u>1986-87</u>	<u>1987-88</u>	<u>1988-89</u>
A	18,500	20,000	21,650	23,450
B	18,900	20,850	22,550	24,400
C	19,550	21,350	23,100	25,000
D	20,150	22,050	23,850	25,800
E	20,700	22,650	24,500	26,500
F	21,050	23,025	24,925	26,975
G	21,400	23,400	25,350	27,450
H	21,750	23,775	25,750	27,950
I	22,100	24,150	26,150	28,350
J	22,550	24,650	26,950	29,150
K	23,000	25,150	27,450	29,650
L	24,000	26,450	28,750	31,050
M	24,550	27,000	29,300	31,600
N	24,800	27,250	29,550	31,850
O	26,350	28,800	31,250	33,700
P	26,635	29,085	31,535	33,985
Q	26,750	29,200	31,650	34,100
R	27,500	30,050	32,550	35,050
S	27,750	30,300	32,800	35,300
T	27,905	30,455	32,955	35,455
U	28,135	30,685	33,185	35,685
V	28,605	31,155	33,655	36,155
W	28,930	31,480	33,980	36,480
X	29,180	31,730	34,230	36,730
Y	29,430	31,980	34,480	36,980

MA SALARY GUIDE 1986-87 thru 1988-89

<u>Locator</u>	<u>1985-86</u>	<u>1986-87</u>	<u>1987-88</u>	<u>1988-89</u>
A	18,500	20,300	21,950	23,750
B	19,200	21,150	22,850	24,700
C	19,850	21,650	23,400	25,300
D	20,450	22,350	24,150	26,100
E	21,000	22,950	24,800	26,800
F	21,350	23,325	25,225	27,275
G	21,700	23,700	25,650	27,750
H	22,050	24,075	26,050	28,250
I	22,400	24,450	26,450	28,650
J	22,850	24,950	27,250	29,450
K	23,300	25,450	27,750	29,950
L	24,300	26,750	29,050	31,350
M	24,850	27,300	29,600	31,900
N	25,100	27,550	29,850	32,150
O	26,650	29,100	31,550	34,000
P	26,935	29,385	31,835	34,285
Q	27,050	29,500	31,950	34,400
R	27,800	30,350	32,850	32,350
S	28,050	30,600	33,100	35,600
T	28,205	30,755	33,255	35,755
U	28,435	30,985	33,485	35,985
V	28,905	31,455	33,955	36,455
W	29,230	31,780	34,280	36,780
X	29,480	32,030	34,530	37,030
Y	29,730	32,280	34,780	37,280

MA&15 SALARY GUIDE 1986-87 thru 1988-89

<u>Locator</u>	<u>1985-86</u>	<u>1986-87</u>	<u>1987-88</u>	<u>1988-89</u>
A	18,500	20,600	22,250	24,050
B	19,550	21,450	23,150	25,000
C	20,150	21,950	23,700	25,600
D	20,750	22,650	24,450	26,400
E	21,300	23,250	25,100	27,100
F	21,650	23,625	25,525	27,575
G	22,000	24,000	25,950	28,050
H	22,350	24,375	26,350	28,550
I	22,700	24,750	26,750	28,950
J	23,150	25,250	27,550	29,750
K	23,600	25,750	28,050	30,250
L	24,600	27,050	29,350	31,650
M	25,150	27,600	29,900	32,200
N	25,400	27,850	30,150	32,450
O	26,950	29,400	31,850	34,300
P	27,235	29,685	32,135	34,585
Q	27,350	29,800	32,250	34,700
R	28,100	30,650	33,150	35,650
S	28,350	30,900	33,400	35,900
T	28,505	31,055	33,555	36,055
U	28,735	31,285	33,785	36,285
V	29,205	31,755	34,255	36,755
W	29,530	32,080	34,580	37,080
X	29,780	32,330	34,830	37,330
Y	29,780	32,580	35,080	37,580

MA&30 SALARY GUIDE 1986-87 thru 1988-89

<u>Locator</u>	<u>1985-86</u>	<u>1986-87</u>	<u>1987-88</u>	<u>1988-89</u>
A	18,500	20,900	22,550	24,350
B	19,800	21,750	23,450	25,300
C	20,450	22,250	24,000	25,900
D	21,050	22,950	24,750	26,700
E	21,600	23,550	25,400	27,400
F	21,950	23,925	25,825	27,875
G	22,300	24,300	26,250	28,350
H	22,650	24,675	26,650	28,850
I	23,000	25,050	27,050	29,250
J	23,450	25,550	27,850	30,050
K	23,900	26,050	28,350	30,550
L	24,900	27,350	29,650	31,950
M	25,450	27,900	30,200	32,500
N	25,700	28,150	30,450	32,750
O	27,250	29,700	32,150	34,600
P	27,535	29,985	32,435	34,885
Q	27,650	30,100	32,550	35,000
R	28,500	30,950	33,450	35,950
S	28,650	31,200	33,700	36,200
T	28,805	31,355	33,855	36,355
U	29,035	31,585	34,085	36,585
V	29,505	32,055	34,555	37,055
W	29,830	32,380	34,880	37,380
X	30,080	32,630	35,130	37,630
Y	30,330	32,880	35,380	37,880