

LENAPE VALLEY REGIONAL BOARD OF EDUCATION
LENAPE VALLEY EDUCATION ASSOCIATION
1986-1987/1987-1988 TEACHERS CONTRACT

T A B L E O F C O N T E N T S

I.	Recognition	1
II.	Grievance Procedure	2
III.	Procedure for Negotiations	5
IV.	Association Rights and Privileges	7
V.	Teaching Hours and Teaching Load	8
VI.	Class Size	10
VII.	Teacher Employment	11
VIII.	Salaries	12
IX.	Teaching Assignments and Vacancies	13
X.	Accredited or Evening High School - Summer School, Home Teaching and Federal Programs	14
XI.	Classroom Observations	15
XII.	Teacher Evaluations	16
XIII.	Notification of Status	18
XIV.	Sick Leave	19
XV.	Temporary Leaves of Absence	21
XVI.	Extended Leaves of Absence	22
XVII.	Sabbatical Leaves	24
XVIII.	Student Teachers	25
XIX.	Maintenance of Classroom Control and Discipline	26
XX.	Academic Freedom	27
XXI.	Insurance Protection	28
XXII.	Tuition Reimbursement	29
XXIII.	Miscellaneous Provisions	30
XXIV.	Duration of Agreement	31
	Schedules - Salary Guides	
	A. Teachers	
	B. Paraprofessionals	
	C. Department Chairpersons	
	D. Athletic	
	E. Co-Curricular	

Article I

RECOGNITION

- A. The Board hereby recognizes the Lenape Valley Education Association for the school years 1986-87 and 1987-88 as the exclusive and sole representative for collective negotiation concerning grievances and terms and conditions of employment for all personnel under contract. This includes Department Chairpersons, Acting Department Chairpersons, Pupil Personnel Services, Class Teachers, School Nurse and Media Center Paraprofessionals, but excluding all other employees.
- B. Unless otherwise indicated, the term "teacher", when used herein after 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 or female teachers shall include all teachers.
- C. The term "Superintendent" shall mean the Superintendent of Schools and the term "Board" shall refer to the Board of Education. The term "Association" shall refer to the Lenape Valley Education Association.

WITNESSETH

Whereas, the Board and the Association recognizes and declare that providing a quality education for the students of the Lenape Valley Regional School District is their primary aim and that the character of such education depends predominately upon the quality of teaching, the availability of materials, the functional utility of facilities, the release of imagination in planning, the application of democratic processes in administration, and the maintenance of high morale among the teaching faculty.

Whereas, the Board has an obligation, pursuant to Chapter 123, P.L. 74 and to negotiate with respect to the terms and conditions of employment, and, resolved, in consideration of the following mutual covenants, it is hereby agreed as follows:

The Superintendent shall attempt to resolve the matter as quickly as possible, but within a period not to exceed ten school days from receipt of the appeal. The Superintendent shall communicate his decision in writing to the employee grievant, to the Association, and to the principal or other immediate superior.

- F. If the grievance is not resolved to the grievant's satisfaction, he, not later than five school days after receipt of the Superintendent's decision, may request a review by the Board of Education. The request shall be submitted in writing through the Superintendent of Schools who shall attach all related papers and forward the request to the Board of Education. The Board, or a committee thereof, shall review the grievance, shall hold a hearing with the employee grievant, render a decision in writing, and forward copies thereof to the grievant and to the Association within twenty calendar days of the date of the hearing. The hearing shall be held within a reasonably expeditious time, but not exceeding thirty calendar days after receipt of the appeal notice.
- G. If the decision of the Board does not resolve the grievance to the satisfaction of the employee grievant, and he wishes review by a third party, the employee grievant and/or the Association may determine that the matter should be reviewed further. They shall so advise the Board through the Superintendent within ten school days of receipt of the Board's decision. At that point, the grievance shall be submitted to advisory arbitration or some form of legal relief. The arbitrator shall be chosen by mutual choice of the Association and Board of Education. The costs of any arbitration would be equally borne by the Board, the employee grievant, and/or the Association. Arbitration shall consist of one arbitrator supplied by the American Arbitration Association.
- H. It is understood that whenever a grievance is filed, or the procedure is being instituted by a member of the faculty, each grievance would be submitted in writing in each step of the procedure, as well as the reply. It is further understood that if in any case, either party, the Board of Education, the employee grievant and/or the Association, wishes to bring in a third party to negotiate a grievance, prior notification of two school days is necessary, at which time either party may ask that the session be delayed in order to prepare for a session with the third party.
- I. The following matters shall not be the basis of any grievance filed under the procedure outlined in this article:
 - 1. Any matter for which a specific method of review is prescribed by law, or by any rule, regulation or bylaw of the State Commissioner of Education or the State Board of Education.

Article III

PROCEDURE FOR NEGOTIATIONS

- A. The Board and the Association agree that yearly negotiations shall commence on a mutually agreeable date and shall be conducted under the rules and regulations outlined below which have been formulated cooperatively.
- B. The following rules and regulations shall apply:
1. All meetings shall take place at a mutually designated site. All meeting dates shall be established by mutual agreement of both parties.
 2. There shall be no more than four members of each of the negotiating units. If it is necessary for a substitute to be made for either unit, 24 hours written and verbal notice shall be given.
 3. Each unit may caucus during a meeting if the need arises. There shall be no limitation on the number of times a unit may caucus.
 4. At no time shall there be more than two consultants employed by either unit for the purpose of being present for negotiations. If a unit desires the use of a consultant, the other unit shall be notified whenever practicable within 24 hours by written and verbal notice of the intent to use consultants. The notification shall include the names of the consultant(s) to be presented and their area of specialization.
 5. At no time shall any visitors, including other members of the Association or Board, be permitted to attend negotiation sessions. Under no conditions shall the press or other news media be permitted to be in attendance.
 6. At the first meeting both units shall submit proposals for consideration for the school year 1986-87. The proposals shall be presented orally with reasons for submission to justify and substantiate the proposal. The units shall supply each other with five written copies of their proposals. Each unit shall reply to the other's proposals at the second meeting.
 7. If an impasse is reached by either or both parties, the procedures set forth in Ch. 123, P.L. 74 shall be utilized and adhered to by both parties.

Article IV

ASSOCIATION RIGHTS AND PRIVILEGES

- A. The Association and its representatives may have the right to use school buildings at all reasonable hours for meeting, providing the facility is available upon request. The room and time shall be arranged through the Superintendent's office. The principal shall be notified one week in advance of the time and place of such meetings. Approval shall not be required. In a case of an emergency meeting, three hours notification will be required.
- B. No Association business of any kind shall be conducted when employees covered by this contract are supposed to be performing regular school duties.
- C. The Association shall have the use of school facilities and equipment including typewriters, mimeograph machines, other duplicating equipment, calculators and all types of audio/visual equipment at reasonable times when said equipment is not in use. The Association shall pay for the actual cost of all materials and supplies incident to such use and for any repairs necessitated as the result thereof.
- D. The Board shall furnish the Association, in response to reasonable requests from time to time, the following information regarding the educational program and the financial resources of the district: Minutes of all Board meetings, annual financial reports and audits, state aid data, federal funding data, and information necessary to process any grievance or complaint as well as that necessary for negotiation purposes. The Association shall provide to the Board of Education a complete list of its members annually on or before October 1.
- E. The rights and privileges of this Association and its representatives as set forth in this Agreement shall be granted only to the Association as the exclusive representative of the teachers, and to no other organization.

- G. A maximum teaching load shall be defined as follows:
1. 30 instructional/full-duty periods in a five-day week predicated on a seven period day with a limit of five teaching periods per day unless agreed upon by the Building Principal, Department Chairperson, and the teacher involved.
 2. One preparation period per day.
- H. All teachers shall supervise after school detention two (2) times each school year. The days assigned shall be at the discretion of the administration and shall be of 65 minutes in duration.
- I. Department Chairpersons shall be required to teach no less than three periods per day. Department Chairpersons shall be entitled to supervisory periods for department supervision/duties based on the following formula:
1. For the purposes of this contract, the title Department Chairperson will designate any person who holds a proper supervisor's certificate and who is appointed to head a school program department.
 2. All Department Chairpersons will be provided one supervisory period for department duties. Department chairpersons will also be provided with a preparation period.
 3. All Department Chairpersons will not be assigned homeroom duties so they may conduct department business.
 4. Additional supervisory periods may be granted at the discretion of the Superintendent.
 5. All Department Chairpersons will be provided with an annual evaluation which will reflect the duties outlined in the job criteria approved by the Board of Education.
- J. Each teacher shall be required to attend one (1) evening function as selected by the Superintendent of Schools. The Superintendent may at his discretion substitute functions, if a teacher is unable to attend due to extenuating circumstances, illness, or while attending graduate courses; but every teacher shall attend a minimum of one function. For the purpose of this article the one required function shall be Back to School Night/Open House.
- K. For the purposes of this contract, teachers will work 182 days per year.

Article VII

TEACHER EMPLOYMENT

- A. The Board agrees to hire teachers holding certificates issued in compliance with the New Jersey State Board of Examiners for every teaching assignment.
- B. The duties of non-certificated personnel shall be confined solely and exclusively to such duties as would assist certificated personnel in the performance of their respective duties. In no case shall any non-certificated employee be requested or required to perform any duty previously performed by a duly certificated professional employee.
- C. Any teacher employed prior to March 1 of any school year shall be given full credit for one year of service toward the next increment step for the following year. Any teacher employed on or after March 1 may receive full credit for one year of service subject to the decision of the Board.

Article IX

TEACHING ASSIGNMENTS AND VACANCIES

- A. The Board shall issue in writing on or about June 10 of each year a tentative subject, grade, and room assignment to each individual teacher. The Department Chairperson may notify the members of his/her department in lieu of written notification by the Board of Education.
- B. The Board shall post notices of all positions and vacancies for which applications are being accepted. Any teacher who is properly certificated for a position or vacancy may make application. Notification of vacancies that occur over the summer shall be promulgated by arrangements made between the Superintendent and the President of the Association.
- C. All teachers involved with extra-curricular activities shall be notified of their assignments two months in advance whenever possible.
- D. All vacancies in extra-curricular activities shall be filled from the Lenape Valley Regional High School staff whenever possible. However, in all cases the Board shall have the right to make the final determination.

Article XI

CLASSROOM OBSERVATIONS

Formal observation reports shall be presented to each teacher in accordance with the following procedures;

- A. Teachers shall be observed only by properly certified personnel.
- B. Observations shall be issued in the name of the observer and shall be addressed to the teacher. A post observation conference may be requested in each case. Teachers shall be provided a copy of the report, always prior to the conference.
- C. Non-tenure teachers shall receive at least five (5) formal observations throughout the course of the school year. Tenure teachers shall receive a maximum of five (5) formal observations throughout the course of the school year. Additional observations may be made upon agreement by the teacher, Department Chairperson and Building Principal. An observation shall consist of one class period per day. An observation of a different nature or a different length of time must be mutually agreed upon by the teacher and observer in writing and prior to the initiation of such observations."
- D. Such reports shall include, when pertinent:
 - 1. Strengths of the teacher.
 - 2. Weaknesses of the teacher.
 - 3. Specific suggestions as to measures which the teacher might take to improve his performance in each of the areas wherein weaknesses have been indicated.
 - 4. Teacher's response to items 1, 2 and 3.
- E. Personal appearance shall be observed in accordance with existing state guidelines, including Commissioner's decisions and basic standards.

at any time providing a proper request is made. For the purpose of this article, a proper request shall mean 24 hours. It is understood that the Principal's file and the Superintendent's file shall not leave the office. Copies of documents shall be provided at the actual cost if requested by the individual teacher.

Article XIV

- SICK LEAVE

- A. All teachers on a 10 month contractual basis shall be granted sick leave with full pay for ten (10) days in any school year. All teachers on a 12 month contractual basis shall be granted sick leave with full pay for twelve (12) days in any school year. Any unused sick leave during a school year will become cumulative and can be used for additional sick leave above the allotted days in subsequent years.
- B. Sick leave is hereby defined to mean the absence from work of a person because of personal disability due to illness or injury or because such a person has been excluded from work by the school district's medical examiner due to a contagious disease in his or her immediate household (or being quarantined).
- C. During a period of extended illness when a teacher has exhausted all sick leave including cumulative leave and there are continued consecutive days of absence resulting from this illness, the Board may extend for a maximum of 30 consecutive working days authorized sick leave whereby the teacher shall receive the difference between his daily pay and the cost of hiring a substitute. At the expiration of the thirtieth day extended sick leave period, if the teacher is still unable to return to work, the Board shall review the case, and decide whether to continue the extension policy or grant the teacher a leave of absence without pay.
- D. Any teacher who is absent for more than five consecutive days for reason of illness or injury shall, upon his return to work, present to the school nurse a doctor's certificate indicating the reason for absence and that the teacher is well enough to return to full-time employment.
- E. All personal days that are unused shall be converted to sick days at a rate of 1 sick day for 2 personal days.
- F. Upon retirement from the school system, after a period of 15 years continuous employment at Lenape Valley Regional or a combination of 15 years continuous employment at Lenape Valley Regional and Netcong Public Schools, teachers shall be compensated for their accumulated unused sick days at a rate of \$30.00 per day for 50% of all accumulated unused sick days. Notification must be made in writing to the Board of Education on or before December 1 of the school year preceding the final year of teaching except in such cases where

Article XV

TEMPORARY LEAVES OF ABSENCE

Teachers shall be entitled to temporary non-accumulative leaves of absence with full pay, under the following conditions.

- A. Absence due to death in the teacher's immediate family or household shall be allowed with pay for the required period not to exceed five school days. The term immediate family shall include teacher's spouse, child, parent, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparent, grandchild, and any other member of the immediate household.
 - 1. Absences due to the death of relatives not living with the immediate family of a teacher will be allowed with pay for the day of the funeral. This may be extended by the Superintendent one day upon request because of distance to allow adequate travel time by quickest conveyance.
 - 2. The relationship of deceased to the teacher shall be listed on the teacher absentee form when completed.
- B. Absence due to serious illness of a member of the teacher's immediate family shall be allowed for a maximum of three (3) school days and shall be granted with pay, upon approval of the Superintendent. The term immediate family is as stated in Paragraph (A) above.
- C. Two (2) days leave of absence for personal, legal, business, household, or family matters which require absence during the school hours shall be granted with full pay during this school year. Application to the Superintendent for personal leave shall be made at least seven (7) days before taking such leave (except in the case of emergencies). The applicant for such leave shall not be required to state the reason for taking such leave other than that he is taking it under this section. Up to three additional days will be given for the purpose of an employee's marriage and honeymoon. One additional day leave for personal reasons may be granted subject to the approval of the Superintendent of Schools. A written request must be submitted prior to such leave and a reason must be given for this additional day.
- D. As a general rule, no personal days will be allowed on the days immediately preceding or following a scheduled school vacation. No personal leave will be granted during the first week of school or the last two weeks of school. The Superintendent may grant exceptions in extenuating circumstances, but in all cases where exceptions are requested, the teachers shall be required to state the reason in writing for personal leave.

- G. Any tenure teacher adopting an infant child may receive a leave of absence under the conditions set forth in Part B above, which leave shall commence upon receiving defacto custody of said infant or earlier, if necessary to fulfill the requirements for the adoption, but in no case within less than 30 days written notice to the Superintendent of Schools.
- H. The Board may grant a leave of absence without pay of up to one year to any teacher for reasons of spouse's transfer from the area if it deems it in the best interests of the school district.
- I. A teacher on tenure may be granted a leave of absence without pay for up to two years to teach in an accredited college or university, private school or other public higher education institution.
- J. A leave of absence without pay of up to one year may be granted for the purpose of caring for a sick member of the teacher's immediate family. Additional leave may be granted at the discretion of the Board.

For purposes of Section J of this Article, members of the immediate family shall be defined as follows: Mother, Father, Mother-In-Law, Father-In-Law, Grandmother, Grandfather, Brother, Sister, Children, Spouse or member of the immediate household..

- K. All benefits to which a teacher was entitled to at the time of this leave of absence, including unused accumulated sick leave, shall be restored to him upon his return. He shall be assigned to the same position which he held at the time said leave commenced, if available, or if not, to a substantially equivalent position within limitation of his certificate.
- L. Extended leave shall be applied for on forms prescribed by the Board and shall be granted or rejected in writing.
- M. Upon approval of the Superintendent, a leave up to one year may be granted for career re-evaluation. Such leave is to be without pay. Refusal of request may not be appealed or grieved.

Article XVIII

STUDENT TEACHERS

- A. No teacher shall have a student teacher under his supervision unless said teacher has had at least three years of teaching experience, with the most recent year in his present position.
- B. Supervision by a teacher of a student teacher shall be voluntary. Teachers shall be asked prior to any assignment being made for their willingness to participate in the student teaching program, but this shall not be construed as acceptance.
- C. Prior to the assignment of student teachers, the following steps will be adhered to:
 - 1. Consultation with the Department Chairman/Lead Teacher and the cooperating teacher involved.
 - 2. An interview with prospective student teacher during which his/her academic credentials will be reviewed by all interested parties.

The Superintendent shall request each prospective student teacher to provide prospective cooperating teachers with a transcript of college courses and grades to date and a statement from his college assessing his potential strengths and weaknesses.

- D. Each prospective cooperating teacher may accept or reject any student teacher. The teacher shall receive the request to take on a student teacher, at least 3 months prior to the student's introduction to the classroom.
- E. All student teaching assignments shall be made through the Superintendent.
- F. A cooperating teacher shall not involuntarily be given additional assignments outside of his regular responsibilities during the period he is supervising a student teacher. The supervising teacher shall remain in the classroom to supervise the student teacher's activities.

Article XX

ACADEMIC FREEDOM

The Board and the Administration agree that academic freedom is essential to the fulfillment of the purposes of the Lenape Valley Regional High School District. It is understood that teachers shall be entitled to full rights of citizenship, and shall be protected from any undue censorship or restraint, that might interfere with their obligation to pursue truth in the performance of their teaching functions; however, it is also understood that the Board is responsible for the production of a "thorough and efficient" school system, and particularly, has the statutory obligation to provide "courses of study suitable to ages and attainments of all pupils".

Article XXII

TUITION REIMBURSEMENT

- A. The Board will reimburse members of the faculty for graduate courses taken in accordance with Board Policy. Reimbursement shall be at 100% of the current rate of tuition at New Jersey State Colleges. Courses that are taken at colleges and universities other than New Jersey State Colleges shall be reimbursed at 100% of the current rate of tuition at Rutgers University. Teachers who are attending out of state universities whose tuition exceeds 100% of the New Jersey State tuition may request payment for 75% of the out of state tuition. In presenting this request a written statement must be received from the New Jersey college or university that the specific course or courses the employee wishes to take are not offered by any state college. In addition, no courses involving work in administration and supervision will be subsidized or reimbursed.
- B. Reimbursement for courses shall be made twice yearly. Courses taken in the Spring and Summer semesters (February to August) shall be reimbursed in October following the semester. Courses taken in the Fall semester (September to January) shall be reimbursed in March.
- In addition, the teacher must have a contract with the Board which is in full force and effect at the time of the reimbursement. Nor shall there be any letter of resignation on file at the time.
- C. All courses must receive prior approval from the Superintendent in writing.
- D. No reimbursement will be made for courses which are necessary for certification or which in the opinion of the Superintendent are not directly related to the subjects or areas in which the teacher in question is presently employed.
- E. No reimbursement will be made of travel, registration, textbooks or incidental expenses except in cases whereby the Board mandates the taking of a course, in which case the Board will reimburse the teacher 100% of all costs incurred.
- F. In order to be eligible for reimbursement, proof must be furnished that the course or courses taken were passed and a receipt should be furnished to show the amount expended for tuition.
- G. The Superintendent at his discretion may approve reimbursement for undergraduate credits at the rate specified in Paragraph A.


Article XXIII

MISCELLANEOUS PROVISIONS

- A. The Board and the Association agree that should either party wish to reopen negotiations on any specific item not covered in this agreement these items shall be submitted in writing to the appropriate party and a response shall be received within five days of notification. If the action of either party is negative the item in question will not be negotiable. This paragraph is not to be interpreted to mean that the matter in question may not be submitted for consideration during the next contract period.
- B. Copies of this agreement shall be printed at the expense of the Board and Association. The cost shall be borne equally between the Board and the Association. All teachers presently employed or offered a contract for the succeeding year, shall be given a copy of said agreement by the Association.
- C. The Board and the Association agree that there shall be no discrimination, and that all practices, procedures, and policies of the school system shall clearly exemplify that there is no discrimination in the hiring, training, assignment, promotion, transfer, or discipline of teachers.
- D. If any provision or application of this agreement is held to be contrary to laws then such provisions or applications shall be deemed invalid, but all other provisions or applications shall continue in full force and effect.

Article XXIV

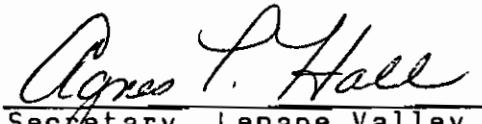
- A. Articles I through XXIV shall be effective July 1, 1986 and shall continue in effect until June 30, 1988.
- B. Schedules A and B shall be effective July 1, 1986 and shall continue in effect until June 30, 1987.
- C. Schedules C, D and E shall be effective July 1, 1986 and shall continue in effect until June 30, 1988.
- D. In witness whereof the Association has caused this agreement to be signed by its President and Secretary, and the Board has caused this agreement to be signed by its President, attested to by its Secretary and its corporate seal to be placed hereon all on the day and year written below.



President, Lenape Valley
Board of Education



President, Lenape Valley
Education Association



Secretary, Lenape Valley
Board of Education



Secretary, Lenape Valley
Education Association

June 19, 1986
Date

SCHEDULE A

LENAPE VALLEY REGIONAL BOARD OF EDUCATION
1986-87 TEACHER SALARY

STEP	BA	MA	MA +30	MA +45
1	19,200	21,600	22,900	23,600
2	19,450	22,000	23,300	24,000
3	19,750	22,400	23,800	24,500
4	20,225	22,950	24,300	25,050
5	20,650	23,500	24,800	25,600
6	21,210	24,100	25,350	26,150
7	21,700	24,700	25,900	26,700
8	22,300	25,300	26,500	27,300
9	22,900	25,900	27,100	27,900
10	23,650	26,500	27,700	28,500
11	24,375	27,150	28,300	29,100
12	25,175	27,800	28,975	29,750
13	26,000	28,500	29,700	30,450
14	26,825	29,250	30,600	31,400
LONGEVITY BASE**:	2,905	2,990	3,165	3,200

**Longevity base to be determined by the differential between the 13th Step 1985-86 and the 14th Step 1986-87.

PhD: +\$500 to MA+45 Guide
This must be an earned PhD and not an equivalent.

The salary guide for the 1987-1988 school year will reflect the following concept of structure:

As the guide progresses from step 2 through step 14, the differences between consecutive steps will increase. No two differences will be the same and each difference will be greater than the preceding one.

LENAPE VALLEY REGIONAL BOARD OF EDUCATION

PARAPROFESSIONAL SALARY GUIDE
1986-87

<u>STEP</u>	<u>SALARY</u>
1	11,200
2	11,800
3	12,400
4	13,000
5	13,600
6	14,200
7	15,000
8	15,800
9	16,600
10	17,400
11	18,200
12	19,200

LENAPE VALLEY REGIONAL BOARD OF EDUCATION

DEPARTMENT CHAIRPERSON SALARY GUIDE
1986-87/1987-88

Level I - 0 to 4 years experience as Department Chairperson

\$1,100

Level II - 5 to 8 years experience as Department Chairperson

\$1,700

Level III - 9 or more years experience as Department Chairperson

1986-87: \$2,415

1987-88: \$2,600

The Department Chairperson Job Description will be rewritten. A new evaluation instrument will also be devised. The Department Chairperson will receive copies of both the Job Description and evaluation instrument prior to September 15, 1986.

LENAPE VALLEY REGIONAL BOARD OF EDUCATION

SCHEDULE D

ATHLETIC COACHING SALARY GUIDE
1986-87/1987-88

STEP:	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
Athletic Director	2200	2550	3000	3550	4200
Equipment Manager	1050	1190	1380	1620	1910
Football - Head	2000	2300	2700	3200	3800
Football - Assistant	1300	1450	1700	2050	2500
Basketball/Wrestling - Head	1600	1825	2150	2575	3100
Basketball/Wrestling - Assistant	1200	1325	1550	1875	2300
Head Coach **	1500	1700	2000	2400	2900
Assistant Coach **	1100	1200	1400	1700	2100
Cross Country/Tennis	1050	1190	1380	1620	1910
Golf/Bowling *	1000	1140	1330	1570	1860

*The Bowling coach will receive an additional \$150 for driving the school van for 18 events. If in the future the Board should provide transportation, the \$150 will not be added to the coaching salary.

**Soccer, Baseball, Field Hockey, Softball, Track, Swimming

Longevity: 6 - 10 years \$300
11 - 15 years \$400
over 15 years \$500

NOTE: Steps on longevity are equal to number of years coaching.
Years on the guide do not reflect years of coaching.
All coaches will have the option of receiving payment/stipends twice a season or all at once at the end of the season.

SCHEDULE D IS A TWO YEAR GUIDE.

THE FOLLOWING LISTING IS AN ATTACHMENT TO SCHEDULE D TO INDICATE
PLACEMENT ON THE SALARY GUIDE FOR THE 1986-87 SCHOOL YEAR.

1986-87 ATHLETIC COACHES

		<u>Step</u>
Carmine A. DeMuccio	Athletic Director	13
Paul M. DiRupo	Equipment Manager	4
<u>FOOTBALL</u>		
Donald S. Smolyn	Head Coach	13
Walter Scheese	Assistant Coach	13
Peter J. Corea	Assistant Coach	13
Douglas N. deMarrais	Assistant Coach	5
Kenneth M. Mullen	Assistant Coach	4
<u>SOCCER</u>		
John F. Pelin	Head Coach	4
William Teitsma	Assistant Coach	12
<u>BASKETBALL</u>		
Kenneth M. Mullen	Assistant Coach	5
<u>WRESTLING</u>		
<u>BASEBALL</u>		
Douglas N. deMarrais	Head Coach	4
Robert G. McLain	Assistant Coach	2
<u>GOLF</u>		
Robert J. Poetsch	Head Coach	11
<u>TRACK</u>		
Walter Scheese	Head Coach	12
Donald S. Smolyn	Assistant Coach	13
Louise M. Andriolo	Assistant Coach	12

FIELD HOCKEY

Pamela J. Wataha Head Coach 3

BASKETBALL (GIRLS)

Thomas J. Lusto Head Coach 3

Glenn R. Martinson Assistant Coach 3

SOFTBALL

Peter J. Corea Head Coach 11

Pamela J. Wataha Assistant Coach 4

Paul M. DiRupo Assistant Coach 4

TENNIS

Glenn R. Martinson Head Coach - Boys 4

Glenn R. Martinson Head Coach - Girls 2

BOWLING

Paul M. DiRupo Head Coach 3

SWIMMING

CROSS COUNTRY

Louise M. Andriolo Head Coach 5

STEPS HAVE NO CORRELATION TO THE ACTUAL YEARS OF EXPERIENCE.

LENAPE VALLEY REGIONAL BOARD OF EDUCATION

SCHEDULE E

CO-CURRICULAR SALARY GUIDE
1986-87/1987-88

STEP:	1	2	3	4	5
YEARBOOK ADVISOR	1150	1250	1425	1700	2000
YEARBOOK BUSINESS MGR.	575	700	900	1125	1425
MARCHING BAND DIRECTOR	1350	1550	1800	2100	2450
MARCHING BAND ASSIST.	675	775	975	1250	1600
DRUM LINE	575	700	900	1125	1425
MARCHING & MANEUVERING	575	700	900	1125	1425
MUSICAL PRODUCTIONS	1500	1750	2050	2400	2900
NEWSPAPER	350/issue (one per marking period, 4 issues total)*				
STUDENT GOVERNMENT	900	1000	1150	1425	1800
MODERN DANCE	450	550	700	975	1350
DRAMA	450	550	700	975	1350
HONOR SOCIETY	900	1000	1150	1425	1800
CHORUS	900	1000	1150	1425	1800
CLASS ADVISORS 9 - 10	400 per advisor for each year				
CLASS ADVISORS 11 - 12	600 per advisor for each year				
CHEERLEADER ADVISOR	1150	1325	1575	1900	2250
CHEERLEADER ADV. ASST.	800	900	1050	1325	1700
LITERARY MAGAZINE	350/issue (one issue per year)				
SUMMER BAND	5% of annual salary				
STAGE BAND	650	750	950	1200	1450
TECHNICAL DIRECTOR (MUSICAL)	800	900	1050	1325	1700
TECHNICAL DIRECTOR (DRAMA)	480	540	630	795	1020
KEY CLUB	900	1000	1150	1425	1800
INTERNATIONAL FRIENDSHIP CIRCLE	700	800	975	1250	1600
FUTURE BUSINESS LEADERS OF AMERICA	700	800	975	1250	1600

LONGEVITY: 6 - 10 years \$300
11 - 15 years \$350
over 15 years \$400

*Approval must be received for additional issues over four.

NOTE: Steps on the Guide are not equal to number of years of Service.
Steps on Longevity are equal to number of years of Service.

SCHEDULE E IS A TWO YEAR GUIDE.

THE FOLLOWING LISTING IS AN ATTACHMENT TO SCHEDULE E TO INDICATE
 PLACEMENT ON THE SALARY GUIDE FOR THE 1986-87 SCHOOL YEAR.

1986-87 Co-Curricular Advisors

		<u>Step</u>
Yearbook Advisor	Paul M. DiRupo	2
Yearbook Business Manager	VACANT	
Marching Band Director	Edward D. Argenziano	3
Marching Band Assistant	Robert G. McLain	5
Marching & Maneuvering	Thomas M. Kane	3
Drum Line Instructor	Craig Osetek	5
Musical Productions	Mitchell C. Ruf	5
Newspaper	Judith A. Consentino	
Student Government	Anthony J. Donato	5
Drama Advisor	Mitchell C. Ruf	5
Honor Society	Elizabeth W. Meyerson	5
Choral Advisor	Judith A. Consentino	5
Class Advisors: 9	VACANT	
10	Sharon L. Toriello	
11	Siv E. Gisler	
12	Jean S. Potters	
Cheerleader	Lori Holt	4
Cheerleader Assistant	Amelia L. Wolff	2
Literary Magazine	Judith S. Grow	
Stage Band	Robert G. McLain	5
Technical Director (Musical)	Edward P. Denmead	5
Technical Director (Drama)	Edward P. Denmead	5
F.B.L.A. Advisor	Eileen V. Nick	3
Key Club Advisor	Deborah J. Clark	3
I.F.C. Advisor	Carol Ann V. D'Annunzio	4
Summer Band	Robert G. McLain	
(5% of annual salary)	Edward D. Argenziano	

STEPS HAVE NO CORRELATION TO THE ACTUAL YEARS OF EXPERIENCE.