

AGREEMENT BETWEEN

THE CALDWELL-WEST CALDWELL EDUCATION ASSOCIATION
AND
THE BOARD OF EDUCATION
CALDWELL-WEST CALDWELL

THE COUNTY OF ESSEX, NEW JERSEY

FOR THE SCHOOL YEARS
2003-04, 2004-05, AND 2005-06

PREAMBLE

The Board and the Association recognize and declare that providing a quality education for the children of the Caldwell-West Caldwell School District is their mutual aim and that the character of such education depends predominantly upon the quality and morale of the teaching service.

The Board and the Association have an obligation, pursuant to Chapter 123 of the Public Laws of 1974, to negotiate as representatives of their respective groups with respect to the terms and conditions of employment.

ARTICLE I -- RECOGNITION

- A. The Board recognizes the Association as the sole and exclusive representative for collective negotiations with respect to terms and conditions of employment of certificated personnel under contract or on leave, but limited to:

Teachers
Nurses
Learning Disabilities Consultants
Psychologists
Guidance Counselors
Librarians
Social Workers
Speech Therapists
Supplemental Teachers who work a half-day or more
Coordinators of Elementary Art and
Industrial Cooperative Education.

- B. The Board recognizes the Association as the sole and exclusive Representative for collective negotiations with respect to terms and conditions of employment of non-certificated personnel under contract or on leave, but limited to Athletic Trainer.
- C. 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.

ARTICLE II - DUES DEDUCTION

The Board will, upon signed authorization of the teacher involved, deduct from the teacher's pay, dues payable by him to the local, county, state and national associations during the period provided for in the Agreement.

A Representation Fee of 85% has been agreed to by the Parties. The Association will provide a listing to the Board of non-Association members, within a reasonable period of time after the commencement of the 2003-04; 2004-05; and 2005-06 school years.

The Association will indemnify the Board against all costs and expenses, including attorney's fees, incurred in any employee claim, litigation or action against the Board arising from implementation of this Article.

The Board will transmit in timely fashion, in accordance with the present procedure for payroll deductions, monies due the Association under this Article.

ARTICLE III – GRIEVANCE

A. DEFINITION

A "grievance" is an appeal by a teacher based upon the interpretation, application or violation of policies, agreements or administrative decisions affecting that teacher.

The Association may file a class action grievance as long as the grievance is signed by at least one of the offended parties on behalf of the group or class.

Grievances pertaining to Association rights may be initiated by a representative of the Association.

A non-tenured teacher may process grievances in accordance with this procedure, except his Administrators' judgments of his competence as a teacher, which may be appealed to the Superintendent of Schools.

Administrative decisions specifically pertaining to curriculum matters, instructional materials or equipment may not be appealed.

A teacher shall have the right to present his own appeal or designate another person or representative of his own choosing to appear with him at any step in his appeal. When a teacher is not represented by the Association, the Association shall have the right to be present at the Board of Education Hearing and any step beyond, and to state its views.

B. PURPOSE

1. The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may from time-to-time arise affecting the terms and conditions of employment of teachers. Both Parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.
2. Nothing here in contained shall be construed as limiting the right of any teacher having a grievance to discuss the matter informally with the appropriate member of the Administration, and having the grievance adjusted without the intervention of the Association, provided the adjustment is not inconsistent with the terms of this Agreement.

C. GRIEVANCE PROCEDURE

1. The teacher may discuss informally his grievance with the Immediate Supervisor in an attempt to secure an equitable solution to the problem within five (5) days of the alleged grievance.
2. The teacher shall appeal in writing using Grievance Forms, copies of which are included herein, within fifteen (15) school days of the alleged grievance, or within fifteen (15) school days of the teacher's knowledge of the alleged grievance, in sequence to the Supervisor, where applicable, Principal, and Superintendent of Schools. The teacher shall inform the Association at any step. A copy of the written grievance and responses shall be forwarded to the Association at each step of the grievance procedure.
3. The employee's request to the Board of Education for a hearing shall be submitted in writing through the designated representative(s) of the Association to the Superintendent of Schools, and shall include a statement of the nature of the appeal and a detailed account of all the facts upon which the appeal is based.

4. There shall be a period of not more than ten (10) school days in each appeal sequence as outlined above. The number of days may be extended by mutual agreement.
5. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the grievant to proceed to the next step.

Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be a waiver of further appeal of the decision.

6. Any and all teacher grievants shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been duly determined.
- D. When the case is heard by the Board of Education, an opportunity shall be given to present any relevant and material evidence and a full discussion shall take place. The Board of Education shall at said hearing, or by independent investigation, seek to secure all evidence pertinent to the appeal. Copies of the said proceedings shall be distributed to the employee and his representatives. The Board of Education will forward, through the Superintendent of Schools, a written response to the teacher within ten (10) school days following the hearing.
- E. In cases in which a grievance pertains to a matter or specific terms and conditions of employment in the written agreement between the Board and the Association, and if the decision of the Board does not resolve the grievance to the satisfaction of the teacher grievant, and if the Association determines that the grievance is meritorious, the Association may submit a written notice for arbitration to the Board through the Superintendent within fifteen (15) days after receipt by the teacher grievant of the Board's decision. However, the Board's decision shall be final and binding in all cases, as follows:
- (1) Any matter which refers in particular to those laws that confer specific powers on Boards of Education that may not be abrogated nor set aside by agreement.

- (2) A complaint of a non-tenure teacher which arises by reason of his not being re-employed: or
- (3) A complaint by any certificated personnel occasioned by appointment to or lack of appointment to, retention in or lack of retention, any position for which tenure either is not possible or not required.
- (4) Any matter which according to law is either beyond the scope of Board authority or limited to unilateral action by the Board alone.
- (5) Any matter of written agreement between the Board and Association which pertains to school calendar, evaluation of teachers, organization of positions, or matters that specifically pertain to curriculum, instructional material and equipment.

F. ARBITRATION

Within the ten (10) school days after the written notice of submission to arbitration, the Board and the Association shall select a mutually acceptable arbitrator and 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 New Jersey Public Employment Relations Commission by either Party. The Parties shall then be bound by the selection of an arbitrator.

- (1) The arbitrator so selected shall confer with the representatives of the Board and the Association and hold hearings promptly and shall issue his decision not later than twenty (20) days from the date of the hearing. The arbitrator's recommendations shall be in writing and shall set forth his findings of fact, reasoning and conclusions on the issues submitted.
- (2) The arbitrator shall limit himself to the issues submitted to him and shall consider nothing else. He can add nothing to, nor subtract anything from the Agreement between the Parties, or any policy of the Board of Education. The recommendations of the arbitrator shall be binding on the Parties.

- (3) The cost for the services of the arbitrator shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the Party incurring same.
- (4) In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year and, if left unresolved until the beginning of the following school year, could result in harm to a party in interest, the time-limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.
- (5) No reprisals of any kind shall be taken by the Board or Administration, or the Association, or any teacher, against any party in interest, or any other participant in the grievance procedure by reason of such participation.
- (6) All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.
- (7) All necessary forms pertinent to the grievance procedure shall be prepared jointly by the Superintendent of Schools and the Association and given appropriate distribution so as to facilitate operation of the grievance procedure.
- (8) All meetings and hearings under this procedure up through the Board of Education hearing shall be conducted in private and shall include only such parties in interest and their designated or selected representatives.
- (9) Copies of decisions reached at the Superintendent and Board level will be sent to the Association.

ARTICLE IV - HEARINGS BEFORE BOARD

Whenever any teacher is required to appear before the Board or any committee thereof on any matter which would adversely affect the continuation of that teacher in his office, position, or employment or the salary or any increments pertaining thereto, such teacher shall be given notice in accordance with New Jersey Statutes 18A:25-7.

ARTICLE V – CALENDAR

- A. The school calendar shall be established for the term of this Agreement by the Superintendent in consultation with the Association and with the approval of the Board of Education.

- B. The school calendar for the 2003-04 school year shall be set forth in Schedule C and shall be revised for the 2004-05 and 2005-06 school years.
- C. Effective with the 1990-91 school year, one additional day shall be scheduled for all members of the Bargaining Unit for purposes of Staff Development. Such day shall not be prior to Labor Day.

ARTICLE VI - VACATIONS

A. **TEACHERS**

The annual school calendar designates the workdays and vacation periods for teachers.

ARTICLE VII – SALARIES

- A. Each teacher in active employment shall be placed on the proper step of the salary schedule as of the beginning of the 2003-04 school year and the 2004-05 and 2005-06 school years in accordance with salary guides mutually agreed to by the Board and the Association (see Appendix A). This Contract shall be in effect for the school years 2003-04, 2004-05, and 2005-06.

Prior related skills and/or experience, including up to four years of military service, are creditable in establishing the initial position of new teachers on the salary guide.

Subject to the exercise of the Board's retained right to withhold salary increments, in accordance with N.J.S.A. 18A:29-14, teachers shall be entitled to receive annual salary increments as provided in the salary guide until the maximum salary for the position has been attained.

B. **PAYMENT OF TEACHERS**

All teachers are paid semi-monthly on approximately the 15th and the last day of the month. Annually, the Secretary Business Administrator will prepare a calendar of scheduled paydays for the fiscal year, running from September 1 of the one year June 30 of the following year. Paychecks will be delivered to employees on these scheduled pay days.

C. **CONTRACT AND SALARY STATUS**

Teachers shall be notified of their contract and salary status for the ensuing year as close to May 1 as possible. In order for the non-tenure teacher contract to be valid, each teacher shall return the contract notification to the Superintendent within three weeks of mailing notification. The Superintendent may extend the due date.

D. COURSE CREDIT FOR SALARY PURPOSES

The Board of Education encourages teachers to continue their professional training through matriculation in advanced degree programs and/or enrollment in specific courses, which in the judgment of the Administration will serve to advance a teacher's performance in the classrooms of the local District.

Effective July 1,1999, salary guide credit shall be limited to six (6) credits per year plus one additional equivalency credit for in-service course work for all teachers who are at or beyond the attainment of the first Master's degree. Accumulated credits beyond the seven allowable salary credits earned in any one year may not be carried forward for credit in subsequent years. All courses for salary guide credit must be approved by the Superintendent.

The following guidelines will serve as a basis for granting salary guide credit for approved teachers' training:

1. In general, any course or courses taken as part of a program in which the teacher is matriculating toward an advanced degree within the field of education will be accepted without further explanation because the attainment of an advanced degree is a recognizable professional goal.
2. A course or courses taken to meet requirements for certification in New Jersey do not qualify for salary guide credit unless the courses for certification are included in a matriculated program for an advanced degree.
3. Under certain conditions, it is understandable that a teacher may wish to pursue work in courses outside that teacher's present major teaching field, such as a degree program, which may add to the teacher's background and consequently tend to enhance the contribution the teacher can make to the School District. Such courses, therefore, when taken in connection with a degree program, may be allotted normal salary guide credit if advanced application is made and approved by the teacher's Building Principal with final approval secured by the Superintendent or Assistant Superintendent of the complete contemplated program of study before first registration for any course is completed. Substitution of courses, as may be required because of registration and scheduling difficulties, will be permitted without advance Superintendent's or Assistant Superintendent's approval provided the substitution is approved by the degree granting institution for substitute credit toward the degree being sought.

4. A teacher may wish to enroll in a specific course in an approved college or university when such course is not part of a degree program. Salary guide credit will be allotted upon successful completion of the course only if advanced application is made and approved by his Building Principal with final approval secured by the Superintendent or Assistant Superintendent before registration in the course is completed. The relevance of the proposed course to the improvement of teacher effectiveness will be a major factor in determining salary credit approval.
5. Graduate credits for application beyond the Master's Column may be earned in a non-matriculated program, submitted to and approved by the Superintendent prior to the start of the program. Courses must be those offered by an accredited institution, approved by the Superintendent and acceptable for graduate credits. Courses must require regular scheduled attendance for advanced study over at least one term, semester, summer session, or intersession.
6. A weekend course may, at the discretion of the Superintendent, be approved for tuition reimbursement and/or salary guide credit provided that the course meets over a full term or semester.
7. From time-to-time, the Board of Education may offer inservice teacher education programs on an elective or required basis. Salary credit for teachers participation in such programs will be determined in advance and awarded only upon successful completion of the work.
8. When a teacher achieves a higher training level on the guide at mid-year, his salary will be adjusted to that level for the remainder of the year provided an official transcript has been submitted to the Superintendent's office by no later than February 15.

E. REQUIREMENTS OF ALL NON-TENURED TEACHERS HIRED ON OR AFTER JULY 1, 1998

1. Attainment of an approved Master's degree is required within nine (9) years of date of first employment for advancement on the teacher salary guide. For extenuating circumstances, the Superintendent may grant additional time, on a case-by-case basis, for completion of first Master's degree requirement. However, in no cases may authorize additional time for completion of degree requirements extends beyond two additional contract years. Failure to attain an approved Master's degree, in accordance with this provision, will limit salary increases to one hundred dollars (\$100) annually until attainment of Master's degree qualification.

2. Attainment of District Competency Certification from the Superintendent in the third year of employment in curriculum areas specified by the Superintendent shall be on requirement to receive tenure but will not be a guarantee of tenure appointment.

F. EQUIVALENCY CREDITS FOR IN-SERVICE TRAINING PROGRAMS

Equivalency credits towards the salary guide shall be granted by the Superintendent of Schools for in-service training experience sponsored by the Board of Education up to a maximum of three (3) credits for satisfactory completion of each approved training program.

The number of credits allowed shall be determined prior to enrollment in such courses.

G. EQUIVALENCY CREDITS

Equivalency credits towards the salary guide shall be granted by the Superintendent of Schools for educational travel experience under the following conditions:

1. The maximum amount of credit which can be obtained in this category shall be the equivalent of six (6) semester hours of post graduate training.
2. The Superintendent of Schools shall determine the number of semester hours equivalent any particular travel experience is worth.
3. To aid the Superintendent of Schools in making the above decision, the teacher desiring such equivalency credit shall submit, at least thirty (30) days before departure, a brief outline of the extent of the proposed travel and the educational values to the teacher.
4. After completion of the travel experience, the teacher shall submit to the Superintendent of Schools a brief summary of the trip and its value.

ARTICLE VIII - ABSENCE OF PERSONNEL

All employees of the Caldwell-West Caldwell School District are expected to report on time for work on every work day designated by the official school calendar. All personnel are expected to notify the proper person or persons as soon as it is known that they will be absent from or late to their designated duties.

ARTICLE IX - PERSONAL ILLNESS

- A. Each employee covered by this Agreement shall be allowed twelve (12) days absence in any school year for personal illness without deduction of pay. The number of unused days in any year shall accumulate from year to year so long as employment is continuous.

Upon request filed three (3) school days in advance on the prescribed application form (emergencies excepted), a maximum of two (2) days in any one school year of unused sick leave entitlement may be granted by the Superintendent without deduction of pay to any employee covered by this Agreement for personal matters that are of such pressing and immediate importance that they cannot be performed after employment hours.

Effective with the 2003-04 school year, if two (2) days are not used for personal leave, one (1) of the days from the employee's accumulated unused days may be used in the succeeding year as a personal leave day. In no event shall an employee use more than three (3) personal leave days in any one school year.

Confidentiality of reasons for such request will be respected if the form processed so indicates that the teacher wishes the reason to remain confidential. The Board of Education re-affirms the importance and need for confidentiality between employee and Supervisor.

- B. The purpose of personal illness benefits is solely to provide relief in case of personal sickness, personal accident, and quarantine.
- C. The Superintendent of Schools or Secretary-Business Manager may request certification by a properly licensed doctor for consecutive illness if absence exceeds five (5) days or more.
- D. Teachers will be notified on or about September 15, of each year of this agreement, of their accumulated personal illness days which notification shall include the twelve (12) days of personal illness allowed annually.

ARTICLE X - DEATH IN IMMEDIATE FAMILY

An absence, not to exceed five (5) working days in each instance, shall be allowed without loss of pay by the Superintendent in case of death in the immediate family. In general, immediate family shall be defined as mother, father, wife, husband, son, daughter, brother, sister, or member of the employee's household, and such other person as may have a close family relationship to the employee and is approved by the Superintendent as falling within this category.

ARTICLE XI - TEMPORARY LEAVES OF ABSENCE

- A. Upon application to the Superintendent, up to two (2) days of any school year may be granted for two (2) officers of the Association to attend conferences or conventions of county, state, and national affiliated organizations. The Association will pay the cost of the substitute teachers employed for said Association officers during the time of their absences.
- B. Up to two (2) days, with pay, may be granted by the Superintendent for the purpose of visiting other schools or attending meetings or conferences of an educational nature.

ARTICLE XII - LEAVE OF ABSENCE WITH OR WITHOUT PAY

- A. A teacher may apply for a leave of absence with or without pay. The leave shall be granted only by the Board of Education. The leave will be considered only upon written application to the Superintendent of Schools setting forth the reasons for which the leave is sought. When an application for leave is filed, the Superintendent of Schools will promptly submit a recommendation to the Board of Education approving or disapproving the application and setting forth:
 - (1) The results of his investigation of the facts set forth in the application;
 - (2) The number of other members of the school staff on leave;
 - (3) The reasons for his/her approval or disapproval of the application and a copy of these reasons forwarded to the applicant;
 - (4) All benefits to which a teacher was entitled at the time his/her leave of absence commenced, including unused accumulated sick leave, shall be restored to him/her upon his/her return.

ARTICLE XIII - SABBATICAL LEAVE

A teacher may apply for a sabbatical leave of absence for a full contract year or half a contract year. Sabbatical leaves may be granted to a maximum of two percent of teachers at any one time. If granted for a full year, the applicant will receive one-half of his yearly contract salary. If granted for a half-year, the applicant will receive one-quarter of his yearly contract salary while on leave. Upon returning to duty for the remaining one-half year, he will receive one-half of his yearly contract salary paid in semi-monthly installments. Leave shall be granted only by the Board of Education.

Sabbatical leave may be granted for the purpose of study, travel, or educational activities that will enhance the professional improvement of the teacher and benefit the school system.

Leave will be considered only upon written application to the Board of Education and Superintendent of Schools setting forth the reasons for which the leave is sought and the use to which the leave is to be put. The applicant for leave shall agree in the application (a) to submit a written report upon termination of the leave showing the educational activities in which the applicant participated and their relationship to the work of the schools; (b) to render two (2) years service to the school system after completion of leave unless prevented by illness or excused by the Board of Education.

Such a leave of absence shall in no way be considered a termination or breach of contract of continuous employment. All tenure rights belonging to the applicant at the time the application is approved shall be retained, and the period of such leave shall be continued as regular service for purpose of retirement. Contributions to the New Jersey Pension and Annuity Fund shall be continued by the Board of Education, and the appropriate amount deducted from the salary due the applicant. A staff member on sabbatical leave of absence shall be eligible for the normal salary increment upon the presentation of adequate written reports at the end of the leave.

ARTICLE XIV - MATERNITY/CHILD CARE LEAVE

- A. All leaves shall be granted in accordance with applicable State and Federal laws and decisions of the Commissioner of Education. Any aspects of this Article not in compliance with State and Federal laws and decisions of the Commissioner of Education shall not be enforced.

A pregnant teacher shall, as soon as possible during the second trimester, notify the Superintendent of Schools through her Building Principal or Immediate Supervisor indicating the tentative birth date. Arrangements will then be made for the teacher's leave of absence.

A maternity leave of absence shall begin and be for a period of time designated by the Superintendent of Schools in consultation with the teacher and with the written approval of the teacher's physician.

Any teacher who has been granted a maternity leave shall, before she is permitted to return to active duty, undergo examination by a physician of her choice certifying that she is able to perform her duties in a proper manner, which certification shall be forwarded to the Board of Education physician to review. Following any difference of medical opinion between the Board's physician and the teacher's physician, the two physicians shall mutually select a third physician who shall review and decide the matter.

In the event of a miscarriage, still birth, or other unfortunate event, the teacher shall have the right to return to work. If the teacher on leave has been replaced by a person under contract, sixty (60) days notice must be given to the Board of Education.

- B. Any teacher adopting a pre-school age child may receive similar leave which shall commence upon receiving de facto custody of said child or earlier, if necessary, to fulfill the requirements of the adoption.
- C. Maternity/child care leave shall be granted for a period of up to the end of the academic year in which the child was born. An additional academic year shall be granted upon the request of a tenured teacher.
- D. Anyone who accepts maternity/child care leave in any given year is given credit on the salary guide for a full year upon returning to the district provided that person has completed more than 50% of the teaching days for the academic year in which the leave was taken.
- E. A male teacher may be granted two (2) days paid absence at the time his wife gives birth to a child or a child is adopted.

**ARTICLE XV - MEDICAL-SURGICAL/MAJOR MEDICAL/RIDER J/
DENTAL PLAN**

EMPLOYEE, FAMILY, OR DEPENDENCY

Full coverage (New Jersey State Medical Health Plan) for medical/surgical, major medical, and Rider J, or its equivalent by mutual agreement, is provided at Board of Education expense.

DENTAL

Dental insurance coverage will be 100% preventative and diagnostic plan for family coverage.

ARTICLE XVI - COOPERATION WITH THE ASSOCIATION

- A. Representatives of the Association, the New Jersey Education Association, National Education Association, and the Essex County Education Association shall be permitted to transact official Association business on school property, use school buildings and equipment, use interschool mail facilities and mail boxes, and a school faculty bulletin board provided this shall not interfere with or interrupt normal school operations. The Association shall pay the cost of materials and supplies incidental to such use.

- B. The Board shall cooperate with the President of the Association during his term in office to provide such time for Association duties as can be provided without expense to the Board provided that this shall not interfere with or interrupt his normal school teaching responsibilities.
- C. The Board of Education will distribute those sections of the Policy Manual that effect terms and conditions of employment mutually agreed upon by the Association and the Superintendent by the opening day of school.
- D. The President of the Association shall meet with the Superintendent prior to the beginning of the school year to establish a schedule of time for regular meetings of the Association in order that conflicts with other meetings called by the Superintendent or his Administrators may be minimized. To the extent possible, regular meetings of the Association are to be scheduled for Thursday afternoons.
- E. A representative of the Association may speak to teachers during scheduled faculty meetings. Arrangement for inclusion on the meeting agenda shall be made through the Building Principal.

ARTICLE XVII - TEACHER'S AND BOARD'S RIGHTS

Pursuant to Chapter 123, Public Laws of 1974, the Board hereby agrees that employees shall have the right freely to organize for the purpose of engaging in collective negotiations in accordance with said statute. As a duly selected body exercising governmental power under the laws 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 of 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 by reason of his membership in the Association and its affiliates, his lawful participation in any activities of the Association and its affiliates, collective negotiations with the Board, or his institutions of any grievance, complaint, or proceeding as provided by this Agreement between the Association and the Board.

Both Parties recognize the desirability of continuous and uninterrupted discharge of responsibilities to the institutional program of the school during the school year and the avoidance of disputes which threaten to interfere with such operation.

ARTICLE XVIII - MANAGEMENT RIGHTS

Nothing in this Agreement shall be construed to diminish or remove from the Board the authority vested in it by the New Jersey Statutes Title 18A.

ARTICLE XIX - PERSONAL AND ACADEMIC FREEDOM

The Board states that it will agree with and follow the law with respect to the protection of individuals and the pursuit of academic freedom by teachers.

ARTICLE XX - TEACHER EVALUATION

Teachers are to receive periodic evaluation of performance in accordance with the procedure for evaluation as authorized by the Board and contained in the Administrative Regulations and posted on all teacher bulletin boards. In accordance with Title 18A:29-14 Revised Statutes of the State of New Jersey, the Board retains the right to withhold increments.

- A. Teachers are to receive a periodic evaluation of their performance in accordance with procedure for evaluation hereafter set forth:
1. Non-tenured teachers shall be observed through classroom visitations a minimum of three (3) times during each school year. At least one such observation shall be with reasonable prior notification.
 2. The minimum number of observations for teachers hired after November 1 shall be determined by the Board on a pro-rata basis.
 3. Tenured teachers shall be observed through classroom visitation at least once during each school year.
 4. Criteria for evaluations shall be established by the Board.
 5. An observation shall be conducted by a certified supervisor and shall encompass a period of time equal to the major portion of a period or, in the alternative, a complete lesson. Observations for annual teacher evaluations are to be completed by June 1 unless extenuating circumstances require otherwise.
 6. A post-observation conference shall be held within five (5) school days of the classroom visitation.

7. Teachers are to receive copies of evaluation reports at the time of their post-observation conference. The teacher shall sign the report to acknowledge receipt. Signing the evaluation report will be evidence that the teacher read the report and not indicate agreement with or approval of the evaluation. No evaluation report shall be submitted to the Central Office, placed in the teacher's file, or otherwise acted upon without notification to the teacher nor will any teacher be asked to sign a blank form.
8. Teachers shall have the right to submit, within ten (10) school days, a written disclaimer of an evaluation. A copy of such disclaimer shall be attached to each party's copy of the evaluation report.
9. The Supervisor signing the evaluation as observer shall be the person writing the observation report.

ARTICLE XXI - TEACHER SUSPENSION

A teacher may be suspended with or without pay pursuant to N.J.S.A. 18A:6-8.3,6-14 and 25-6.

ARTICLE XXII - TEACHING HOURS

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| A. | Grover Cleveland Middle School | 8:15 a.m. to 3:30 p.m. |
| | James Caldwell High School | 7:55 a.m. to 3:15 p.m. |
| | Elementary Schools | 8:30 a.m. to 3:30 p.m. |

Beginning with the 1992-93 school year, pupil instruction time for elementary teachers shall be increased by twenty (20) minutes per day.

Effective July 1, 1998, elementary preparation time for classroom teachers shall be as follows:

Grade K	240 minutes per week
Grade 1	170 minutes per week
Grade 2	175 minutes per week
Grade 3	175 minutes per week
Grade 4	180 minutes per week
Grade 5	190 minutes per week

To the extent administratively possible, preparation periods shall be scheduled on the basis of one per day.

Classroom teachers shall provide in-class instruction in the event a specialist is not available as scheduled to provide instruction during a teacher's scheduled preparation period. To the extent possible, the Board shall provide specialist substitutes.

Teachers assigned to more than one building are to keep the hours of work of the building to which they are assigned that day.

Teachers who do not report directly to a building should maintain the following hours of work: 8:30 a.m. to 3:30 p.m.

As professionals, teachers are expected to devote to their assignments the time necessary to meet their responsibilities. The teacher will be in his classroom prior to the arrival of his students and shall be available to help students after student dismissal.

B. LUNCH PERIODS

Teachers will have a daily duty-free lunch period of at least one-half (1/2) hour or for a period of time equal to the students' lunch period where such lunch period is less than one-half (1/2) hour.

Elementary teachers shall have a forty-five (45) minutes, duty-free lunch period. The faculties in each elementary school will assist each Building Principal in the development of lunch hour schedules.

C. Except in unusual circumstances, teacher meetings held after regular classes are dismissed are to be scheduled to begin fifteen (15) minutes after student dismissal. Such meetings will normally be scheduled for not more than ninety (90) minutes (1-1/2 hours) duration. Except in cases of emergency, no teacher meetings will be scheduled for Fridays.

D. On Fridays or days preceding holidays or vacation, the teacher's day shall end fifteen (15) minutes after the end of the pupil day.

- E. Elementary teachers shall be available for a maximum of two (2) days and four (4) evenings per school year for parent-teacher conferences. Conferences shall be held for a minimum of fifteen (15) minutes duration. Conference days shall not be scheduled consecutively. Afternoon and evening conferences shall not be scheduled on the same day, and the teachers must only be present for the amount of conference slots necessary to comply with this Agreement. On all afternoon conference days, students shall be dismissed at 1:00 p.m. Afternoon conferences shall then be scheduled from 1:45 p.m. through 4:45 p.m. Evening conferences shall be scheduled from 6:30 p.m. through 9:30 p.m. Dismissal time for teachers on those days shall be the same as the children's.

There will be three (3) evening parent-teacher conferences in the fall at the middle school, not to be scheduled consecutively. Spring conferences will be scheduled on need or request by parent, teacher, or principal.

During weeks when evening parent conferences are scheduled, no other after school meetings shall be scheduled for elementary teachers. This provision shall not be effective in cases of emergency which require meetings with teachers.

High school teachers shall be available for parent-teacher conferences upon request at a mutually agreeable time.

- F. Effective July 1, 1998, full-time high school teachers of English shall be assigned fifty (50) teaching modules per week and shall, in addition, be assigned five (5) duty modules per week. Assignments for all other full-time teachers shall be based upon the general practice established over the past five (5) years in the high school. High school teachers, other than teachers of English, shall have assigned duty time of seven (7) mods per week effective July 1, 1998 and eight (8) mods per week effective July 1, 1999. For high school level courses scheduled for times prior to and subsequent to the regular hours of the high school day, qualified teachers may volunteer to teach such courses as part of their normal work day assignment. In the absence of qualified volunteers, the Administration may assign teachers to these classes. Teachers who volunteer for or are assigned such classes shall not be required to be at work more than the usual total continuous hours of the high school day as set forth above.
- G. Teaching assignments in the middle school shall be based on the general practice established over the past five (5) years in the middle school.

ARTICLE XXIII - VOLUNTARY AND INVOLUNTARY TRANSFERS

All professional staff positions shall be posted in all school buildings as they become known. Notification of position vacancy shall specify position title, duties, qualifications, and the procedure and dates for making application. A copy of each posted notification of position vacancy shall be sent to the Association.

ARTICLE XXIV - TEACHER ASSIGNMENT AND TRANSFER

- A. Assignment shall be made at the discretion of the Administration and shall normally be within the teacher's area of competency, teaching certificate, or major field of study.
- B. Effective July 1, 1998, a teacher who is assigned to travel between two (2) or more buildings shall be compensated at the rate of 31 cents per mile. Payment shall be made in two equal installments payable in November and April.

ARTICLE XXV - SAVINGS CLAUSE

Should any provision of this Contract be declared invalid by a court of competent jurisdiction, the remainder of the Agreement shall not be affected thereby.

ARTICLE XXVI - REDUCTION-IN-FORCE AND RE-EMPLOYMENT

A. COVERAGES

The Parties confirm that the Board of Education has and retains the right to make reduction-in-force pursuant to N.J.S.A. 18A:28-9 et seq. and do hereby agree to the provisions of the Article applicable to tenured and certificated teachers as set forth in Article I of this Agreement.

The holder of a provisional certificate shall be entitled to seniority rights but not over the holder of a standard certificate. The holder of an emergency certificate shall not be entitled to seniority rights but, when he becomes the holder of a provisional or standard certificate, the years of employment in the District under the emergency certificate shall count toward seniority under the provisional or standard certificate, as the case may be.

B. DEFINITION

To the extent not inconsistent with Title 18A:28-9 et seq. and the regulations of the Commissioner of Education, the Parties agree that, for the purpose of this Agreement, "Seniority" shall mean the period of consecutive employment by the employee

in the District, including experience in the District in the position from which he was dismissed by reason of the reduction-in-force.

Not more than one (1) year of employment may be counted toward seniority in any one academic or calendar year. Whenever a person shall hold employment simultaneously in two (2) or more categories, seniority shall be counted in the category in which he spends the greatest percentages of his time. If the percentage of time spent in two or more categories shall be equal, the person shall be permitted to elect in which category his seniority shall be counted. Notwithstanding the provisions of this section, the seniority of a Principal who teaches shall be counted in the appropriate Principal's category.

C. RECALL

An employee dismissed by reason of a reduction-in-force shall be entitled to be placed and to remain upon a preferred eligible list in order of seniority for re-employment whenever a vacancy occurs in the position from which such employee was dismissed; such employee shall be re-employed by the Board if and when such vacancy occurs.

D. NOTICE OF RECALL

Notice of Recall to teachers to which this Article is applicable shall be given to those teachers on the preferred eligible list by letter to last known address in order of seniority within a reasonable time (not more than fifteen (15) days) after such vacancy occurs. Such teachers shall have a reasonable period of time (but not to exceed thirty (30) days after receiving notice) in which to give the Board notice of intent to return to the position.

1. In the event such teacher shall fail to respond to the notice from the Board or if the teacher gives notice of non-return to the position, the teacher shall forfeit all seniority rights.
2. Seniority shall not be accumulated during the period following dismissal by reason of reduction-in-force but upon reemployment pursuant to the terms of this Article, such employee shall have accumulated seniority to the date of such dismissal reinstated.

Whenever a teacher to which this Article is applicable is notified that his/her particular employment shall be abolished in a category, he/she shall be given employment in the category to which he/she is entitled by seniority.

If the teacher shall have insufficient seniority for employment in the same category, he/she shall revert to the category in which he/she held employment in the District prior to his/her employment in the same category and shall be placed and remain upon the preferred eligible list of the category from which he/she reverted until a vacancy shall occur in such category to which his/her seniority entitled him.

If a teacher to which this Article is applicable has insufficient seniority in the category to which he/she shall revert, he/she shall, in like manner, revert to the next category in which he/she held employment in the District immediately prior to his/her employment in the category to which he/she shall have reverted, and shall be placed and remain upon the preferred eligible list of the next preceding category, and so forth, until he/she shall have been employed or placed upon all the preferred eligible lists of the categories in which he/she formerly held employment in the School District.

When the teacher is officially notified in writing by the Superintendent of Schools of the reduction-in-force as a result of Board action, the Association will also be sent notification at the same time.

ARTICLE XXVII - PERSONNEL RECORDS

1. A teacher shall have the right, upon request, to see the contents of his/her personnel file. A teacher shall be entitled to have a representative of the Association accompany him/her during such review.
2. No material derogatory to a teacher's conduct, service, character or personality shall be placed in his/her personnel file unless the teacher has had an opportunity to see the material. The teacher shall acknowledge that he/she has had the opportunity to see such material by affixing his signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The teacher shall also have the right to submit a written answer to such material and his/her answer shall be reviewed by the Superintendent or his/her designee and attached to the file copy.
3. The Board of Education agrees to protect the confidentiality of personal references, confidential academic credentials, and other similar privileged and confidential documents.

ARTICLE XXVIII - EVALUATION OF STUDENTS

While a teacher has primary responsibility for grading students, an appropriate school authority may revise the grade after the proposed grade change has been discussed with the teacher involved. If the grade should be changed over the teacher's dissent, the student's permanent record shall indicate who made the change. If the teacher does not agree with the grade change, the teacher may then appeal to the Superintendent. The Superintendent shall notify the teacher of his/her decision.

ARTICLE XXIX - SUMMER PAYMENT PLAN

Teachers may voluntarily contribute one-tenth of their contracted salary per month to be placed in a Board of Education account to be held until the last pay period in June, at which time one check shall be issued to the recipient equal to the individual's own contributions. Any interest accrued shall revert entirely to the Board of Education.

ARTICLE XXX - TUITION REIMBURSEMENT

REIMBURSEMENT TO FIRST MASTER'S DEGREE

The Board of Education agrees to reimburse teachers up the first Master's degree for tuition cost for courses up to a maximum of nine (9) credits per year, one course per semester or two per summer. In the special circumstance where course scheduling changes beyond the teacher's control would prevent the teacher from completing his/her degree program, the teacher may appeal to the Superintendent of Schools for approval to grant waiver of the three (3) credits per term limitation.

REIMBURSEMENT AFTER THE FIRST MASTER'S DEGREE

Effective July 1, 1999, maximum annual tuition reimbursement after the first Master's degree shall be nine (9) credits but with applicable salary guide credit limited to six (6) credits per year. Such limitation of applicable salary credit shall apply whether tuition cost is paid by the Board or the teacher. Effective July 1, 1999, salary guide credit shall be limited to six (6) credits per year for all teachers who are at or beyond the attainment of the first Master's degree. Accumulated credits beyond the six allowance salary credits earned in any one year may not be carried forward for credit in subsequent years. All courses for salary guide credit must be approved by the Superintendent.

Reimbursement for graduate courses shall be at the course tuition rate of institution attended up to the Rutgers University per credit tuition rate.

All courses must have prior approval of the Superintendent and be in the area of the teacher's classroom instruction or assignment and must be successfully completed for reimbursement. Courses in administrative subjects may be approved.

ARTICLE XXXI - SUMMER WORK

Pay for summer work shall be as follows:

Performance of regular duties – 1/200 per diem
(above excludes Board approved Summer School programs)

Presenters of Board approved workshops -- \$200 per day

High School Department Coordinators -- \$125 per day

Curriculum work -- \$125 per day

Child Study Team and Guidance Counselors, authorized to perform regular duties during summer period, are to have option of taking accepted compensatory days during the school year for equal number of days worked during the summer. At time of assignment, the teacher shall indicate his/her choice of compensation of compensatory days option to be taken during the current school year.

ARTICLE XXXII - UNUSED ACCUMULATED SICK LEAVE

Effective July 1, 1997, reimbursement of unused accumulated sick leave at Teachers Pension and Annuity Fund Retirement at the rate of \$60.00 per day, for all days accumulated. This shall apply to retirement from active teaching. Deferred retirement is not eligible.

To qualify for payment, retirement must be effective at year-end (June 30) with notification prior to February 15.

Advanced notification requirement shall be waived in case of certified illness or documented emergency.

ARTICLE XXXIII - COMPLIANCE WITH LAW

Except as this Agreement shall provide, all proposed new rules and modifications of new rules governing working conditions shall be negotiated with the Association before they are adopted, except as this Agreement may otherwise provide.

ARTICLE XXXIV - DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 2003, and shall continue in effect through June 30, 2006, as the official representatives of the parties hereby attest:

FOR THE ASSOCIATION:

FOR THE BOARD:

Sue Callaghan

Frances Chase

Angelo Maglio

Ronald P. Skopak

**TEACHER'S SALARY GUIDE
2003-2004 SCHOOL YEAR**

STEP	BA	BA+16	MA	MA+16	MA+32	DOC
A	\$34,520	\$36,020	\$38,620	\$40,270	\$41,120	\$41,920
B	\$35,215	\$36,770	\$39,520	\$41,070	\$42,190	\$43,220
1	\$36,240	\$37,880	\$40,680	\$42,530	\$43,640	\$44,700
2	\$37,700	\$39,395	\$42,460	\$43,990	\$45,100	\$46,160
3	\$39,180	\$40,925	\$44,150	\$45,575	\$46,685	\$47,745
4	\$40,640	\$42,440	\$45,820	\$47,140	\$48,300	\$49,360
5	\$42,100	\$43,950	\$47,380	\$48,805	\$50,100	\$51,155
6	\$43,560	\$45,460	\$49,470	\$50,580	\$51,925	\$52,980
7	\$45,120	\$47,075	\$51,135	\$52,350	\$53,875	\$54,935
8	\$46,660	\$48,660	\$52,770	\$54,090	\$55,725	\$56,780
9	\$48,195	\$50,250	\$54,515	\$55,935	\$57,590	\$58,645
10	\$49,880	\$51,885	\$56,250	\$57,775	\$59,485	\$60,670
11	\$51,570	\$53,515	\$58,090	\$59,610	\$61,400	\$62,815
12	\$53,360	\$55,250	\$59,925	\$61,445	\$63,335	\$64,965
13	\$55,250	\$57,190	\$61,755	\$63,380	\$65,305	\$67,315
14	\$57,190	\$59,125	\$63,635	\$65,310	\$67,315	\$69,660

Teachers above Step 14 on any column are considered off guide and receive their 2002-03 salary plus:

<u>Column</u>	<u>Off Guide Increase</u>
BA & BA + 16	\$2,800
MA & MA + 16	\$3,135
MA + 32 & DOC	\$3,550

**TEACHER'S SALARY GUIDE
2004-2005 SCHOOL YEAR**

STEP	BA	BA+16	MA	MA+16	MA+32	DOC
A	\$35,000	\$37,500	\$39,850	\$41,500	\$42,300	\$42,950
B	\$36,400	\$38,000	\$40,700	\$42,450	\$43,150	\$44,175
1	\$37,100	\$38,750	\$41,650	\$43,300	\$44,475	\$45,550
2	\$38,175	\$39,905	\$42,855	\$44,805	\$45,975	\$47,090
3	\$39,675	\$41,460	\$44,690	\$46,300	\$47,470	\$48,585
4	\$41,195	\$43,030	\$46,425	\$47,925	\$49,090	\$50,205
5	\$42,690	\$44,585	\$48,135	\$49,525	\$50,740	\$51,855
6	\$44,185	\$46,125	\$49,730	\$51,225	\$52,585	\$53,690
7	\$45,675	\$47,665	\$51,875	\$53,035	\$54,450	\$55,555
8	\$47,265	\$49,315	\$53,570	\$54,840	\$56,440	\$57,550
9	\$48,830	\$50,925	\$55,230	\$56,610	\$58,325	\$59,425
10	\$50,390	\$52,540	\$57,000	\$58,485	\$60,220	\$61,320
11	\$52,110	\$54,200	\$58,760	\$60,355	\$62,140	\$63,380
12	\$53,820	\$55,850	\$60,625	\$62,210	\$64,080	\$65,555
13	\$55,635	\$57,605	\$62,480	\$64,065	\$66,035	\$67,735
14	\$57,550	\$59,570	\$64,325	\$66,020	\$68,025	\$70,120

Teachers above Step 14 on any column are considered off guide and receive their 2003-04 salary plus:

<u>Column</u>	<u>Off Guide Increase</u>
BA & BA + 16	\$3,130
MA & MA + 16	\$3,380
MA + 32 & DOC	\$3,610

**TEACHER'S SALARY GUIDE
2005-2006 SCHOOL YEAR**

STEP	BA	BA+16	MA	MA+16	MA+32	DOC
A	\$36,020	\$38,020	\$41,120	\$42,770	\$43,500	\$44,020
B	\$36,820	\$39,420	\$42,020	\$43,820	\$44,295	\$45,320
1	\$38,320	\$40,020	\$42,920	\$44,795	\$45,545	\$46,595
2	\$39,070	\$40,845	\$43,920	\$45,645	\$46,920	\$48,045
3	\$40,195	\$42,040	\$45,145	\$47,200	\$48,430	\$49,605
4	\$41,755	\$43,635	\$47,030	\$48,725	\$49,955	\$51,130
5	\$43,315	\$45,245	\$48,810	\$50,390	\$51,615	\$52,785
6	\$44,840	\$46,835	\$50,560	\$52,020	\$53,295	\$54,465
7	\$46,370	\$48,405	\$52,185	\$53,755	\$55,180	\$56,340
8	\$47,885	\$49,970	\$54,385	\$55,600	\$57,085	\$58,240
9	\$49,505	\$51,650	\$56,105	\$57,420	\$59,110	\$60,275
10	\$51,095	\$53,285	\$57,790	\$59,235	\$61,025	\$62,180
11	\$52,675	\$54,925	\$59,585	\$61,055	\$62,950	\$64,100
12	\$54,420	\$56,605	\$61,365	\$63,030	\$64,895	\$66,190
13	\$56,155	\$58,270	\$63,250	\$64,905	\$66,855	\$68,395
14	\$57,990	\$60,045	\$65,125	\$66,775	\$68,850	\$70,600

Teachers above Step 14 on any column are considered off guide and receive their 2004-05 salary plus:

Column	Off Guide Increase
BA & BA + 16	\$3,140
MA & MA + 16	\$3,420
MA + 32 & DOC	\$3,795

CALDWELL-WEST CALDWELL PUBLIC SCHOOLS

SCHEDULE B

ATHLETIC SALARIES 2003-2004

<u>Sport</u>	<u>Position</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
Football:	Head	\$8,507	\$8,779	\$9,050
	Assistant	\$5,922	\$6,111	\$6,300
	Equipment Manager	\$2,463	\$2,541	\$2,620
Cross Country:	Head	\$6,326	\$6,528	\$6,730
	Assistant	\$4,446	\$4,588	\$4,730
Boys Soccer:	Head	\$6,674	\$6,887	\$7,100
	Assistant	\$4,653	\$4,802	\$4,950
Girls Soccer:	Head	\$6,674	\$6,887	\$7,100
	Assistant	\$4,653	\$4,802	\$4,950
Tennis:	Head	\$5,452	\$5,626	\$5,800
	Assistant	\$3,807	\$3,929	\$4,050
Girls Volleyball:	Head	\$6,674	\$6,887	\$7,100
	Assistant	\$4,653	\$4,802	\$4,950
Fall Cheering:	Varsity	\$3,784	\$3,904	\$4,025
	Junior Varsity	\$2,421	\$2,498	\$2,575
	Frosh	\$1,840	\$1,890	\$1,957
Boys Basketball:	Head	\$7,708	\$7,954	\$8,200
	Assistant	\$5,452	\$5,626	\$5,800
Girls Basketball:	Head	\$7,708	\$7,954	\$8,200
	Assistant	\$5,452	\$5,626	\$5,800
Wrestling:	Head	\$7,708	\$7,954	\$8,200
	Assistant	\$5,452	\$5,626	\$5,800
Bowling:	Head	\$2,759	\$2,847	\$2,936
Winter Track:	Head	\$6,326	\$6,528	\$6,730
	Assistant	\$4,446	\$4,588	\$4,730
Swimming:	Head	\$6,326	\$6,528	\$6,730
	Assistant	\$4,446	\$4,588	\$4,730
Winter Cheering:	Head	\$4,601	\$4,748	\$4,895
	Assistant	\$2,425	\$2,503	\$2,580

CALDWELL-WEST CALDWELL PUBLIC SCHOOLS

SCHEDULE B

ATHLETIC SALARIES 2003-2004

PAGE 2

<u>Sport</u>	<u>Position</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
Baseball:	Head	\$6,674	\$6,887	\$7,100
	Assistant	\$4,653	\$4,802	\$4,950
Softball:	Head	\$6,674	\$6,887	\$7,100
	Assistant	\$4,653	\$4,802	\$4,950
Tennis:	Head	\$5,452	\$5,626	\$5,800
	Assistant	\$3,807	\$3,929	\$4,050
Golf:	Head	\$3,873	\$3,996	\$4,120
Spring Track:	Head	\$6,674	\$6,887	\$7,100
	Coordinator	\$5,687	\$5,869	\$6,050
	Assistant	\$4,653	\$4,802	\$4,950
Lacrosse:	Head	\$6,674	\$6,887	\$7,100
	Assistant	\$4,653	\$4,802	\$4,950

CALDWELL-WEST CALDWELL PUBLIC SCHOOLS

SCHEDULE B

ATHLETIC SALARIES 2004-2005

<u>Sport</u>	<u>Position</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
Football:	Head	\$8,827	\$9,108	\$9,390
	Assistant	\$6,143	\$6,339	\$6,535
	Equipment Manager	\$2,557	\$2,638	\$2,720
Cross Country:	Head	\$6,580	\$6,790	\$7,000
	Assistant	\$4,620	\$4,768	\$4,915
Boys Soccer:	Head	\$6,928	\$7,149	\$7,370
	Assistant	\$4,827	\$4,981	\$5,135
Girls Soccer:	Head	\$6,928	\$7,149	\$7,370
	Assistant	\$4,827	\$4,981	\$5,135
Tennis:	Head	\$5,659	\$5,839	\$6,020
	Assistant	\$3,948	\$4,074	\$4,200
Girls Volleyball:	Head	\$6,928	\$7,149	\$7,370
	Assistant	\$4,827	\$4,981	\$5,135
Fall Cheering:	Varsity	\$3,925	\$4,050	\$4,175
	Junior Varsity	\$2,510	\$2,590	\$2,670
	Frosh	\$1,908	\$1,969	\$2,030
Boys Basketball:	Head	\$7,990	\$8,245	\$8,500
	Assistant	\$5,659	\$5,839	\$6,020
Girls Basketball:	Head	\$7,990	\$8,245	\$8,500
	Assistant	\$5,659	\$5,839	\$6,020
Wrestling:	Head	\$7,990	\$8,245	\$8,500
	Assistant	\$5,659	\$5,839	\$6,020
Bowling:	Head	\$2,858	\$2,949	\$3,040
Winter Track:	Head	\$6,580	\$6,790	\$7,000
	Assistant	\$4,620	\$4,768	\$4,915
Swimming:	Head	\$6,580	\$6,790	\$7,000
	Assistant	\$4,620	\$4,768	\$4,915
Winter Cheering:	Head	\$4,790	\$4,928	\$5,080
	Assistant	\$2,515	\$2,595	\$2,675

CALDWELL-WEST CALDWELL PUBLIC SCHOOLS

SCHEDULE B

ATHLETIC SALARIES 2004-2005

PAGE 2

<u>Sport</u>	<u>Position</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
Baseball:	Head	\$6,928	\$7,149	\$7,370
	Assistant	\$4,827	\$4,981	\$5,135
Softball:	Head	\$6,928	\$7,149	\$7,370
	Assistant	\$4,827	\$4,981	\$5,135
Tennis:	Head	\$5,659	\$5,839	\$6,020
	Assistant	\$3,948	\$4,074	\$4,200
Golf:	Head	\$4,019	\$4,147	\$4,275
Spring Track:	Head	\$6,928	\$7,149	\$7,370
	Coordinator	\$5,903	\$6,092	\$6,280
	Assistant	\$4,827	\$4,981	\$5,135
Lacrosse:	Head	\$6,928	\$7,149	\$7,370
	Assistant	\$4,827	\$4,981	\$5,135

CALDWELL-WEST CALDWELL PUBLIC SCHOOLS

SCHEDULE B

ATHLETIC SALARIES 2005-2006

<u>Sport</u>	<u>Position</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
Football:	Head	\$9,180	\$9,473	\$9,766
	Assistant	\$6,388	\$6,592	\$6,796
	Equipment Manager	\$2,658	\$2,743	\$2,828
Cross Country:	Head	\$6,843	\$7,062	\$7,280
	Assistant	\$4,805	\$4,959	\$5,112
Boys Soccer:	Head	\$7,205	\$7,435	\$7,665
	Assistant	\$5,020	\$5,180	\$5,340
Girls Soccer:	Head	\$7,205	\$7,435	\$7,665
	Assistant	\$5,020	\$5,180	\$5,340
Tennis:	Head	\$5,885	\$6,073	\$6,261
	Assistant	\$4,106	\$4,237	\$4,368
Girls Volleyball:	Head	\$7,205	\$7,435	\$7,665
	Assistant	\$5,020	\$5,180	\$5,340
Fall Cheering:	Varsity	\$4,081	\$4,212	\$4,342
	Junior Varsity	\$2,610	\$2,694	\$2,777
	Frosh	\$1,984	\$2,048	\$2,111
Boys Basketball:	Head	\$8,310	\$8,575	\$8,840
	Assistant	\$5,885	\$6,073	\$6,261
Girls Basketball:	Head	\$8,310	\$8,575	\$8,840
	Assistant	\$5,885	\$6,073	\$6,261
Wrestling:	Head	\$8,310	\$8,575	\$8,840
	Assistant	\$5,885	\$6,073	\$6,261
Bowling:	Head	\$2,972	\$3,067	\$3,162
Winter Track:	Head	\$6,843	\$7,062	\$7,280
	Assistant	\$4,805	\$4,959	\$5,112
Swimming:	Head	\$6,843	\$7,062	\$7,280
	Assistant	\$4,805	\$4,959	\$5,112
Winter Cheering:	Head	\$4,966	\$5,125	\$5,283
	Assistant	\$2,615	\$2,699	\$2,782

CALDWELL-WEST CALDWELL PUBLIC SCHOOLS

SCHEDULE B

ATHLETIC SALARIES 2005-2006

PAGE 2

<u>Sport</u>	<u>Position</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
Baseball:	Head	\$7,205	\$7,435	\$7,665
	Assistant	\$5,020	\$5,180	\$5,340
Softball:	Head	\$7,205	\$7,435	\$7,665
	Assistant	\$5,020	\$5,180	\$5,340
Tennis:	Head	\$5,885	\$6,073	\$6,261
	Assistant	\$4,106	\$4,237	\$4,368
Golf:	Head	\$4,179	\$4,313	\$4,446
Spring Track:	Head	\$7,205	\$7,435	\$7,665
	Coordinator	\$6,139	\$6,335	\$6,531
	Assistant	\$5,020	\$5,180	\$5,340
Lacrosse:	Head	\$7,205	\$7,435	\$7,665
	Assistant	\$5,020	\$5,180	\$5,340

CALDWELL-WEST CALDWELL PUBLIC SCHOOLS

SCHEDULE C

NON-ATHLETIC SALARIES 2003-2004

James Caldwell High School

<u>Position</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Department Coordinator			\$4,200
Class Advisors (12)	\$4,282	\$4,419	\$4,600
Class Advisors (11)	\$4,282	\$4,419	\$4,600
Class Advisors (10)	\$3,262	\$3,366	\$3,500
Class Advisor (9)	\$3,262	\$3,366	\$3,500
Nursing Coordinator	\$1,926	\$1,987	\$2,100
Environmental Club	\$1,580	\$1,625	\$1,675
Subject/Career Clubs	\$1,340	\$1,360	\$1,400
Key Club	\$3,666	\$3,670	\$3,750
Yearbook	\$5,044	\$5,205	\$5,360
Marching Unit Advisor	\$3,439	\$3,549	\$3,700
Madrigal Singers	\$1,640	\$1,693	\$1,745
Project Help	\$2,021	\$2,086	\$2,250
Student Council	\$2,029	\$2,170	\$2,235
Women of Note	\$1,527	\$1,576	\$1,650
Retro Men	\$1,527	\$1,576	\$1,650
Music Ensembles	\$1,527	\$1,576	\$1,624
Pep Band Director	\$3,693	\$3,875	\$3,975
School Production	\$4,559	\$4,705	\$4,850
Set Productions	\$1,368	\$1,411	\$1,500
Science and Technology	\$1,260	\$1,275	\$1,300
Chemistry Olympics	\$1,260	\$1,275	\$1,300
Detention Supervisor	\$2,580	\$2,600	\$2,700
Mock Trial	\$1,580	\$1,625	\$1,675
Literary Magazine	\$2,112	\$2,179	\$2,250
Newspaper	\$5,044	\$5,205	\$5,360
National Honor Society	\$1,995	\$2,008	\$2,070
Jazz Band	\$1,642	\$1,695	\$1,750
Orchestral Director	\$2,151	\$2,219	\$2,290
Choral Director	\$2,151	\$2,219	\$2,290

SCHEDULE C

NON-ATHLETIC SALARIES 2003-2004

Page 2

Grover Cleveland Middle School

<u>Position</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Team Leaders	\$6,400	\$6,600	\$6,800
Subject/Career Clubs	\$1,340	\$1,360	\$1,400
Yearbook	\$3,435	\$3,545	\$3,655
Builders Club	\$1,580	\$1,625	\$1,675
Newspaper	\$3,240	\$3,290	\$3,360
Dance Coordinator	\$930	\$945	\$960
Detention Supervisor	\$2,580	\$2,600	\$2,700
Set Production	\$1,368	\$1,411	\$1,500
Student Council	\$2,029	\$2,170	\$2,235
Con Brio Players	\$1,527	\$1,576	\$1,650
Jazz Band	\$1,642	\$1,695	\$1,750
AV Coordinator	\$2,957	\$3,052	\$3,145
School Production	\$2,425	\$2,503	\$2,600
Child Study Team	\$2,048	\$2,113	\$2,179

CALDWELL-WEST CALDWELL PUBLIC SCHOOLS

SCHEDULE C

NON-ATHLETIC SALARIES 2004-2005

James Caldwell High School

<u>Position</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Department Coordinator			\$4,350
Class Advisors (12)	\$4,418	\$4,559	\$4,700
Class Advisors (11)	\$4,418	\$4,559	\$4,700
Class Advisors (10)	\$3,384	\$3,492	\$3,600
Class Advisor (9)	\$3,384	\$3,492	\$3,600
Nursing Coordinator	\$2,049	\$2,115	\$2,180
Environmental Club	\$1,636	\$1,688	\$1,740
Subject/Career Clubs	\$1,363	\$1,407	\$1,450
Key Club	\$3,596	\$3,710	\$3,825
Yearbook	\$5,217	\$5,384	\$5,550
Marching Unit Advisor	\$3,549	\$3,662	\$3,775
Madrigal Singers	\$1,692	\$1,746	\$1,800
Project Help	\$2,256	\$2,328	\$2,400
Student Council	\$2,162	\$2,231	\$2,300
Women of Note	\$1,607	\$1,659	\$1,710
Retro Men	\$1,607	\$1,659	\$1,710
Music Ensembles	\$1,579	\$1,630	\$1,680
Pep Band Director	\$3,807	\$3,929	\$4,050
School Production	\$4,700	\$4,850	\$5,000
Set Productions	\$1,457	\$1,504	\$1,550
Science and Technology	\$1,269	\$1,310	\$1,350
Chemistry Olympics	\$1,269	\$1,310	\$1,350
Detention Supervisor	\$2,632	\$2,716	\$2,800
Mock Trial	\$1,636	\$1,688	\$1,740
Literary Magazine	\$2,209	\$2,280	\$2,350
Newspaper	\$5,217	\$5,384	\$5,550
National Honor Society	\$1,974	\$2,037	\$2,100
Jazz Band	\$1,711	\$1,765	\$1,820
Orchestral Director	\$2,237	\$2,308	\$2,380
Choral Director	\$2,237	\$2,308	\$2,380

SCHEDULE C

NON-ATHLETIC SALARIES 2004-2005

Page 2

Grover Cleveland Middle School

<u>Position</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Team Leaders	\$6,486	\$6,693	\$6,900
Subject/Career Clubs	\$1,363	\$1,407	\$1,450
Yearbook	\$3,572	\$3,686	\$3,800
Builders Club	\$1,636	\$1,688	\$1,740
Newspaper	\$3,252	\$3,356	\$3,460
Dance Coordinator	\$931	\$960	\$990
Detention Supervisor	\$2,632	\$2,716	\$2,800
Set Production	\$1,457	\$1,504	\$1,550
Student Council	\$2,162	\$2,231	\$2,300
Con Brio Players	\$1,607	\$1,659	\$1,710
Jazz Band	\$1,711	\$1,765	\$1,820
AV Coordinator	\$3,055	\$3,153	\$3,250
School Production	\$2,538	\$2,619	\$2,700
Child Study Team	\$2,134	\$2,202	\$2,270

CALDWELL-WEST CALDWELL PUBLIC SCHOOLS

SCHEDULE C

NON-ATHLETIC SALARIES 2005-2006

James Caldwell High School

<u>Position</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Department Coordinator			\$4,550
Class Advisors (12)	\$4,578	\$4,724	\$4,870
Class Advisors (11)	\$4,578	\$4,724	\$4,870
Class Advisors (10)	\$3,511	\$3,623	\$3,735
Class Advisor (9)	\$3,511	\$3,623	\$3,735
Nursing Coordinator	\$2,124	\$2,192	\$2,260
Environmental Club	\$1,739	\$1,795	\$1,850
Subject/Career Clubs	\$1,410	\$1,455	\$1,500
Key Club	\$3,666	\$3,783	\$3,900
Yearbook	\$5,396	\$5,568	\$5,740
Marching Unit Advisor	\$3,666	\$3,783	\$3,900
Madrigal Singers	\$1,786	\$1,843	\$1,900
Project Help	\$2,444	\$2,522	\$2,600
Student Council	\$2,237	\$2,309	\$2,380
Women of Note	\$1,692	\$1,746	\$1,800
Retro Men	\$1,692	\$1,746	\$1,800
Music Ensembles	\$1,645	\$1,698	\$1,750
Pep Band Director	\$3,939	\$4,064	\$4,190
School Production	\$4,865	\$5,020	\$5,175
Set Productions	\$1,504	\$1,552	\$1,600
Science and Technology	\$1,316	\$1,358	\$1,400
Chemistry Olympics	\$1,316	\$1,358	\$1,400
Detention Supervisor	\$2,726	\$2,813	\$2,900
Mock Trial	\$1,739	\$1,795	\$1,850
Literary Magazine	\$2,303	\$2,377	\$2,450
Newspaper	\$5,396	\$5,568	\$5,740
National Honor Society	\$2,021	\$2,086	\$2,150
Jazz Band	\$1,786	\$1,843	\$1,900
Orchestral Director	\$2,317	\$2,391	\$2,465
Choral Director	\$2,317	\$2,391	\$2,465

SCHEDULE C

NON-ATHLETIC SALARIES 2005-2006

Page 2

Grover Cleveland Middle School

<u>Position</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Team Leaders	\$6,674	\$6,887	\$7,100
Subject/Career Clubs	\$1,410	\$1,455	\$1,500
Yearbook	\$3,713	\$3,832	\$3,950
Builders Club	\$1,739	\$1,795	\$1,850
Newspaper	\$3,365	\$3,473	\$3,580
Dance Coordinator	\$963	\$994	\$1,025
Detention Supervisor	\$2,726	\$2,813	\$2,900
Set Production	\$1,504	\$1,552	\$1,600
Student Council	\$2,237	\$2,309	\$2,380
Con Brio Players	\$1,692	\$1,746	\$1,800
Jazz Band	\$1,786	\$1,843	\$1,900
AV Coordinator	\$3,158	\$3,259	\$3,360
School Production	\$2,820	\$2,910	\$3,000
Child Study Team	\$2,209	\$2,280	\$2,350

CALDWELL-WEST CALDWELL PUBLIC SCHOOLS

HOURLY RATES

2003-04, 2004-05, 2005-06

	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>
Hourly Rate:	\$30.42	\$31.64	\$32.90
Van Driver Round Trip (Athletic Events)	\$96.60	\$97.34	\$101.24
Outdoor Education	\$158.34	\$164.67	\$171.26

Music Lessons/Accompanist	Hourly Rate
Chaperones (Dance or Other)	Hourly Rate
Library Supervisor	Hourly Rate
Weight Room Supervisor	Hourly Rate
Aerobics/Weight Lifting	Hourly Rate
Bowling	Hourly Rate
Tennis Club	Hourly Rate
Assembly Programs – Grover Cleveland Middle School	Hourly Rate

**TEACHER'S SALARY GUIDE
2003-2004 SCHOOL YEAR**

STEP	BA	BA+16	MA	MA+16	MA+32	DOC
A	\$34,520	\$36,020	\$38,620	\$40,270	\$41,120	\$41,920
B	\$35,215	\$36,770	\$39,520	\$41,070	\$42,190	\$43,220
1	\$36,240	\$37,880	\$40,680	\$42,530	\$43,640	\$44,700
2	\$37,700	\$39,395	\$42,460	\$43,990	\$45,100	\$46,160
3	\$39,180	\$40,925	\$44,150	\$45,575	\$46,685	\$47,745
4	\$40,640	\$42,440	\$45,820	\$47,140	\$48,300	\$49,360
5	\$42,100	\$43,950	\$47,380	\$48,805	\$50,100	\$51,155
6	\$43,560	\$45,460	\$49,470	\$50,580	\$51,925	\$52,980
7	\$45,120	\$47,075	\$51,135	\$52,350	\$53,875	\$54,935
8	\$46,660	\$48,660	\$52,770	\$54,090	\$55,725	\$56,780
9	\$48,195	\$50,250	\$54,515	\$55,935	\$57,590	\$58,645
10	\$49,880	\$51,885	\$56,250	\$57,775	\$59,485	\$60,670
11	\$51,570	\$53,515	\$58,090	\$59,610	\$61,400	\$62,815
12	\$53,360	\$55,250	\$59,925	\$61,445	\$63,335	\$64,965
13	\$55,250	\$57,190	\$61,755	\$63,380	\$65,305	\$67,315
14	\$57,190	\$59,125	\$63,635	\$65,310	\$67,315	\$69,660

Teachers above Step 14 on any column are considered off guide and receive their 2002-03 salary plus:

<u>Column</u>	<u>Off Guide Increase</u>
BA & BA + 16	\$2,800
MA & MA + 16	\$3,135
MA + 32 & DOC	\$3,550

**TEACHER'S SALARY GUIDE
2004-2005 SCHOOL YEAR**

STEP	BA	BA+16	MA	MA+16	MA+32	DOC
A	\$35,000	\$37,500	\$39,850	\$41,500	\$42,300	\$42,950
B	\$36,400	\$38,000	\$40,700	\$42,450	\$43,150	\$44,175
1	\$37,100	\$38,750	\$41,650	\$43,300	\$44,475	\$45,550
2	\$38,175	\$39,905	\$42,855	\$44,805	\$45,975	\$47,090
3	\$39,675	\$41,460	\$44,690	\$46,300	\$47,470	\$48,585
4	\$41,195	\$43,030	\$46,425	\$47,925	\$49,090	\$50,205
5	\$42,690	\$44,585	\$48,135	\$49,525	\$50,740	\$51,855
6	\$44,185	\$46,125	\$49,730	\$51,225	\$52,585	\$53,690
7	\$45,675	\$47,665	\$51,875	\$53,035	\$54,450	\$55,555
8	\$47,265	\$49,315	\$53,570	\$54,840	\$56,440	\$57,550
9	\$48,830	\$50,925	\$55,230	\$56,610	\$58,325	\$59,425
10	\$50,390	\$52,540	\$57,000	\$58,485	\$60,220	\$61,320
11	\$52,110	\$54,200	\$58,760	\$60,355	\$62,140	\$63,380
12	\$53,820	\$55,850	\$60,625	\$62,210	\$64,080	\$65,555
13	\$55,635	\$57,605	\$62,480	\$64,065	\$66,035	\$67,735
14	\$57,550	\$59,570	\$64,325	\$66,020	\$68,025	\$70,120

Teachers above Step 14 on any column are considered off guide and receive their 2003-04 salary plus:

<u>Column</u>	<u>Off Guide Increase</u>
BA & BA + 16	\$3,130
MA & MA + 16	\$3,380
MA + 32 & DOC	\$3,610

**TEACHER'S SALARY GUIDE
2005-2006 SCHOOL YEAR**

STEP	BA	BA+16	MA	MA+16	MA+32	DOC
A	\$36,020	\$38,020	\$41,120	\$42,770	\$43,500	\$44,020
B	\$36,820	\$39,420	\$42,020	\$43,820	\$44,295	\$45,320
1	\$38,320	\$40,020	\$42,920	\$44,795	\$45,545	\$46,595
2	\$39,070	\$40,845	\$43,920	\$45,645	\$46,920	\$48,045
3	\$40,195	\$42,040	\$45,145	\$47,200	\$48,430	\$49,605
4	\$41,755	\$43,635	\$47,030	\$48,725	\$49,955	\$51,130
5	\$43,315	\$45,245	\$48,810	\$50,390	\$51,615	\$52,785
6	\$44,840	\$46,835	\$50,560	\$52,020	\$53,295	\$54,465
7	\$46,370	\$48,405	\$52,185	\$53,755	\$55,180	\$56,340
8	\$47,885	\$49,970	\$54,385	\$55,600	\$57,085	\$58,240
9	\$49,505	\$51,650	\$56,105	\$57,420	\$59,110	\$60,275
10	\$51,095	\$53,285	\$57,790	\$59,235	\$61,025	\$62,180
11	\$52,675	\$54,925	\$59,585	\$61,055	\$62,950	\$64,100
12	\$54,420	\$56,605	\$61,365	\$63,030	\$64,895	\$66,190
13	\$56,155	\$58,270	\$63,250	\$64,905	\$66,855	\$68,395
14	\$57,990	\$60,045	\$65,125	\$66,775	\$68,850	\$70,600

Teachers above Step 14 on any column are considered off guide and receive their 2004-05 salary plus:

Column	Off Guide Increase
BA & BA + 16	\$3,140
MA & MA + 16	\$3,420
MA + 32 & DOC	\$3,795

CALDWELL-WEST CALDWELL PUBLIC SCHOOLS

SCHEDULE B

ATHLETIC SALARIES 2003-2004

<u>Sport</u>	<u>Position</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
Football:	Head	\$8,507	\$8,779	\$9,050
	Assistant	\$5,922	\$6,111	\$6,300
	Equipment Manager	\$2,463	\$2,541	\$2,620
Cross Country:	Head	\$6,326	\$6,528	\$6,730
	Assistant	\$4,446	\$4,588	\$4,730
Boys Soccer:	Head	\$6,674	\$6,887	\$7,100
	Assistant	\$4,653	\$4,802	\$4,950
Girls Soccer:	Head	\$6,674	\$6,887	\$7,100
	Assistant	\$4,653	\$4,802	\$4,950
Tennis:	Head	\$5,452	\$5,626	\$5,800
	Assistant	\$3,807	\$3,929	\$4,050
Girls Volleyball:	Head	\$6,674	\$6,887	\$7,100
	Assistant	\$4,653	\$4,802	\$4,950
Fall Cheering:	Varsity	\$3,784	\$3,904	\$4,025
	Junior Varsity	\$2,421	\$2,498	\$2,575
	Frosh	\$1,840	\$1,890	\$1,957
Boys Basketball:	Head	\$7,708	\$7,954	\$8,200
	Assistant	\$5,452	\$5,626	\$5,800
Girls Basketball:	Head	\$7,708	\$7,954	\$8,200
	Assistant	\$5,452	\$5,626	\$5,800
Wrestling:	Head	\$7,708	\$7,954	\$8,200
	Assistant	\$5,452	\$5,626	\$5,800
Bowling:	Head	\$2,759	\$2,847	\$2,936
Winter Track:	Head	\$6,326	\$6,528	\$6,730
	Assistant	\$4,446	\$4,588	\$4,730
Swimming:	Head	\$6,326	\$6,528	\$6,730
	Assistant	\$4,446	\$4,588	\$4,730
Winter Cheering:	Head	\$4,601	\$4,748	\$4,895
	Assistant	\$2,425	\$2,503	\$2,580

CALDWELL-WEST CALDWELL PUBLIC SCHOOLS

SCHEDULE B

ATHLETIC SALARIES 2003-2004

PAGE 2

<u>Sport</u>	<u>Position</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
Baseball:	Head	\$6,674	\$6,887	\$7,100
	Assistant	\$4,653	\$4,802	\$4,950
Softball:	Head	\$6,674	\$6,887	\$7,100
	Assistant	\$4,653	\$4,802	\$4,950
Tennis:	Head	\$5,452	\$5,626	\$5,800
	Assistant	\$3,807	\$3,929	\$4,050
Golf:	Head	\$3,873	\$3,996	\$4,120
Spring Track:	Head	\$6,674	\$6,887	\$7,100
	Coordinator	\$5,687	\$5,869	\$6,050
	Assistant	\$4,653	\$4,802	\$4,950
Lacrosse:	Head	\$6,674	\$6,887	\$7,100
	Assistant	\$4,653	\$4,802	\$4,950

CALDWELL-WEST CALDWELL PUBLIC SCHOOLS

SCHEDULE B

ATHLETIC SALARIES 2004-2005

<u>Sport</u>	<u>Position</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
Football:	Head	\$8,827	\$9,108	\$9,390
	Assistant	\$6,143	\$6,339	\$6,535
	Equipment Manager	\$2,557	\$2,638	\$2,720
Cross Country:	Head	\$6,580	\$6,790	\$7,000
	Assistant	\$4,620	\$4,768	\$4,915
Boys Soccer:	Head	\$6,928	\$7,149	\$7,370
	Assistant	\$4,827	\$4,981	\$5,135
Girls Soccer:	Head	\$6,928	\$7,149	\$7,370
	Assistant	\$4,827	\$4,981	\$5,135
Tennis:	Head	\$5,659	\$5,839	\$6,020
	Assistant	\$3,948	\$4,074	\$4,200
Girls Volleyball:	Head	\$6,928	\$7,149	\$7,370
	Assistant	\$4,827	\$4,981	\$5,135
Fall Cheering:	Varsity	\$3,925	\$4,050	\$4,175
	Junior Varsity	\$2,510	\$2,590	\$2,670
	Frosh	\$1,908	\$1,969	\$2,030
Boys Basketball:	Head	\$7,990	\$8,245	\$8,500
	Assistant	\$5,659	\$5,839	\$6,020
Girls Basketball:	Head	\$7,990	\$8,245	\$8,500
	Assistant	\$5,659	\$5,839	\$6,020
Wrestling:	Head	\$7,990	\$8,245	\$8,500
	Assistant	\$5,659	\$5,839	\$6,020
Bowling:	Head	\$2,858	\$2,949	\$3,040
Winter Track:	Head	\$6,580	\$6,790	\$7,000
	Assistant	\$4,620	\$4,768	\$4,915
Swimming:	Head	\$6,580	\$6,790	\$7,000
	Assistant	\$4,620	\$4,768	\$4,915
Winter Cheering:	Head	\$4,790	\$4,928	\$5,080
	Assistant	\$2,515	\$2,595	\$2,675

CALDWELL-WEST CALDWELL PUBLIC SCHOOLS

SCHEDULE B

ATHLETIC SALARIES 2004-2005

PAGE 2

<u>Sport</u>	<u>Position</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
Baseball:	Head	\$6,928	\$7,149	\$7,370
	Assistant	\$4,827	\$4,981	\$5,135
Softball:	Head	\$6,928	\$7,149	\$7,370
	Assistant	\$4,827	\$4,981	\$5,135
Tennis:	Head	\$5,659	\$5,839	\$6,020
	Assistant	\$3,948	\$4,074	\$4,200
Golf:	Head	\$4,019	\$4,147	\$4,275
Spring Track:	Head	\$6,928	\$7,149	\$7,370
	Coordinator	\$5,903	\$6,092	\$6,280
	Assistant	\$4,827	\$4,981	\$5,135
Lacrosse:	Head	\$6,928	\$7,149	\$7,370
	Assistant	\$4,827	\$4,981	\$5,135

CALDWELL-WEST CALDWELL PUBLIC SCHOOLS

SCHEDULE B

ATHLETIC SALARIES 2005-2006

<u>Sport</u>	<u>Position</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
Football:	Head	\$9,180	\$9,473	\$9,766
	Assistant	\$6,388	\$6,592	\$6,796
	Equipment Manager	\$2,658	\$2,743	\$2,828
Cross Country:	Head	\$6,843	\$7,062	\$7,280
	Assistant	\$4,805	\$4,959	\$5,112
Boys Soccer:	Head	\$7,205	\$7,435	\$7,665
	Assistant	\$5,020	\$5,180	\$5,340
Girls Soccer:	Head	\$7,205	\$7,435	\$7,665
	Assistant	\$5,020	\$5,180	\$5,340
Tennis:	Head	\$5,885	\$6,073	\$6,261
	Assistant	\$4,106	\$4,237	\$4,368
Girls Volleyball:	Head	\$7,205	\$7,435	\$7,665
	Assistant	\$5,020	\$5,180	\$5,340
Fall Cheering:	Varsity	\$4,081	\$4,212	\$4,342
	Junior Varsity	\$2,610	\$2,694	\$2,777
	Frosh	\$1,984	\$2,048	\$2,111
Boys Basketball:	Head	\$8,310	\$8,575	\$8,840
	Assistant	\$5,885	\$6,073	\$6,261
Girls Basketball:	Head	\$8,310	\$8,575	\$8,840
	Assistant	\$5,885	\$6,073	\$6,261
Wrestling:	Head	\$8,310	\$8,575	\$8,840
	Assistant	\$5,885	\$6,073	\$6,261
Bowling:	Head	\$2,972	\$3,067	\$3,162
Winter Track:	Head	\$6,843	\$7,062	\$7,280
	Assistant	\$4,805	\$4,959	\$5,112
Swimming:	Head	\$6,843	\$7,062	\$7,280
	Assistant	\$4,805	\$4,959	\$5,112
Winter Cheering:	Head	\$4,966	\$5,125	\$5,283
	Assistant	\$2,615	\$2,699	\$2,782

CALDWELL-WEST CALDWELL PUBLIC SCHOOLS

SCHEDULE B

ATHLETIC SALARIES 2005-2006

PAGE 2

<u>Sport</u>	<u>Position</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
Baseball:	Head	\$7,205	\$7,435	\$7,665
	Assistant	\$5,020	\$5,180	\$5,340
Softball:	Head	\$7,205	\$7,435	\$7,665
	Assistant	\$5,020	\$5,180	\$5,340
Tennis:	Head	\$5,885	\$6,073	\$6,261
	Assistant	\$4,106	\$4,237	\$4,368
Golf:	Head	\$4,179	\$4,313	\$4,446
Spring Track:	Head	\$7,205	\$7,435	\$7,665
	Coordinator	\$6,139	\$6,335	\$6,531
	Assistant	\$5,020	\$5,180	\$5,340
Lacrosse:	Head	\$7,205	\$7,435	\$7,665
	Assistant	\$5,020	\$5,180	\$5,340

CALDWELL-WEST CALDWELL PUBLIC SCHOOLS

SCHEDULE C

NON-ATHLETIC SALARIES 2003-2004

James Caldwell High School

<u>Position</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Department Coordinator			\$4,200
Class Advisors (12)	\$4,282	\$4,419	\$4,600
Class Advisors (11)	\$4,282	\$4,419	\$4,600
Class Advisors (10)	\$3,262	\$3,366	\$3,500
Class Advisor (9)	\$3,262	\$3,366	\$3,500
Nursing Coordinator	\$1,926	\$1,987	\$2,100
Environmental Club	\$1,580	\$1,625	\$1,675
Subject/Career Clubs	\$1,340	\$1,360	\$1,400
Key Club	\$3,666	\$3,670	\$3,750
Yearbook	\$5,044	\$5,205	\$5,360
Marching Unit Advisor	\$3,439	\$3,549	\$3,700
Madrigal Singers	\$1,640	\$1,693	\$1,745
Project Help	\$2,021	\$2,086	\$2,250
Student Council	\$2,029	\$2,170	\$2,235
Women of Note	\$1,527	\$1,576	\$1,650
Retro Men	\$1,527	\$1,576	\$1,650
Music Ensembles	\$1,527	\$1,576	\$1,624
Pep Band Director	\$3,693	\$3,875	\$3,975
School Production	\$4,559	\$4,705	\$4,850
Set Productions	\$1,368	\$1,411	\$1,500
Science and Technology	\$1,260	\$1,275	\$1,300
Chemistry Olympics	\$1,260	\$1,275	\$1,300
Detention Supervisor	\$2,580	\$2,600	\$2,700
Mock Trial	\$1,580	\$1,625	\$1,675
Literary Magazine	\$2,112	\$2,179	\$2,250
Newspaper	\$5,044	\$5,205	\$5,360
National Honor Society	\$1,995	\$2,008	\$2,070
Jazz Band	\$1,642	\$1,695	\$1,750
Orchestral Director	\$2,151	\$2,219	\$2,290
Choral Director	\$2,151	\$2,219	\$2,290

SCHEDULE C

NON-ATHLETIC SALARIES 2003-2004

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Grover Cleveland Middle School

<u>Position</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Team Leaders	\$6,400	\$6,600	\$6,800
Subject/Career Clubs	\$1,340	\$1,360	\$1,400
Yearbook	\$3,435	\$3,545	\$3,655
Builders Club	\$1,580	\$1,625	\$1,675
Newspaper	\$3,240	\$3,290	\$3,360
Dance Coordinator	\$930	\$945	\$960
Detention Supervisor	\$2,580	\$2,600	\$2,700
Set Production	\$1,368	\$1,411	\$1,500
Student Council	\$2,029	\$2,170	\$2,235
Con Brio Players	\$1,527	\$1,576	\$1,650
Jazz Band	\$1,642	\$1,695	\$1,750
AV Coordinator	\$2,957	\$3,052	\$3,145
School Production	\$2,425	\$2,503	\$2,600
Child Study Team	\$2,048	\$2,113	\$2,179

CALDWELL-WEST CALDWELL PUBLIC SCHOOLS

SCHEDULE C

NON-ATHLETIC SALARIES 2004-2005

James Caldwell High School

<u>Position</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Department Coordinator			\$4,350
Class Advisors (12)	\$4,418	\$4,559	\$4,700
Class Advisors (11)	\$4,418	\$4,559	\$4,700
Class Advisors (10)	\$3,384	\$3,492	\$3,600
Class Advisor (9)	\$3,384	\$3,492	\$3,600
Nursing Coordinator	\$2,049	\$2,115	\$2,180
Environmental Club	\$1,636	\$1,688	\$1,740
Subject/Career Clubs	\$1,363	\$1,407	\$1,450
Key Club	\$3,596	\$3,710	\$3,825
Yearbook	\$5,217	\$5,384	\$5,550
Marching Unit Advisor	\$3,549	\$3,662	\$3,775
Madrigal Singers	\$1,692	\$1,746	\$1,800
Project Help	\$2,256	\$2,328	\$2,400
Student Council	\$2,162	\$2,231	\$2,300
Women of Note	\$1,607	\$1,659	\$1,710
Retro Men	\$1,607	\$1,659	\$1,710
Music Ensembles	\$1,579	\$1,630	\$1,680
Pep Band Director	\$3,807	\$3,929	\$4,050
School Production	\$4,700	\$4,850	\$5,000
Set Productions	\$1,457	\$1,504	\$1,550
Science and Technology	\$1,269	\$1,310	\$1,350
Chemistry Olympics	\$1,269	\$1,310	\$1,350
Detention Supervisor	\$2,632	\$2,716	\$2,800
Mock Trial	\$1,636	\$1,688	\$1,740
Literary Magazine	\$2,209	\$2,280	\$2,350
Newspaper	\$5,217	\$5,384	\$5,550
National Honor Society	\$1,974	\$2,037	\$2,100
Jazz Band	\$1,711	\$1,765	\$1,820
Orchestral Director	\$2,237	\$2,308	\$2,380
Choral Director	\$2,237	\$2,308	\$2,380

SCHEDULE C

NON-ATHLETIC SALARIES 2004-2005

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Grover Cleveland Middle School

<u>Position</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Team Leaders	\$6,486	\$6,693	\$6,900
Subject/Career Clubs	\$1,363	\$1,407	\$1,450
Yearbook	\$3,572	\$3,686	\$3,800
Builders Club	\$1,636	\$1,688	\$1,740
Newspaper	\$3,252	\$3,356	\$3,460
Dance Coordinator	\$931	\$960	\$990
Detention Supervisor	\$2,632	\$2,716	\$2,800
Set Production	\$1,457	\$1,504	\$1,550
Student Council	\$2,162	\$2,231	\$2,300
Con Brio Players	\$1,607	\$1,659	\$1,710
Jazz Band	\$1,711	\$1,765	\$1,820
AV Coordinator	\$3,055	\$3,153	\$3,250
School Production	\$2,538	\$2,619	\$2,700
Child Study Team	\$2,134	\$2,202	\$2,270

CALDWELL-WEST CALDWELL PUBLIC SCHOOLS

SCHEDULE C

NON-ATHLETIC SALARIES 2005-2006

James Caldwell High School

<u>Position</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Department Coordinator			\$4,550
Class Advisors (12)	\$4,578	\$4,724	\$4,870
Class Advisors (11)	\$4,578	\$4,724	\$4,870
Class Advisors (10)	\$3,511	\$3,623	\$3,735
Class Advisor (9)	\$3,511	\$3,623	\$3,735
Nursing Coordinator	\$2,124	\$2,192	\$2,260
Environmental Club	\$1,739	\$1,795	\$1,850
Subject/Career Clubs	\$1,410	\$1,455	\$1,500
Key Club	\$3,666	\$3,783	\$3,900
Yearbook	\$5,396	\$5,568	\$5,740
Marching Unit Advisor	\$3,666	\$3,783	\$3,900
Madrigal Singers	\$1,786	\$1,843	\$1,900
Project Help	\$2,444	\$2,522	\$2,600
Student Council	\$2,237	\$2,309	\$2,380
Women of Note	\$1,692	\$1,746	\$1,800
Retro Men	\$1,692	\$1,746	\$1,800
Music Ensembles	\$1,645	\$1,698	\$1,750
Pep Band Director	\$3,939	\$4,064	\$4,190
School Production	\$4,865	\$5,020	\$5,175
Set Productions	\$1,504	\$1,552	\$1,600
Science and Technology	\$1,316	\$1,358	\$1,400
Chemistry Olympics	\$1,316	\$1,358	\$1,400
Detention Supervisor	\$2,726	\$2,813	\$2,900
Mock Trial	\$1,739	\$1,795	\$1,850
Literary Magazine	\$2,303	\$2,377	\$2,450
Newspaper	\$5,396	\$5,568	\$5,740
National Honor Society	\$2,021	\$2,086	\$2,150
Jazz Band	\$1,786	\$1,843	\$1,900
Orchestral Director	\$2,317	\$2,391	\$2,465
Choral Director	\$2,317	\$2,391	\$2,465

SCHEDULE C

NON-ATHLETIC SALARIES 2005-2006

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Grover Cleveland Middle School

<u>Position</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Team Leaders	\$6,674	\$6,887	\$7,100
Subject/Career Clubs	\$1,410	\$1,455	\$1,500
Yearbook	\$3,713	\$3,832	\$3,950
Builders Club	\$1,739	\$1,795	\$1,850
Newspaper	\$3,365	\$3,473	\$3,580
Dance Coordinator	\$963	\$994	\$1,025
Detention Supervisor	\$2,726	\$2,813	\$2,900
Set Production	\$1,504	\$1,552	\$1,600
Student Council	\$2,237	\$2,309	\$2,380
Con Brio Players	\$1,692	\$1,746	\$1,800
Jazz Band	\$1,786	\$1,843	\$1,900
AV Coordinator	\$3,158	\$3,259	\$3,360
School Production	\$2,820	\$2,910	\$3,000
Child Study Team	\$2,209	\$2,280	\$2,350

CALDWELL-WEST CALDWELL PUBLIC SCHOOLS

HOURLY RATES

2003-04, 2004-05, 2005-06

	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>
Hourly Rate:	\$30.42	\$31.64	\$32.90
Van Driver Round Trip (Athletic Events)	\$96.60	\$97.34	\$101.24
Outdoor Education	\$158.34	\$164.67	\$171.26

Music Lessons/Accompanist	Hourly Rate
Chaperones (Dance or Other)	Hourly Rate
Library Supervisor	Hourly Rate
Weight Room Supervisor	Hourly Rate
Aerobics/Weight Lifting	Hourly Rate
Bowling	Hourly Rate
Tennis Club	Hourly Rate
Assembly Programs – Grover Cleveland Middle School	Hourly Rate