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# **BRIDGETON PUBLIC SCHOOLS**

Bridgeton, New Jersey 08302

**AGREEMENT BETWEEN**

**BRIDGETON BOARD OF EDUCATION**

**AND**

**BRIDGETON EDUCATION ASSOCIATION**

**FOR SCHOOL YEARS 2015-2018**

**(Beginning July 1, 2015 - Ending June 30, 2018)**

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## **ARTICLE I**

### **RECOGNITION**

- 1.1** The Bridgeton Board of Education, hereinafter called the Board, hereby recognizes the Bridgeton Education Association, hereinafter called the BEA, as the majority and exclusive representative of Teachers, Master Teachers, Physical Therapists, Speech Therapists, Librarians, School Nurses, Secretaries, Guidance Counselors, Psychologists, Child Study Team Social Workers, Non-Child Study Team Social Workers, Learning Disability Teacher Consultants, Substance Awareness Coordinators, Preschool Intervention and Referral Team, Cafeteria Workers (exclusive of the Cafeteria Managers), Technology Coordinators, Facilitators and Athletic Trainer for the purpose of collective negotiation concerning terms and conditions of employment.
- 1.2** Unless otherwise indicated, the term, "employee," when used hereinafter shall mean all employees eligible for representation by the BEA; and references to male employees shall include female employees as well.
- 1.3** The negotiation unit as defined in 1.1 comprehends employees on authorized leaves of absence as well as employees under contract.
- 1.4** No substitute employees specifically mentioned in 1.1 shall be included in the negotiating unit.
- 1.5**
- (a)** Only classes of employees specifically mentioned in 1.1 shall be included in the negotiating unit
  - (b)** Pursuant to N.J.S.A. 34:13A-(g), the following positions are excluded from representation by the BEA:
    - (1)** Secretary to the Superintendent
    - (2)** Secretary to the Business Administrator
    - (3)** Secretary to the Assistant Superintendent
    - (4)** Secretary to the Human Resource Administrator
    - (5)** Payroll Manager
    - (6)** 12-Month Secretary to the Superintendent  
(backup to the Secretary)
    - (7)** Secretary to the Affirmative Action Officer
    - (8)** Benefits Manager

## **ARTICLE II**

### **NEGOTIATION PROCEDURES**

- 2.1 The Board and the BEA agree to enter into collective negotiations over a Successor Agreement in a good-faith effort to reach agreement on all negotiable matters concerning terms and conditions of employment.**
- 2.2 The BEA shall submit to the Board a complete list of negotiations proposals for the complete Successor Agreement to this document at the first negotiating session between the parties which shall be held no later than 120 days prior to the Board's budget submission date.**
- 2.3 The Board shall not be obligated to negotiate any additional demands submitted to it after the initial proposal of the BEA is received by the Board or its designee.**
- 2.4 Neither the Board nor the BEA shall have any control over selection of the negotiating team of the other party.**
- 2.5 During negotiations the Board and the BEA negotiating teams shall have the right to present relevant data, to exchange points of view and to make proposals and counter proposals.**
- 2.6 The Board shall make available to the BEA, upon specific request, all records, data and information of the Bridgeton, New Jersey School District that the Board and the BEA deem pertinent to the negotiations.**
- 2.7 Any Successor Agreement shall apply to the all employees in the negotiating unit.**
- 2.8 Any Successor Agreement shall be reduced to writing and adopted and signed by the BEA and the Board.**
- 2.9 This Agreement shall not be modified in whole or part by the parties, except by an instrument in writing and duly executed by both parties.**
- 2.10 Any aspect of an experimental program or other project which could affect the terms and conditions of teacher employment shall be negotiated with the BEA before implementation.**

## **ARTICLE III**

### **GRIEVANCE PROCEDURE**

- 3.1** A grievance shall mean an allegation by an employee or employees in the bargaining unit, BEA, that a section of this agreement has been violated or an appeal resulting from an administrative decision affecting employees in the bargaining unit.
- 3.2** **PROCEDURE**
- 3.2.1** Step 1 - Any employee who has a grievance shall discuss it first with his immediate supervisor in an attempt to resolve it informally within thirty (30) calendar days after the act which caused the grievance.
- 3.2.2** Step 2- If the aggrieved employee is not satisfied with the results of Step 1, within ten (10) school days after Step 1 above, he shall set forth his complaint in writing to the building principal stating the date, time (if applicable), place and Article of the Board and BEA Agreement or policy which he feels has been misinterpreted, violated or inequitably applied. Within three (3) school days after receipt of the written complaint the principal shall communicate his decision in writing to the employee, giving reasons for his decision. A copy of the decision shall be sent to the Chairman of the Professional Rights and Responsibilities Committee (PR&R) of the BEA.
- 3.2.3** Step 3 - If the aggrieved employee does not accept the decision rendered in Step 2, within five (5) school days after receipt of the decision, he shall appeal the decision to the Superintendent of Schools. The appeal must be in writing, setting forth the grievance and the aggrieved employee's reason for not accepting the decision rendered in Step 2. Within five (5) school days after receipt of the appeal, the Superintendent of Schools shall communicate his decision in writing to the employee, giving reasons for his decision. A copy of the decision shall be sent to the Chairman of the PR&R.
- 3.2.4.** Step 4 - If the aggrieved employee does not accept the decision rendered in Step 3, the grievance may be submitted to the PR&R Committee for review. Within ten (10) school days after the decision of Step 3 is rendered, the PR&R Committee shall determine whether or not the grievance has or might have merit. (a) If the PR&R Committee determines that the grievance has or might have merit, it shall recommend that the decision rendered in Step 3 be appealed to the Board. (b) If the PR&R Committee determines that the grievance is without merit, it shall so advise the employee and a copy of its findings shall be sent to the Superintendent of Schools. (c) If the aggrieved employee is dissatisfied with the findings of the PR&R Committee, he shall have the right to appeal the decision rendered in Step 3 to the Board. (d) If the aggrieved employee does not accept the decision rendered in Step 3, he

### ARTICLE III (CONTINUED)

may appeal it to the Board directly without having the grievance reviewed by the PR&R Committee. (e) Any appeal to the Board shall be within fifteen (15) school days after the decision in Step 3 is rendered and shall be in writing, stating the grievance and the reasons for not accepting the decision rendered in Step 3. (f) Within fifteen (15) days after hearing the grievance, the Board shall communicate its decision in writing to the employee, giving reasons for its decision. A copy of the decision shall be sent to the PR&R Committee.

3.2.5 Step 5 - If the aggrieved employee does not accept the Board's decision rendered in Step 4 within five (5) school days after the decision in Step 4 is rendered, he shall request in writing that the Chairman of the PR&R Committee submit his grievance to arbitration. A copy of such request shall be sent to the Superintendent of Schools. (a) If the PR&R Committee determines that the request is meritorious, it shall notify the Board of its intent to submit the grievance to arbitration no later than fifteen (15) school days after receipt of the request from the aggrieved employee (b) Within ten (10) school days after such written notice, the Board and the PR&R Committee shall attempt to agree on a mutually acceptable arbitrator and shall obtain commitment from said arbitrator to serve. (c) If the parties are unable to agree on an arbitrator or to obtain a commitment from an agreeable arbitrator within a specified period, a request shall be made to the Public Employment Relation Commission to submit a roster of the persons qualified to function as an arbitrator in the dispute in question. (d) If the parties are unable to pick a mutually acceptable arbitrator from the submitted list, they shall request the Public Employment Relation Commission to submit a second list of names. (e) If the parties are unable to agree on a mutually acceptable arbitrator within ten (10) days after the second roster of names is received, either party may request that the Public Employment Relation Commission designate an arbitrator. (f) The arbitrator shall render a decision based on the issues submitted to him and shall consider nothing else. He can add nothing to, nor subtract anything from, the Agreement between the Board and the BEA. The arbitrator shall be without the power or authority to make any decision which requires the commission of an act prohibited by law or which violates the terms of this Agreement. The arbitrator shall render his decision not later than twenty (20) days after hearings have been completed. It shall be in writing and shall give his findings and reasons for the decision. The decision of the arbitrator shall be final and binding on both parties. (g) Only the Board and the aggrieved employee and his representative shall receive copies of the arbitrator's decision. (h) Fees and expenses of the arbitrator, including costs of the hearing room, shall be shared equally by both parties.

### **ARTICLE III (CONTINUED)**

Each party shall bear the expenses incurred by themselves. (f) If the arbitration proceedings required the aggrieved employee or his/their Board-employed representatives to leave their regular places of employment, and if their absence necessitates the services of a substitute employee, the Board will pay the cost of the substitutes; but the time lost by the aggrieved employee and his representatives shall be without pay.

- 3.2.6 Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved employee to proceed to the next step. Failure at any step of this procedure to appeal a decision within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.
- 3.2.7 Any aggrieved employee may be represented at any or all steps of this procedure by himself or, at his option, by a representative selected by the BEA. The BEA shall have the right to be present and to state its view at all steps of the proceedings.
- 3.3 No reprisals of any kind shall be taken by the Board or by the School Administration against any employee represented by the BEA for his having participated in grievance proceedings.
- 3.4 All documents, communications and records dealing with the processing of a grievance shall not be kept in the personnel file of the participants.
- 3.5 Forms for filing grievances, serving notices, filing appeals, making reports and recommendations, and other necessary documents shall be prepared jointly by the Superintendent of Schools and the BEA and given appropriate distribution in order to facilitate smooth functioning of the grievance procedure.
- 3.6 All meetings and hearings under this grievance procedure shall not be conducted in public and shall be attended only by the parties and/or representatives and a representative of the BEA.

## ARTICLE IV

### EMPLOYER RIGHTS

- 4.1 Nothing contained herein shall be construed to deny or restrict to any employee such rights as he may have under New Jersey School law or other applicable laws and regulations. The rights granted to employees hereunder shall be deemed to be in addition to those provided elsewhere.
- 4.2 No employee shall be disciplined, reprimanded, reduced in rank or compensation, or deprived of any professional advantage without just cause. Any such action asserted by the Board or any agent or representative thereof, shall be subject to the grievance procedure set forth in Article III.
- 4.3 Whenever any employee is required to appear before the Superintendent, Board or any committee or member thereof concerning any matter which could adversely affect the continuation of that employee in his office, position, employment, or salary or any increments pertaining thereto, then he shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a representative of the BEA present to advise him and to represent him during such meeting or interview.
- 4.4 All professional employees shall follow the guidelines regarding curriculum, grading and promotion of students as promulgated by the Board. The teachers shall maintain the exclusive right and responsibility to determine grades and other instructional evaluations of students. No grade or instructional evaluation shall be changed until the teacher is consulted on the proposed alteration and such change shall have been deemed warranted by the administrator.
- When any grade change or promotion or retention change is deemed warranted by an administrator, any and all documents wherein the grade change is made shall be signed by the administrator making said grade change.
- 4.5 Any question or criticism by a supervisor, administrator or board member of a teacher and his instructional methodology shall be made in confidence and not in the presence of peers, students, parents or other public gatherings.
- 4.6 No observations or evaluations of any teacher shall be made by any person not possessing a supervisory certificate issued by the State Board of Education. Those who do evaluate must be employed in a supervisory or applicable administrative capacity.



## **ARTICLE V**

### **BEA RIGHTS AND PRIVILEGES**

- 5.1 The Board agrees to furnish to the BEA in response to specific and reasonable requests available information concerning the financial resources of the district, including annual financial reports, school audits, register of certificated personnel, enrollment data, names and addresses of all employees and agenda and minutes of all public meetings.
- 5.2 Whenever any representative of the BEA or any employee is mutually scheduled by the parties to participate during work hours in negotiations, grievance proceedings, conferences or meetings, he shall suffer no loss in pay except as mentioned in Article III.
- 5.3 Representatives of the BEA, the New Jersey Education Association and the National Education Association, with the permission of the Superintendent, shall be permitted to transact official business on school property provided that this shall not interfere with or interrupt normal school operations.
- 5.4 The BEA and its representatives shall have the privilege of using school buildings at all reasonable hours for meetings. Approval of the Superintendent shall be required. The Superintendent will notify the building principal.
- 5.5 The BEA shall have the use of a bulletin board in each school building. Locations of the BEA bulletin boards shall be mutually decided by the BEA and building principals. The BEA shall also be assigned adequate space for BEA notices on bulletin boards in the central offices. Copies of all materials to be posted on the bulletin boards shall be given to the building principal before the material is posted. The parties acknowledge that the building principal has the authority to permit or deny the posting of any material.
- 5.6 The BEA shall have the right to the use of the inter-school mail facilities and school mailboxes as it deems necessary and without approval of the building principal or other members of the Administration.
- 5.7 The rights and privileges of the BEA and its representatives as set forth in the Agreement shall be granted only to the BEA as the majority and exclusive representative of employees eligible for representation by the negotiating unit as defined in Article I.
- 5.8 **Representation Fee**  
The Board agrees to withdraw a Representation Fee in the manner of automatic payroll deduction from the pay of employees certified by the BEA and/or NJEA as non-members. The Representation Fee to be paid by non-members will be determined by the Association in accordance with the law. Non-members are those

**ARTICLE V (CONTINUED)**

eligible to join the Uniting Teaching Profession but do not join and/or are covered under the recognition clause in Article 1.1.

The BEA and/or the NJEA shall notify the Board on or before October 30 of each school year of who are non-members. The BEA and/or the NJEA shall notify the Board of changes or additions in member/non-member status throughout the year so that the Representation Fee can be deducted or canceled, whichever is applicable.

The BEA and/or the NJEA shall notify the Board of the amount of yearly total dues on or before October 30 of each school year.

The Association agrees to indemnify and hold the Board harmless against any liability which may arise by reason of any action taken by the Board as it applies to this Article.

**ARTICLE VI**

**TEACHERS' WORK YEAR AND EMPLOYMENT**

- 6.1 The teacher's work year shall be composed of no more than 186 instructional and/or in-service days for all teachers and four (4) additional orientation days without additional pay for all teachers new to the district.
- 6.2 Employee attendance shall not be required whenever student attendance is not required due to inclement weather, except in emergency situations.
- 6.3 Teachers working in excess of the contractual day or the work year will be compensated in the following amounts per hour:  
BA - \$28.00 MA \$31.00 DR - \$34.00
- 6.4 For the purpose of computing salaries, new employees shall be given credit as per Board Policy for outside employment gained in a duly accredited school. Employees shall be given credit as required by law for military service.
- 6.5 No new employee, covered by this agreement, shall be placed on a step higher than an employee with the same years experience.
- 6.6 Employees shall be notified of their contract and salary status for the ensuing year no later than May 15.
- 6.7 Employees will not be required to transport a student without a written direction from the Superintendent of Schools or his/her designee.
- 6.8 Psychologists, Child Study Team Social Workers, Non-Child Study Team Social Workers, Learning Disability Teacher Consultants work year shall be no more than 196 instructional and/or in-service days for all members and four (4) additional orientation days without additional pay for all members new to the district.

The balance of the 196 days that extend beyond the confines of the school calendar shall be scheduled contiguously to the beginning and/or end of the school calendar. Members shall receive notice of the commencement date of work no later than May 30<sup>th</sup>.

Any district wide modified summer work week adopted by the board, employees covered under this section will conform to that schedule, but will complete their allotted amount of hours without additional compensation provided it does not violate any state or federal law with regard to overtime.

**6.9 All employees listed in 6.8 employed during the summer shall be paid on a per case basis according to the following rates and schedules.**

**A. Employees with a Masters or Ph.D. Degree:**

- (1) \$200.00 upon completion of the eligibility conference and formal evaluation including full procedure and report (psychological evaluation, LDTC learning evaluation and social history).**
- (2) Re-evaluations in which there is a review and no further assessment is required shall be paid at the rate of \$75.00.**
- (3) Re-evaluations in which further assessment and a formal report is required shall be paid at the rate of \$200.00.**
- (4) \$75.00 upon completion of the IEP meeting and development and placement determination.**

**B. Employees with a Bachelors Degree:**

- (1) \$180.00 upon completion of the eligibility conference and formal evaluation, including full procedure and report (psychological evaluation, LDTC learning evaluation and social history).**
- (2) Re-evaluations in which there is a review and no further assessment is required shall be paid at the rate of \$65.00.**
- (3) Re-evaluations in which further assessment and a formal report is required shall be paid at the rate of \$180.00.**
- (4) \$65.00 upon completion of the IEP meeting and development and placement determination.**

**C. IEP and Placement determination shall be completed for each case no later than ten (10) working days from the start of the Teachers School Calendar.**

**D. Employees listed in 6.8 shall have the first opportunity to apply for summer work listed in 6.9.**

## **ARTICLE VII**

### **TEACHING HOURS AND LOAD**

- 7.1 Teachers shall not be required to report for duty earlier than fifteen (15) minutes before the opening of the pupils' day and shall be permitted to leave not later than thirty (30) minutes after the close of the pupils' school day in each building. The teachers' workday shall be as follows except as noted in Article 7.5.**
- High School: 7 hours, 30 minutes**
- Elementary: 7 hours, 30 minutes, effective September 2013 for the additional 15 minutes and shall be non-instructional time.**
- All Non-Teaching Specialists assigned to the Administrative Office Building will work from 8:00 AM to 4:00 PM. Employees will be assigned to the Administrative Building at the discretion of the Superintendent of Schools or his/her designee. Those employees assigned to individual school buildings will work a seven and one half (7 ½) hour day in coordination with the assigned building's hours and will receive a 30 minutes duty free lunch period. Itinerant personnel will be required to give destination upon leaving the building during working hours. Employees will sign in and out in the main office when visiting district building sites.**
- 7.2 Teachers shall have a duty-free lunch scheduled at the regular times as students; but in NO instance shall a teacher's duty-free lunch period be less than thirty (30) minutes.**
- 7.3 Prep time is defined as that time during the regular workday, excluding lunch, when the certificated staff member is not assigned pupils for instruction in a class, and she/he is not assigned a duty (i.e., lunch duty, hall duty, playground duty, homeroom, etc.) All teachers shall receive two hundred (200) minutes preparation time per five (5) full day week. For each full length day, the prep period will consist of forty (40) continuous minutes. Preparation time shall continue to be used for supervisor-teacher meetings, parent-teacher meetings and teacher committee meetings as well as other uses to which prep time has been devoted. Any questions regarding the appropriate use of prep time shall be determined by the Superintendent of Schools in her/his sole discretion.**
- "Prep Time" applies to teaching staff members who are:**
- **Being primarily guided in their work by the board approved Teacher Job Description and whose position has no additional job description.**
  - **Assigned a daily instructional schedule with specified time to teach pupils**
  - **Responsible for submitting lesson plans to his/her supervisor which cover at least one week and include the three major components of a lesson plan**

## ARTICLE VII (CONTINUED)

- Responsible for preparing "Emergency Lesson Plans" for use in the event of his/her sudden absence.
- Assigned primary responsibility for teaching a specific core curriculum content area
- Responsible for assessing pupil academic performance on a daily basis
- Responsible for assigning pupil grades (i.e., A, B, C, D, F, O, S, U) indicating individual pupil performance
- Accountable for the Indicators of Pupil Progress described in the Annual Performance Report, including but not limited to pupil grades, standardized test scores, grade book, lesson plans, tests, quizzes, etc.)
- Meets with supervisors, staff, parents, etc. to review and discuss pupil performance in class and related issues.

No more than eight hundred (800) minutes of prep time per school year shall be used for Child Study Team meetings, and no more than one hundred (100) of those prep minutes shall be used in any one month.

In the event that a K through 12 teacher is required to supervise pupils for the full forty (40) minutes preparation period due to lack of substitutes or other administrative assignment which results in a reduction of weekly preparation time to one hundred-sixty (160) minutes or less in the school year, the following shall apply:

When a teacher has lost a preparation period, the teacher shall be paid \$18.00 for the loss of that period. There will be no combining or merging of classes. This eliminates all other forms of compensation. This excludes the closing of the library on the first and last student day of school as well as the first and last day for art, music and physical education.

- 7.4 Staff will be required to attend back to school night. Staff will be required to attend parent conferences according to a district wide schedule. On one-session days when parent conferences are scheduled for the evening, staff may leave immediately after, "walkers," and bus pupils have departed the school grounds.
- 7.5 Teachers may be required to attend two (2) after school meetings a month extending forty-five (45) minutes after the end of the contractual teacher workday. Such meetings shall be scheduled at the discretion of the principal or administration, with a minimum of forty-eight (48) hours notice.
- 7.6 School nurses shall not be required to provide SGOs unless amended by state law.

## **ARTICLE VIII**

### **EVALUATION**

- 8.1** Tenured teachers shall be observed by appropriate certificated personnel. Observations will be limited to one (1) per day per teacher. Observations shall be conducted openly and with full knowledge of the teacher. Observations shall not occur before October 1<sup>st</sup>. In addition, there shall be an annual total performance evaluation of the teacher as an employee of the Board of Education. Observations shall be in accordance with "Achieve New Jersey," N.J.S.A. 18A:6-117 et. seq. and N.J.A.C. 6A:10-1.1 et. seq.
- The evaluator, upon request, will provide methods to correct any areas in need of improvement. A pre-conference shall be held to enable the evaluator to become aware of the instructional period within which the observation will take place. Said pre-conference shall be held at least three (3) days, but not more than five (5) days prior to the observation/evaluation. This does not preclude an unannounced observation.
- 8.2** Each of the observations shall be followed by a conference between the administrative/supervisory staff member who has made the observation and the tenured staff member within ten (10) working days. The teacher will receive a copy of the written evaluation a minimum of one (1) day prior to the conference. Both parties to such conference will sign the complete written evaluation report and retain a copy for his/her records. The tenured staff member shall have the right to submit his/her disclaimer of such evaluation within ten (10) working days following the conference, and such disclaimer shall be attached to each party's copy of the evaluation report.
- 8.3** Secretaries and Cafeteria Personnel shall be evaluated by the appropriate supervisor. The individual will receive a copy of the written evaluation a minimum of one day prior to the conference. Both parties to such conference will sign the completed written evaluation report and retain a copy for their records. Unit members shall have the right to submit his/her rebuttal of such evaluation within ten (10) working days following the conference, and such disclaimer shall be attached to each party's copy of the evaluation report.

**ARTICLE IX**

**FRINGE BENEFITS**

- 9.1 The Board shall give written notification at the time of hiring of all employees new to the district that the responsibility for filling out the proper cards rests with the employee. No employee shall be covered unless he has requested coverage and has signed the necessary documents.
- 9.2 The Board shall provide medical coverage with a provider at the discretion of the board for the employee, family and dependent coverage where eligible. Employee contributions will go to tier four of the Chapter 78 employee contribution table in the first year of the contract and will remain at tier four for the balance of the contract. Such premium payments shall be for the full twelve (12) month period of the coverage year, and continue every year thereafter for all employees covered by this Agreement.

To be eligible for benefits, an employee must work a minimum of 30 hours per week.

Design 8 - \$10 Primary Care Physician Copay, \$10 Specialist Copay, \$50

Emergency Room Copay, \$100 Out Patient Surgery Copay

Design 9 - \$15 Primary Care Physician Copay, \$20 Specialist Copay, \$50

Emergency Room Copay, \$100 Out Patient Surgery Copay

Urgent Care Copay remains the same as Specialist Copay

Core A - \$25 Primary Care Physician Copay, \$40 Specialist Copay, \$100

Emergency Room Copay, \$200 In Patient Copay (5 days max)

Core B - \$20 Primary Care Physician Copay, \$30 Specialist Copay, \$100

Emergency Room Copay, \$100 In Patient Copay (5 days max)

- 9.3 The Board agrees to pay full family drug and prescription plan (Retail Copay \$10 Generic/\$20 Preferred Brand, Mail Order Copay \$10 Generic/\$20 Preferred Brand; Mandatory Mail Order for Maintenance Medications/Mandatory Mail Order for Specialty Medications Program) for all employees. Employee contributions will go to tier four of the Chapter 78 employee contribution table in the first year of the contract and will remain at tier four for the balance of the contract. Carrier to be named by the Board.
- 9.4 The Board shall provide Full Family Dental Plan for all eligible employees in the bargaining unit. Carrier to be named by the Board. Employee contributions will go to tier four of the Chapter 78 employee contribution table in the first year of the contract and will remain at tier four for the balance of the contract. Said plan shall provide the following:



**ARTICLE IX (CONTINUED)**

**(1) 100% / 50% / 50% Plan:**

**\*100% Preventative & Diagnostic**

**\*50% Treatment & Therapy, Periodontal, Oral Surgery (basic)**

**\*50% Prosthodontics, Onlays/Crowns, Orthodontia .**

**(2) \$50 Single/\$150 Family Deductible**

**(3) \$1,000 Maximum Benefit for each family member per year**

**(4) Orthodontic Coverage not to exceed a maximum of \$1,500 per lifetime**

**9.5** An employee may elect to forego medical health benefits (not including prescription and dental) and receive a cash payment of \$3,500 at the end of June each school year pursuant to the provisions outlined below. Said payment is not part of the employee's salary nor is it pensionable. The Board shall establish a Section 125 plan. The individual unit member is responsible for all tax liability.

- The employee must opt out of the medical insurance for the entire school year.
- The employee must demonstrate, in writing that he/she has alternative health coverage prior to opting out.
- An employee who opts out may only restore coverage during the course of the year in which coverage was declined based upon the provisions outlined below

An employee who has waived his/her medical benefit coverage will be allowed to restore such coverage on an immediate basis, without the necessity of a health questionnaire for the employee or his/her family members, in the event of a hardship and without exemption for pre-existing conditions.

Reentry to medical health benefit coverage for reason of hardship applies in the follow situations that result in the loss of medical health benefits coverage through the employee's spouse:

- Termination of employment (proof of termination of benefits required)
- Legal Separation (a copy of decree is required)
- Group contract/policy terminated (proof of termination of benefits required)
- Disability of spouse which eliminates benefits (proof of termination of benefits required)
- Divorce (a copy of the decree is required)
- Death of Spouse (a copy of death certificate is required)
- Military Discharge (a copy of DD214 is required)

## ARTICLE IX (CONTINUED)

In addition, any employee who was waived his/her medical health benefit coverage may automatically restore his/her coverage by applying during the open enrollment period during any school year. The reinstatement date under such conditions will be July 1. It will not be necessary for any employee or his/her family members to complete a Statement of Health (proof of insurability) to restore coverage during the open enrollment period.

- 9.6 Employees may individually elect to have monthly deductions from their salaries in elected denominations for payment to individual accounts in the Members First of New Jersey Federal Credit Union. However, the amount of the monthly deduction selected initially shall remain in effect until July 1, at which time the employee may elect to change and establish the amount of the deduction until the ensuing July 1 period. All requests for a change in the amount of the monthly deductions must be on or before July 1.

Employees desiring to establish such an arrangement shall notify the district payroll office and complete all required forms.

### 9.7 EDUCATIONAL IMPROVEMENT

Eligibility for reimbursement is entirely dependent upon the employee's meeting the State requirements for permanent teacher's certificate and the completion of his Bachelor's Degree. The Board agrees to reimburse employees the tuition costs of up to nine (9) graduate credits per year. The completion date of the course will determine the contractual year in which the employee is eligible for reimbursement.

Reimbursement shall be based on Rowan University's current rates for graduate courses of study and the presentation of evidence of a grade B or better or passing in a pass/fail course to the Superintendent of Schools not later than April 30<sup>th</sup> for courses taken during the Fall Semester and not later than December 1 for courses taken during the Spring Semester and the Summer months. The maximum payment by the Board shall not exceed \$183,299 for tenured certificated staff, effective July 1, 2015 and remain until June 30, 2018. Only tenured certificated staff is eligible for tuition reimbursement. This money will be disbursed on a first-come basis until funds are depleted.

To be eligible for reimbursement, you must be tenured, graduate courses must have prior approval by the Superintendent of Schools and must be in your education field or related to the employee's work and must be actually taken during the school year for which reimbursement is requested. Distribution of funds is on a first-come basis. Carry-over of credits from one year to another for the purpose of increase reimbursement is not permitted.

## ARTICLE IX (CONTINUED)

Reimbursement is also available for undergraduate courses when staff who already hold an instructional certificate wish to return to school to become certified in hard to fill area(s). To be eligible for reimbursement, these courses must have prior approval by the Superintendent of Schools or his/her designee.

When the certificated staff submits the bill after the course or courses have been successfully completed, the certificated staff must be under contract and have full intention to continue teaching in the Bridgeton Public School system. In the event that the certificated staff voluntarily terminates his/her employment in the district less

than one full academic year (July 1 to June 30) after successfully completing the course for which he/she is reimbursed, then the certificated staff shall repay the Board 100% of his/her reimbursement. Example: If a certificated staff completes a course in December 2014, in order to avoid having to reimburse the Board 100%, the certificated staff is obligated to remain in the district for one year (July 1, 2015 to June 30, 2016). If a certificated staff completes a course in June 2015, in order to avoid having to reimburse the Board 100%, the certificated staff is obligated to remain in the district for one school year (July 1, 2015 to June 30, 2016).

Any certificated staff who must reimburse the Board must make said repayment within sixty (60) days of leaving the district.

Certificated staff (employee) taking courses must sign a contract agreeing to repayment in accordance with this Article.

Those funds not committed by February 1 may become available to other unit members.

- 9.8 Non-certificated staff will be reimbursed for classes/courses relevant to their employment that have received prior approval as per 9.7 and said employee has received a grade no lower than a B or P if the course is Pass/Fail. Only tenured staff will be eligible for tuition reimbursement. The maximum payment by the Board shall not exceed \$15,000.00 each year of the contract. Those funds not committed by February 1 may become available to other unit members.
- 9.9 BEA members whose positions require possession of the instructional or educational services licenses in accordance with N.J.A.C. 6:11-6, 10 and 11 are required to complete 100 hours of professional development over a five-year period. Professional development activities approved in accordance with State regulations shall count toward attainment of the 100-hour requirement.

**ARTICLE X**  
**INSTRUCTIONAL COUNCIL**

**10.1 ORGANIZATION**

- A. The Instructional Council shall encourage the initiation and development of ideas and projects by staff members to be used in teaching. Said encouragement shall be by the awarding of small grants of money for materials and supplies to be used for teaching.**
- B. The Council shall consist of three (3) members of the BEA as selected by the President plus three (3) members of the Board of Education as selected by the President and be in addition to the President. The Superintendent shall be included as ex-officio.**
- C. All decisions by the Council shall be majority vote of those present at the time of the vote.**
- D. The Council shall decide the rules of eligibility, deadlines, amounts of awards and any other procedures/rules deemed necessary. These rules/procedures shall be published and made known to the staff.**
- E. The Council shall decide the times of the meetings. However, meetings should be timely and frequent enough so as to achieve the purpose stated in Section A.**
- F. The Board of Education shall provide no more than \$3,500.00 yearly for use by the Council. This money shall be used for the awards. Any unused money at the end of the school year shall be placed in the regular budget, and each expenditure is to be approved by normal Board procedure.**
- G. Unscheduled meetings of the Council may be called by the agreement between the President of the BEA and the President of the Board of Education only in those instances whereby a request for a grant would be rendered meaningless if the normal meeting schedule was followed.**

## **ARTICLE XI**

### **EMPLOYEE ASSIGNMENT AND PROMOTION**

- 11.1 To assure that pupils are taught by teachers working within their area of competence, every attempt will be made to assign teachers to teach in fields and grades which their training and experience make them competent to teach.
- 11.2 As vacancies arise, the Superintendent of Schools will advertise such vacancies throughout the school system. During the month of May a general advertisement of all known vacancies for the coming year will be posted in each school.
- 11.3 Employees who desire to apply for any ten or twelve month positions which may be filled during the summer period when school is not regularly in session should submit their names to the Superintendent of Schools together with their certification(s) and an address where they can be reached during the summer months, along with their phone number. All vacancies will be posted on the district website. It is also true that anyone interested in such positions or opportunities at any time should make it known to the Superintendent of Schools, and certification should be checked on or applied for in Trenton.
- 11.4 All qualified employees will be given opportunity to make application. Due consideration will be given to the professional background and attainment of applicants, along with other relevant factors. Announcement of appointments will be made by posting a list in the office of each school building. When reasonable, a copy of the posted notice will be mailed to the President of the BEA.
- 11.5 All employees shall be given tentative written notice of their salary, schedule, class and/or subject assignment, work assignment, building assignment, updated job description, and room assignment for the forthcoming year not later than the last teacher workday.
- 11.6 In the event that changes in such schedules, class and/or subject assignments, work assignments, building assignments or room assignments are proposed after August 15 of the ensuing school year, any employee affected shall be notified promptly in writing and, upon request of the employee, the changes shall be promptly reviewed by the Superintendent or his representative and the employee affected and, at his option, a representative of the BEA.

## ARTICLE XII

### LEAVES OF ABSENCE

- 12.1 Employees will be granted ten (10) days' sick leave for ten (10) month contracts and twelve (12) days' sick leave for twelve (12) month contracts. Unused sick leave shall be accumulated from year to year with no maximum limit.
- 12.2 All employees shall receive three (3) days leave of absence with full pay for personal, legal, business, household or family matters which require absence during school hours, by submitting a request in writing to the Superintendent forty-eight (48) hours before the leave is to commence. The applicant for such leave shall not be required to state the reason for taking such leave other than that he/she is taking it under this Section. This leave may not be taken on a day immediately preceding or succeeding a holiday. Unused personal leave days may become accumulated from year to year as sick days and go into the individual's sick day bank. All personal leave requests after May 31st must be accompanied by a reason. It is within the discretion of the Superintendent to approve or disapprove such requests. No leaves of absence shall be granted within the first ten (10) days of the commencement of the school year or during the last ten (10) days of the school year.
- 12.3 A leave of absence without pay of up to one (1) year may be granted for the purpose of caring for a sick member of the employee's immediate family, in accordance with New Jersey state law, and for people who qualify for Family Leave.
- 12.4 All benefits to which an employee was entitled at the time of his leave of absence commenced, including unused accumulative sick leave, shall be restored to him upon his return and he shall be assigned to a similar or substantially equivalent position to the position he held prior to taking his leave of absence.
- 12.5 All extension or renewals of leaves shall be applied for and granted in writing.
- 12.6 Any time an illness occurs within the immediate family and the employee must be absent, the absence will be counted against the employee's sick leave. The immediate family is defined as the employee's mother, father, spouse, civil union or children.
- 12.7 For the absence due to a death of an employee's immediate family (i.e., mother, father, father-in-law, mother-in-law, stepfather, stepmother, grandparent, sibling, grandchild, son-in-law, daughter-in-law), the employee will receive three (3) days on or about the time of death and/or the day of the funeral. For the death of a spouse or child, the employee will receive five (5) days on or about the time of death and/or the day of the funeral. All other family members, including nephew, niece, cousin, aunt, uncle, brother-in-law, sister-in-law will be one (1) day for the day of the funeral. The procedure for requesting these days must follow Board policy.

**ARTICLE XIII**  
**PROTECTION OF EMPLOYEES**

- 13.1** Employees shall not be required to work under unsafe or hazardous conditions or to perform tasks which endanger their health, safety or wellbeing. The Business Administrator or his/her designee shall determine if the condition is dangerous or hazardous.

## ARTICLE XIV

### MEET AND DISCUSS COMMITTEE

- 14.1 In order to promote and implement an effective procedure for employer-employee input and discourse, a Meet and Discuss Committee for the Bridgeton School System has been created to consider such subjects as evaluation criteria and procedures, discipline policy and procedures, in-service programs, and fair dismissal procedures, but shall not be limited to these areas.
- 14.2 The moderator of this committee shall be the President of the Board of Education.
- 14.3 Up to three (3) members of the Board of Education may attend the meetings of the committee.
- 14.4 Up to four (4) members of the administrative staff may attend the meetings of the committee.
- 14.5 Up to seven (7) members of the BEA, as well as the President, may be designated by the President of the BEA to attend the meetings of the committee. At least one (1) BEA representative must come from the High School faculty, one (1) BEA representative must come from the Middle School faculty and two (2) BEA representatives from the elementary faculty.
- 14.6 Up to two (2) employees from the bargaining units in the school district other than the BEA and the ABA may attend these meetings.
- 14.7 The members of the committee shall meet monthly to discuss any subject submitted by the constituent members of the committee, a bargaining unit, the administration, the Board, or any other party with a valid interest in the operation of the school system.
- 14.8 The members of the M&D Committee may increase their numbers to mutually agreed upon limits, if a specific topic requires additional discussants.
- 14.9 This committee has the authority to make recommendations to the full Board of Education.
- 14.10 If the Board of Education does not adopt the recommendation of the M&D Committee, the reasons for the Board's decision shall be provided in writing to members of the M&D Committee.



## **ARTICLE XV**

### **REIMBURSEMENT FOR ACCUMULATED SICK LEAVE**

- 15.1 Upon retirement, employees covered by Article 1.1 of this Agreement shall be paid an amount calculated by multiplying the number of unused sick days accumulated by the individual, times the rate of 60% of the pay of a fully certified substitute teacher, secretary, cafeteria employee, nurse, whichever is applicable, that is being paid in the Bridgeton School District at the time the individual retires, but in no case less than currently being paid as of June 30<sup>th</sup>, 2015. Effective with all employees hired as of July 1, 2007, the maximum benefit may not exceed \$2,000.00. Said employees must have at least ten (10) years in the Bridgeton School System. In case of the death of the employee prior to retirement meeting these requirements, payment of this amount shall be made to the heir presently designated, in writing, by the employee. Any change in state or federal law prohibiting or limiting the payment for unused sick time will supersede the contract language.

**ARTICLE XVI**

**OFFICE PERSONNEL**

- 16.1 All office personnel will be given job descriptions which clearly state their duties, responsibilities, and title of their immediate supervisor.
- 16.2 Any office personnel, regardless of pay description, currently performing duties or responsibilities of a higher pay classification according to the job description referred to in 16.1 above, will receive the salary commensurate with the higher pay.
- 16.3 Office personnel will work a five (5) day workweek.
- 16.4 Ten (10) and twelve (12) month office personnel will work a seven (7) hour workday.
- 16.5 Central Administration office personnel who work on holidays or inclement weather days shall receive one (1) extra day of vacation for each day worked.
- 16.6 Seven (7) hour office personnel will stagger starting and finishing times so as to provide personnel in the office over a 7 ½ hour period.
- 16.7 The following vacation schedule is based on the work year beginning July 1 and ending June 30.
- 16.8 Less than one year, earned pro rata, not to exceed five (5) days.
- 16.9 Over one year but less than two years—one week (5 days) plus earned pro rata as for the first year, not to exceed a total of two (2) weeks or ten (10) days.
- 16.10 Two or more complete years—three (3) weeks.
- 16.10.1 Ten (10) or more complete years—four (4) weeks.
- 16.11 All vacations earned will be taken after the following July 1.
- 16.12 All ten (10) month secretaries are to report five working days before the first day for teachers and the work year shall end five working days after the last day for teachers, but in no event beyond June 30th.

**ARTICLE XVI CONTINUED**

**VACATION CHART**

Completed Months of Employment	Vacation Days Earned
1 Month	0 Days
2 Months	½ Day
3 Months	1 Day
4 Months	1 ½ Days
5 Months	2 Days
6 Months	2 ½ Days
7 Months	3 Days
8 Months	3 ½ Days
9 Months	4 Days
10 Months	4 ½ Days
11 Months	5 Days
12 Months	5 Days

**16.13 CREDIT FOR EXPERIENCE**

Maximum three (3) years' total experience. In the event that a ten (10) month secretary moves to a twelve (12) month position, said secretary will be given credit for the years on the guide, including vacation time.

16.14 Personnel with an Associate Arts (AA) Degree will receive credit on scale by movement upward two steps.

16.15 Upon acquiring statutory tenure, secretaries shall be granted seniority rights.

## ARTICLE XVII

### CAFETERIA PERSONNEL

- 17.1 When a position within the cafeteria becomes vacant, written notice of the vacancy shall be posted in the cafeteria. No vacancy shall be filled before notice is posted and application received. All qualified employees shall be given four (4) school days to make application.
- 17.2 The Board agrees to give due weight to the background and experience of all applicants. In filling vacancies, preference shall be given to qualified employees already employed by the Board and when all other factors are substantially equal, length of time in the Bridgeton System shall be the deciding factor.
- 17.3 No applicant for a vacancy shall be denied the position arbitrarily, capriciously or without basis in fact.
- 17.4 All present cafeteria employees who presently work four or more hours shall be guaranteed no less than four hours per day, five days per week.
- 17.5 Those cafeteria employees who serve three (3) or more completed years of service will not be refused subsequent contract or be discharged without just cause.
- 17.6 Cafeteria workers will be responsible for calling the registry to get a substitute to replace them and state the reason for their absence. In the event that a substitute is not available, the salary normally paid the substitute shall be distributed among the rest of the cafeteria staff.
- 17.7 The Board of Education will provide all cafeteria employees with five (5) polo shirts and aprons within 60 days of their date of employment and 2 polo shirts and 5 aprons in each subsequent year.
- In the event that there is a change in uniform, staff will be provided with aprons and polo shirts as soon as they are available. Employees will be considered in proper uniform until provided with the new uniform.
- 17.8 Any reduction in force shall be done on a seniority basis with the least senior being first reduced. Recall shall be done in reverse order.
- 17.9 Salary guides for cafeteria personnel are based on 186 days. All cafeteria workers and cooks must work the same contractual year as the teachers.

**ARTICLE XVIII**

**TERMS OF THE AGREEMENT**

- 18.1 This Agreement shall be effective as of July 1, 2015 and shall continue in force and effect until June 30, 2018.
- 18.2 During the term of the Agreement neither the Board nor the BEA shall be required to negotiate with respect to any matters which were or which could have been the subject of negotiation whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or executed this Agreement.
- The parties agree they will reopen negotiations for the sole purpose of addressing the excise tax in the Patient Protection and Affordable Care Act in April of 2017.
- 18.3 Should a mutually acceptable amendment to this Agreement be negotiated by the parties, it shall be reduced to writing and adopted and signed by the BEA and the Board.
- 18.4 Except as this Agreement herein provides, all terms and conditions of employment applicable on the effective date of this Agreement to employees covered by this Agreement as established by the rules, regulation and/or policies of the Board in force on said date, shall continue to be so applicable during the term of this Agreement. Nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce or otherwise detract from any employee benefit existing prior to its effective date.
- 18.5 Failure of either party to keep any part of this Agreement does not automatically make the entire Agreement void.
- 18.6 Nothing contained in this Agreement shall be considered to deny or restrict the Board of its rights, responsibilities and authority under the New Jersey School Laws or any other national, state, county or local laws as they pertain to the operation of the school district. The Board reserves to itself sole jurisdiction and authority over matters of policy and retains this right, subject only to the limitations imposed by the language of this Agreement.
- 18.7 If any provisions of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

## **ARTICLE XIX**

### **SALARIES**

- 19.1 The salary schedule for all employees in the bargaining unit is set forth in Tables I, IA, IB, II, IIA, IIB, III, IIIA, IIIB, IV, IVA, IVB, V, VA, VB VI, VIA and VIB, and VII, VIIA, VIIB which are made part of this Agreement.
- 19.2 All employees shall be placed on the proper step of the salary guide pertaining to their classification. All hourly employees shall be paid the appropriate rate per hour as indicated.
- 19.3 Employees will receive their paychecks on the fifteenth (15<sup>th</sup>) and thirtieth (30<sup>th</sup>) day of each month or the last working day prior to the regular payday.
- 19.4 All requested employee deductions will be made in accordance with N.J.S.A. 52:14-159e. Direct deposit of paychecks will be mandatory.
- 19.5 The Board will approve as appropriate three (3) tax-sheltered annuity programs as long as there are at least five (5) members in each program.
- 19.6 Employees who are required to use their own automobiles in the performance of their duties shall be reimbursed for all such travel at the state reimbursement rate for mileage. The district's standard travel form will be use. Vouchers for reimbursement of expenses must be submitted within thirty (30) days of the occurrence in order to be honored by the Board. Travel expenses must be in accordance with Board policy.
- 19.7 When nurses work beyond their contractual time with prior approval from their supervisor, they will be compensated at the district hourly rate.
- 19.8 Former employees of BANTS shall be given longevity payments of \$500 after 25 years' service in the district.

## **ARTICLE XX**

### **EXTRACURRICULAR ACTIVITIES**

- 20.1 The Board and the Association agree that the extracurricular activities listed are educationally worthwhile. Therefore, the Association agrees that for the salary considerations set forth herein, the Board, in the absence of applications to fill all positions, may assign faculty members to fill said positions.
- 20.2 Advisors will be assigned duties on a rotating basis. For an activity that has two advisors, a rotating coverage system will apply. Advisor "A" will have a duty for day 1, week 1 or month 1. Advisor "B" will have a duty for day 2, week 2 or month 2. For activities that have one advisor, the duty will be rotated with another advisor from a different activity. While Advisor "A" has a duty, Advisor "B" shall be engaged in his/her contracted advisor role and vice versa.

## **ARTICLE XXI**

### **FACILITATOR**

- 21.1 The Facilitator position is a twelve (12) month position.
- 21.2 The Facilitator's workday shall be the same as all other certificated employees in Article 7.1.
- 21.3 Facilitator shall be entitled to four (4) weeks of vacation during the summer months when school is not in session. Vacation days are accrued annually. All vacation days earned will be taken after July 1 of the year in which they are earned. However, under exceptional circumstances, a Facilitator may take up to eight (8) days of vacation during the school year, no more than three (3) consecutive days, with prior approval of the Superintendent of Schools. All vacation days must be used in full and shall not be cumulative. Facilitator is permitted to use a personal day before or after a holiday. Ten (10) month teaching staff members who are promoted to twelve (12) month Facilitator position who are hired from within the Bridgeton School District shall be entitled to take five (5) days of vacation in the months of July and August of the year that the employee moves from the ten (10) month to twelve (12) month position. These five (5) days shall be deducted from the four weeks earned vacation days.
- 21.4 Salary for the Facilitator's position shall be that salary as set forth in the attached schedules. (Teacher's salary plus an additional 10%).
- 21.5 Facilitator will receive all other benefits of the existing agreement between the Board of Education and the Bridgeton Education Association and shall have the same holidays as all twelve (12) month employees in the school district.



## **ARTICLE XXII**

### **ExCEL TEACHERS**

The parties acknowledge that beginning with the school year 2001-2002, the Board of Education implemented an ExCEL Program (**Extra Commitment Enhances Learning**). Teachers working in the ExCEL Program shall have the following work schedule:

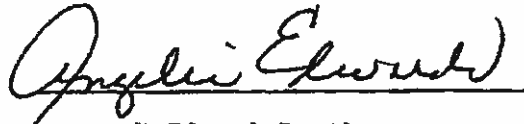
- 22.1 The length of the day will be eight (8) hours and will remain at eight (8) hours for the duration of the contract.
- 22.2 ExCEL teachers shall teach on Saturdays in the ExCEL Program. The student day on Saturdays will be from 8:00a.m. to 12:00p.m. All ExCEL teachers shall teach on Saturdays. The individual ExCEL teacher's schedule will vary. The Saturday teaching obligation is in addition to the extended year program described herein.
- 22.3 The ExCEL Program shall be an extended year program, and there will be an additional twenty (20) student days per school year over and above the regular school schedule. Therefore, the ExCEL teacher's work year shall be extended to include an additional twenty (20) full days, as well as Saturdays, over and above the contract year for regular teachers.

High School ExCEL teachers will be compensated 1.2 times their appropriate step on the teacher's guide.

Salary Guides for ExCEL and High School ExCEL teachers for the school years 2015-2018 are attached hereto as Tables V, V-A and V-B and Tables VI, VI-A and VI-B.

Board of Education and the Bridgeton Education Association contract as proposed 2015-2018.

**BRIDGETON BOARD OF EDUCATION**



Ms. Angella Edwards, President  
Bridgeton Board of Education



Mr. Kenny Smith-Bey, Jr, Vice President  
Bridgeton Board of Education

Date: July 31, 2015

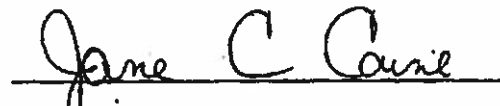
**BRIDGETON EDUCATION ASSOCIATION**



Ms. Christina Nickle, President  
Bridgeton Education Association



Ms. Nicole Carminati, Vice-President  
Bridgeton Education Association



Ms. Jane Caine, Chairperson  
BEA Negotiations Team

Date: September 1, 2015

<b>EXTRA CO-CURRICULAR SALARIES (EXTRA CONTRACTS)</b>			
<b>Position</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>
Assistant Athletic Director	9,416	9,557	9,701
Head Football Coach	8,157	8,279	8,403
Assistant Football Coach	4,077	4,138	4,200
Assistant Football Coach	4,077	4,138	4,200
Assistant Football Coach	4,077	4,138	4,200
Assistant Football Coach	4,077	4,138	4,200
Assistant Football Coach	4,077	4,138	4,200
Boys' Head Basketball Coach	6,213	6,306	6,401
Boys' Assistant Basketball Coach	3,301	3,350	3,401
Boys' Assistant Basketball Coach	3,301	3,350	3,401
Girls' Head Basketball Coach	6,213	6,306	6,401
Girls' Assistant Basketball Coach	3,301	3,350	3,401
Girls' Assistant Basketball Coach	3,301	3,350	3,401
Gr. 7/8 Boys' Head Basketball Coach	3,301	3,350	3,401
Gr. 7/8 Boys' Assistant Basketball Coach	2,721	2,762	2,803
Gr. 7/8 Girls' Head Basketball Coach	3,301	3,350	3,401
Gr. 7/8 Girls' Assistant Basketball Coach	2,721	2,762	2,803
Head Softball Coach	6,213	6,306	6,401
Assistant Softball Coach	3,301	3,350	3,401
Assistant Softball Coach	3,301	3,350	3,401
Gr. 7/8 Head Softball Coach	3,301	3,350	3,401
Gr. 7/8 Assistant Softball Coach	2,721	2,762	2,803
Head Hockey Coach	6,213	6,306	6,401
Assistant Hockey Coach	3,301	3,350	3,401

Gr. 7/8 Head Hockey Coach	3,301	3,350	3,401
Gr. 7/8 Assistant Hockey Coach	2,721	2,762	2,803
Boys' Head Tennis Coach	6,213	6,306	6,401
Boys' Assistant Tennis Coach	3,301	3,350	3,401
Girls' Head Tennis Coach	6,213	6,306	6,401
Girls' Assistant Tennis Coach	3,301	3,350	3,401
Head Cheerleader Coach - Football	3,208	3,257	3,305
Assistant Cheerleader Coach - Football	1,697	1,723	1,748
Head Cheerleader Coach - Basketball	3,208	3,257	3,305
Assistant Cheerleader Coach - Basketball	1,697	1,723	1,748
Gr. 7/8 Head Cheerleader Coach	3,301	3,350	3,401
Boys' Head Spring Track Coach	6,213	6,306	6,401
Boys' Assistant Spring Track Coach	3,301	3,350	3,401
Boys' Assistant Spring Track Coach	3,301	3,350	3,401
Boys' Head Winter Track Coach	4,275	4,339	4,404
Boys' Assistant Winter Track Coach	3,301	3,350	3,401
Boys' Assistant Winter Track Coach	3,301	3,350	3,401
Grade 7/8 Boys' Head Track Coach	3,301	3,350	3,401
Girls' Head Spring Track Coach	6,213	6,306	6,401
Girls' Assistant Spring Track Coach	3,301	3,350	3,401
Gr. 7/8 Girls Head Spring Track Coach	3,301	3,350	3,401
Girls' Head Winter Track Coach	4,275	4,339	4,404
Head Golf Coach	4,275	4,339	4,404
Head Baseball Coach	6,213	6,306	6,401
Assistant Baseball Coach	3,301	3,350	3,401
Assistant Baseball Coach	3,301	3,350	3,401
Boys' Head Cross Country Coach	4,661	4,731	4,802

Girls' Head Cross Country Coach	4,661	4,731	4,802
Gr. 7/8 Head Cross Country Coach (Boys & Girls)	3,301	3,350	3,401
Gr. 7/8 Head Baseball Coach	3,301	3,350	3,401
Gr. 7/8 Assistant Baseball Coach	2,721	2,762	2,803
Boys' Head Soccer Coach	6,213	6,306	6,401
Boys' Assistant Soccer Coach	3,301	3,350	3,401
Girls' Head Soccer Coach	6,213	6,306	6,401
Girls' Assistant Soccer Coach	3,301	3,350	3,401
Gr. 7/8 Head Soccer Coach (Boys & Girls)	3,301	3,350	3,401
Gr. 7/8 Assistant Soccer Coach	2,721	2,762	2,803
Athletic Business Manager	6,213	6,306	6,401
Summer Weight Trainers	32.61/hr	33.10/hr	33.60/hr
Weight Training Sponsors	32.61/hr	33.10/hr	33.60/hr
All Intramurals	838	851	864
Band Director	8,164	8,286	8,410
Assistant Band Director	3,887	3,946	4,005
Band Front Advisor	2,718	2,759	2,800
Band Drill Instructor	2,619	2,658	2,698
Band Camp Director	2,907	2,951	2,995
Assistant Band Camp Director	1,745	1,771	1,798
Band Camp Front Advisor	1,747	1,773	1,800
Band Camp Drill Instructor	1,694	1,719	1,745
Director-6 week Instrumental Program	31.28/hr	31.75/hr	32.23/hr
JROTC Advisor	2,619	2,658	2,698
JROTC Drill Team Instructor	2,619	2,658	2,698
Head Teacher-GOFECC	1,360	1,381	1,401
Head Teacher-Quarter Mile Lane	1,360	1,381	1,401

Head Teacher - ExCEL	1,360	1,381	1,401
Head Teacher - ECHOES	1,360	1,381	1,401
Head Nurse	2,136	2,168	2,200
Right-to-Know	6,012	6,102	6,194
Student Government - High School	1,903	1,932	1,961
Student Government - High School	1,903	1,932	1,961
12th Grade Advisor	3,065	3,111	3,158
12th Grade Advisor	3,065	3,111	3,158
11th Grade Advisor	2,696	2,736	2,777
11th Grade Advisor	2,696	2,736	2,777
10th Grade Advisor	2,211	2,244	2,277
10th Grade Advisor	2,211	2,244	2,277
9th Grade Advisor	2,211	2,244	2,277
9th Grade Advisor	2,211	2,244	2,277
High School Honor Society Advisor	1,635	1,660	1,685
High School Honor Society Advisor	1,635	1,660	1,685
Drama Club Advisor	2,232	2,265	2,299
Director of Musical Productions	2,619	2,658	2,698
Echo Advisor	1,903	1,932	1,961
Baconian Advisor	3,886	3,945	4,004
Baconian Business Manager	2,696	2,736	2,777
Elementary Yearbook Advisors - Broad	1,036	1,052	1,068
Elementary Yearbook Advisors - Indian	520	527	535
Elementary Yearbook Advisors - Cherry	520	527	535
Elementary Yearbook Advisors - West	520	527	535
Elementary Yearbook Advisors - Buckshutem	520	527	535
Elementary Yearbook Advisors - QML	520	527	535

Elementary Yearbook Advisors - GOFEC	520	527	535
High School Banker	2,486	2,523	2,561
High School AVA	1,903	1,932	1,961
Distributive Ed Coordinator	2,102	2,134	2,166
Office Co-op Coordinator	2,102	2,134	2,166
HOSA Advisor	1,747	1,773	1,800
SADD Advisor	1,635	1,660	1,685
High School Gifted & Talented Coordinator	1,747	1,773	1,800
Elementary Gifted & Talented Coordinator	1,747	1,773	1,800
Elementary Gifted & Talented Coordinator	1,747	1,773	1,800
Scenery Advisor	1,066	1,082	1,098
Makeup Advisor	356	362	367
Costume Advisor	356	362	367
BHS Musical Choreographer	1,066	1,082	1,098
BHS Musical Vocal Director	1,066	1,082	1,098
Mock Trial Advisor	496	504	511
High School Select Choir Director	1,428	1,450	1,471
All-City Select Choir Director	1,428	1,450	1,471
All-City Select Band Director	1,428	1,450	1,471
All-City Select String Ensemble Director	1,428	1,450	1,471
Elementary Honor Society Advisors - Broad	1,036	1,052	1,068
Elementary Honor Society Advisors - Indian	520	527	535
Elementary Honor Society Advisors - Cherry	520	527	535
Elementary Honor Society Advisors - West	520	527	535
Elementary Honor Society Advisors - Buckshutem	520	527	535
Elementary Honor Society Advisors - QML	520	527	535

Elementary Student Government Advisors - Broad	1,036	1,052	1,068
Elementary Student Government Advisors - Indian	520	527	535
Elementary Student Government Advisors - Cherry	520	527	535
Elementary Student Government Advisors - West	520	527	535
Elementary Student Government Advisors - Buckshutem	520	527	535
Elementary Student Government Advisors - QML	520	527	535
Elementary Grade 8 Advisors - Broad	1,036	1,052	1,068
Elementary Grade 8 Advisors - Indian	520	527	535
Elementary Grade 8 Advisors - Cherry	520	527	535
Elementary Grade 8 Advisors - West	520	527	535
Elementary Grade 8 Advisors - Buckshutem	520	527	535
Elementary Grade 8 Advisors - QML	520	527	535
Science Fair Advisors - BHS	1,036	1,052	1,068
Science Fair Advisors - Broad	1,036	1,052	1,068
Science Fair Advisors - Indian	520	527	535
Science Fair Advisors - Cherry	520	527	535
Science Fair Advisors - West	520	527	535
Science Fair Advisors - Buckshutem	520	527	535
Science Fair Advisors - QML	520	527	535
Science Fair Advisors - ExCEL	520	527	535
Latin American Club	520	527	535
Leo Club	520	527	535
African American Club	520	527	535
Double Dutch	520	527	535



<b>Environmental Club</b>	<b>520</b>	<b>527</b>	<b>535</b>
<b>Peer Mediation</b>	<b>555</b>	<b>564</b>	<b>572</b>
<b>PBSIS Coach (1 per building)</b>	<b>508</b>	<b>515</b>	<b>523</b>
<b>Interact Rotary</b>	<b>1,875</b>	<b>1,875</b>	<b>1,875</b>

**TABLE I**  
**BRIDGETON BOARD OF EDUCATION/BEA**  
**TEACHERS**  
**2015-2016**

Step	BA	BA+30	MA	MA+30	DOC	Trainer	School to Career
0	48,600	49,300	50,100	51,000	52,500	54,000	60,750
1	49,314	50,014	50,814	51,714	53,214	54,714	61,643
2	49,334	50,034	50,834	51,734	53,234	54,734	61,668
3	50,459	51,159	51,959	52,859	54,359	55,859	63,074
4	51,559	52,259	53,059	53,959	55,459	56,959	64,449
5	52,709	53,409	54,209	55,109	56,609	58,109	65,886
6	53,959	54,659	55,459	56,359	57,859	59,359	67,449
7	55,159	55,859	56,659	57,559	59,059	60,559	68,949
8	56,329	57,029	57,829	58,729	60,229	61,729	70,411
9	57,289	57,989	58,789	59,689	61,189	62,689	71,611
10	59,589	60,289	61,089	61,989	63,489	64,989	74,486
11	62,044	62,744	63,544	64,444	65,944	67,444	77,555
12	64,444	65,144	65,944	66,844	68,344	69,844	80,555
13	67,489	68,189	68,989	69,889	71,389	72,889	84,361
14	70,489	71,189	71,989	72,889	74,389	75,889	88,111
15	73,489	74,189	74,989	75,889	77,389	78,889	91,861
16	77,064	77,764	78,564	79,464	80,964	82,464	96,330

**TABLE IA**  
**BRIDGETON BOARD OF EDUCATION/BEA**  
**TEACHERS**  
**2016-2017**

Step	BA	BA+30	MA	MA+30	DOC	Trainer	School to Career
0	49,000	49,700	50,500	51,400	52,900	54,400	61,250
1	49,500	50,200	51,000	51,900	53,400	54,900	61,875
2	49,760	50,460	51,260	52,160	53,660	55,160	62,200
3	50,885	51,585	52,385	53,285	54,785	56,285	63,606
4	51,985	52,685	53,485	54,385	55,885	57,385	64,981
5	53,135	53,835	54,635	55,535	57,035	58,535	66,419
6	54,385	55,085	55,885	56,785	58,285	59,785	67,981
7	55,585	56,285	57,085	57,985	59,485	60,985	69,481
8	56,755	57,455	58,255	59,155	60,655	62,155	70,944
9	57,715	58,415	59,215	60,115	61,615	63,115	72,144
10	60,015	60,715	61,515	62,415	63,915	65,415	75,019
11	62,470	63,170	63,970	64,870	66,370	67,870	78,088
12	64,870	65,570	66,370	67,270	68,770	70,270	81,088
13	67,915	68,615	69,415	70,315	71,815	73,315	84,894
14	70,915	71,615	72,415	73,315	74,815	76,315	88,644
15	73,915	74,615	75,415	76,315	77,815	79,315	92,394
16	77,490	78,190	78,990	79,890	81,390	82,890	96,863

**TABLE IB**  
**BRIDGETON BOARD OF EDUCATION/BEA**  
**TEACHERS**  
**2017-2018**

Step	BA	BA+30	MA	MA+30	DOC	Trainer	School to Career
0	49,300	50,000	50,800	51,700	53,200	54,700	61,625
1	49,800	50,500	51,300	52,200	53,700	55,200	62,250
2	50,270	50,970	51,770	52,670	54,170	55,670	62,838
3	51,327	52,027	52,827	53,727	55,227	56,727	64,159
4	52,427	53,127	53,927	54,827	56,327	57,827	65,534
5	53,577	54,277	55,077	55,977	57,477	58,977	66,971
6	54,827	55,527	56,327	57,227	58,727	60,227	68,534
7	56,027	56,727	57,527	58,427	59,927	61,427	70,034
8	57,197	57,897	58,697	59,597	61,097	62,597	71,496
9	58,157	58,857	59,657	60,557	62,057	63,557	72,696
10	60,457	61,157	61,957	62,857	64,357	65,857	75,571
11	62,912	63,612	64,412	65,312	66,812	68,312	78,640
12	65,312	66,012	66,812	67,712	69,212	70,712	81,640
13	68,357	69,057	69,857	70,757	72,257	73,757	85,446
14	71,357	72,057	72,857	73,757	75,257	76,757	89,196
15	74,357	75,057	75,857	76,757	78,257	79,757	92,946
16	77,932	78,632	79,432	80,332	81,832	83,332	97,415

**TABLE II**  
**BRIDGETON BOARD OF EDUCATION/BEA**  
**FACILITATOR**  
**2015-2016**

Step	BA	BA+30	MA	MA+30	Doc
0	53,460	54,230	55,110	56,100	57,750
1	54,245	55,015	55,895	56,885	58,535
2	54,267	55,037	55,917	56,907	58,557
3	55,505	56,275	57,155	58,145	59,795
4	56,715	57,485	58,365	59,355	61,005
5	57,980	58,750	59,630	60,620	62,270
6	59,355	60,125	61,005	61,995	63,645
7	60,675	61,445	62,325	63,315	64,965
8	61,962	62,732	63,612	64,602	66,252
9	63,018	63,788	64,668	65,658	67,308
10	65,548	66,318	67,198	68,188	69,838
11	68,248	69,018	69,898	70,888	72,538
12	70,888	71,658	72,538	73,528	75,178
13	74,238	75,008	75,888	76,878	78,528
14	77,538	78,308	79,188	80,178	81,828
15	80,838	81,608	82,488	83,478	85,128
16	84,770	85,540	86,420	87,410	89,060

**TABLE II  
BRIDGETON BOARD OF EDUCATION/BEA  
FACILITATOR  
2016-2017**

Step	BA	BA+30	MA	MA+30	Doc
0	53,900	54,670	55,550	56,540	58,190
1	54,450	55,220	56,100	57,090	58,740
2	54,736	55,506	56,386	57,376	59,026
3	55,974	56,744	57,624	58,614	60,264
4	57,184	57,954	58,834	59,824	61,474
5	58,449	59,219	60,099	61,089	62,739
6	59,824	60,594	61,474	62,464	64,114
7	61,144	61,914	62,794	63,784	65,434
8	62,431	63,201	64,081	65,071	66,721
9	63,487	64,257	65,137	66,127	67,777
10	66,017	66,787	67,667	68,657	70,307
11	68,717	69,487	70,367	71,357	73,007
12	71,357	72,127	73,007	73,997	75,647
13	74,707	75,477	76,357	77,347	78,997
14	78,007	78,777	79,657	80,647	82,297
15	81,307	82,077	82,957	83,947	85,597
16	85,239	86,009	86,889	87,879	89,529

**TABLE IIB**  
**BRIDGETON BOARD OF EDUCATION/BEA**  
**FACILITATOR**  
**2017-2018**

Step	BA	BA+30	MA	MA+30	Doc
0	54,230	55,000	55,880	56,870	58,520
1	54,780	55,550	56,430	57,420	59,070
2	55,297	56,067	56,947	57,937	59,587
3	56,460	57,230	58,110	59,100	60,750
4	57,670	58,440	59,320	60,310	61,960
5	58,935	59,705	60,585	61,575	63,225
6	60,310	61,080	61,960	62,950	64,600
7	61,630	62,400	63,280	64,270	65,920
8	62,917	63,687	64,567	65,557	67,207
9	63,973	64,743	65,623	66,613	68,263
10	66,503	67,273	68,153	69,143	70,793
11	69,203	69,973	70,853	71,843	73,493
12	71,843	72,613	73,493	74,483	76,133
13	75,193	75,963	76,843	77,833	79,483
14	78,493	79,263	80,143	81,133	82,783
15	81,793	82,563	83,443	84,433	86,083
16	85,725	86,495	87,375	88,365	90,015

**TABLE III**  
**BRIDGETON BOARD OF EDUCATION/BEA**  
**OFFICE PERSONNEL**  
**2015-2016**

Step	10 Mo. Secretary	12 Mo. Secretary	Bookkeeper	Office Manager	Translator
1	24,200	29,040	29,540	29,740	32,040
2	24,350	29,220	29,720	29,920	32,220
3	24,650	29,580	30,080	30,280	32,580
4	24,850	29,820	30,320	30,520	32,820
5	25,350	30,420	30,920	31,120	33,420
6	25,750	30,900	31,400	31,600	33,900
7	26,350	31,620	32,120	32,320	34,620
8	26,850	32,220	32,720	32,920	35,220
9	27,350	32,820	33,320	33,520	35,820
10	28,350	34,020	34,520	34,720	37,020
11	29,350	35,220	35,720	35,920	38,220
12	30,350	36,420	36,920	37,120	39,420
13	31,200	37,440	37,940	38,140	40,440
14	32,950	39,540	40,040	40,240	42,540
15	35,620	42,744	43,244	43,444	45,744
16	37,720	45,264	45,764	45,964	48,264
17	38,500	46,200	46,700	46,900	49,200



**TABLE IIIA**  
**BRIDGETON BOARD OF EDUCATION/BEA**  
**OFFICE PERSONNEL**  
**2016-2017**

Step	10 Mo. Secretary	12 Mo. Secretary	Bookkeeper	Office Manager	Translator
1	24,419	29,303	29,803	30,003	32,303
2	24,569	29,483	29,983	30,183	32,483
3	24,869	29,843	30,343	30,543	32,843
4	25,069	30,083	30,583	30,783	33,083
5	25,569	30,683	31,183	31,383	33,683
6	25,969	31,163	31,663	31,863	34,163
7	26,569	31,883	32,383	32,583	34,883
8	27,069	32,483	32,983	33,183	35,483
9	27,569	33,083	33,583	33,783	36,083
10	28,569	34,283	34,783	34,983	37,283
11	29,569	35,483	35,983	36,183	38,483
12	30,569	36,683	37,183	37,383	39,683
13	31,419	37,703	38,203	38,403	40,703
14	33,169	39,803	40,303	40,503	42,803
15	35,839	43,007	43,507	43,707	46,007
16	37,939	45,527	46,027	46,227	48,527
17	38,719	46,463	46,963	47,163	49,463

**TABLE III  
BRIDGETON BOARD OF EDUCATION/BEA  
OFFICE PERSONNEL  
2017-2018**

Step	10 Mo. Secretary	12 Mo. Secretary	Bookkeeper	Office Manager	Translator
1	24,644	29,573	30,073	30,273	32,573
2	24,794	29,753	30,253	30,453	32,753
3	25,094	30,113	30,613	30,813	33,113
4	25,294	30,353	30,853	31,053	33,353
5	25,794	30,953	31,453	31,653	33,953
6	26,194	31,433	31,933	32,133	34,433
7	26,794	32,153	32,653	32,853	35,153
8	27,294	32,753	33,253	33,453	35,753
9	27,794	33,353	33,853	34,053	36,353
10	28,794	34,553	35,053	35,253	37,553
11	29,794	35,753	36,253	36,453	38,753
12	30,794	36,953	37,453	37,653	39,953
13	31,644	37,973	38,473	38,673	40,973
14	33,394	40,073	40,573	40,773	43,073
15	36,064	43,277	43,777	43,977	46,277
16	38,164	45,797	46,297	46,497	48,797
17	38,944	46,733	47,233	47,433	49,733

**TABLE IV**  
**SALARY GUIDE FOR CAFETERIA PERSONNEL**  
**2014-2015**

<u>Regular Rate</u>	<u>Cooks</u>
\$20.04	\$21.04

<b>2015-2016</b>		
<u>Years</u>	<u>Regular Rate</u>	<u>Cooks</u>
1-10 yrs	+ \$0.10	+ \$0.10
11-15 yrs	+ \$0.30	+ \$0.30
16 + yrs	+ \$0.50	+ \$0.50

<u>Servers/Banquet</u>	\$20.04	<u>Cooks/Banquets</u>	\$21.04
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**TABLE IVA**  
**SALARY GUIDE FOR CAFETERIA PERSONNEL**  
**2016-2017**

<u>Years</u>	<u>Regular Rate</u>	<u>Cooks</u>
1-10 yrs	+ \$0.10	+ \$0.10
11-15 yrs	+ \$0.30	+ \$0.30
16 + yrs	+ \$0.50	+ \$0.50

<u>Servers/Banquet</u>	\$20.04	<u>Cooks/Banquets</u>	\$21.04
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**TABLE IVB**  
**SALARY GUIDE FOR CAFETERIA PERSONNEL**  
**2017-2018**

<u>Years</u>	<u>Regular Rate</u>	<u>Cooks</u>
1-10 yrs	+ \$0.10	+ \$0.10
11-15 yrs	+ \$0.30	+ \$0.30
16 + yrs	+ \$0.50	+ \$0.50

<u>Servers/Banquet</u>	\$20.04	<u>Cooks/Banquets</u>	\$21.04
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**TABLE V**  
**BRIDGETON BOARD OF EDUCATION/BEA**  
**ExCEL**  
**2015-2016**

Step	BA	BA+30	MA	MA+30	Doctorate
0	60,750	61,625	62,625	63,750	65,625
1	61,643	62,518	63,518	64,643	66,518
2	61,668	62,543	63,543	64,668	66,543
3	63,074	63,949	64,949	66,074	67,949
4	64,449	65,324	66,324	67,449	69,324
5	65,886	66,761	67,761	68,886	70,761
6	67,449	68,324	69,324	70,449	72,324
7	68,949	69,824	70,824	71,949	73,824
8	70,411	71,286	72,286	73,411	75,286
9	71,611	72,486	73,486	74,611	76,486
10	74,486	75,361	76,361	77,486	79,361
11	77,555	78,430	79,430	80,555	82,430
12	80,555	81,430	82,430	83,555	85,430
13	84,361	85,236	86,236	87,361	89,236
14	88,111	88,986	89,986	91,111	92,986
15	91,861	92,736	93,736	94,861	96,736
16	96,330	97,205	98,205	99,330	101,205

**TABLE VA**  
**BRIDGETON BOARD OF EDUCATION/BEA**  
**EXCEL**  
**2016-2017**

Step	BA	BA+30	MA	MA+30	Doctorate
0	61,250	62,125	63,125	64,250	66,125
1	61,875	62,750	63,750	64,875	66,750
2	62,200	63,075	64,075	65,200	67,075
3	63,606	64,481	65,481	66,606	68,481
4	64,981	65,856	66,856	67,981	69,856
5	66,419	67,294	68,294	69,419	71,294
6	67,981	68,856	69,856	70,981	72,856
7	69,481	70,356	71,356	72,481	74,356
8	70,944	71,819	72,819	73,944	75,819
9	72,144	73,019	74,019	75,144	77,019
10	75,019	75,894	76,894	78,019	79,894
11	78,088	78,963	79,963	81,088	82,963
12	81,088	81,963	82,963	84,088	85,963
13	84,894	85,769	86,769	87,894	89,769
14	88,644	89,519	90,519	91,644	93,519
15	92,394	93,269	94,269	95,394	97,269
16	96,863	97,738	98,738	99,863	101,738

**TABLE VB**  
**BRIDGETON BOARD OF EDUCATION/BEA**  
**EXCEL**  
**2017-2018**

Step	BA	BA+30	MA	MA+30	Doctorate
0	61,625	62,500	63,500	64,625	66,500
1	62,250	63,125	64,125	65,250	67,125
2	62,838	63,713	64,713	65,838	67,713
3	64,159	65,034	66,034	67,159	69,034
4	65,534	66,409	67,409	68,534	70,409
5	66,971	67,846	68,846	69,971	71,846
6	68,534	69,409	70,409	71,534	73,409
7	70,034	70,909	71,909	73,034	74,909
8	71,496	72,371	73,371	74,496	76,371
9	72,696	73,571	74,571	75,696	77,571
10	75,571	76,446	77,446	78,571	80,446
11	78,640	79,515	80,515	81,640	83,515
12	81,640	82,515	83,515	84,640	86,515
13	85,446	86,321	87,321	88,446	90,321
14	89,196	90,071	91,071	92,196	94,071
15	92,946	93,821	94,821	95,946	97,821
16	97,415	98,290	99,290	100,415	102,290

**TABLE VI**  
**BRIDGETON BOARD OF EDUCATION/BEA**  
**High School ExCEL**  
**2015-2016**

Step	BA	BA+30	MA	MA+30	Doctorate
0	58,320	59,160	60,120	61,200	63,000
1	59,177	60,017	60,977	62,057	63,857
2	59,201	60,041	61,001	62,081	63,881
3	60,551	61,391	62,351	63,431	65,231
4	61,871	62,711	63,671	64,751	66,551
5	63,251	64,091	65,051	66,131	67,931
6	64,751	65,591	66,551	67,631	69,431
7	66,191	67,031	67,991	69,071	70,871
8	67,595	68,435	69,395	70,475	72,275
9	68,747	69,587	70,547	71,627	73,427
10	71,507	72,347	73,307	74,387	76,187
11	74,453	75,293	76,253	77,333	79,133
12	77,333	78,173	79,133	80,213	82,013
13	80,987	81,827	82,787	83,867	85,667
14	84,587	85,427	86,387	87,467	89,267
15	88,187	89,027	89,987	91,067	92,867
16	92,477	93,317	94,277	95,357	97,157

**TABLE VIA**  
**BRIDGETON BOARD OF EDUCATION/BEA**  
**High School ExCEL**  
**2016-2017**

Step	BA	BA+30	MA	MA+30	Doctorate
0	58,800	59,640	60,600	61,680	63,480
1	59,400	60,240	61,200	62,280	64,080
2	59,712	60,552	61,512	62,592	64,392
3	61,062	61,902	62,862	63,942	65,742
4	62,382	63,222	64,182	65,262	67,062
5	63,762	64,602	65,562	66,642	68,442
6	65,262	66,102	67,062	68,142	69,942
7	66,702	67,542	68,502	69,582	71,382
8	68,106	68,946	69,906	70,986	72,786
9	69,258	70,098	71,058	72,138	73,938
10	72,018	72,858	73,818	74,898	76,698
11	74,964	75,804	76,764	77,844	79,644
12	77,844	78,684	79,644	80,724	82,524
13	81,498	82,338	83,298	84,378	86,178
14	85,098	85,938	86,898	87,978	89,778
15	88,698	89,538	90,498	91,578	93,378
16	92,988	93,828	94,788	95,868	97,668



**TABLE VII**  
**BRIDGETON BOARD OF EDUCATION/BEA**  
**High School ExCEL**  
**2017-2018**

Step	BA	BA+30	MA	MA+30	Doctorate
0	59,160	60,000	60,960	62,040	63,840
1	59,760	60,600	61,560	62,640	64,440
2	60,324	61,164	62,124	63,204	65,004
3	61,592	62,432	63,392	64,472	66,272
4	62,912	63,752	64,712	65,792	67,592
5	64,292	65,132	66,092	67,172	68,972
6	65,792	66,632	67,592	68,672	70,472
7	67,232	68,072	69,032	70,112	71,912
8	68,636	69,476	70,436	71,516	73,316
9	69,788	70,628	71,588	72,668	74,468
10	72,548	73,388	74,348	75,428	77,228
11	75,494	76,334	77,294	78,374	80,174
12	78,374	79,214	80,174	81,254	83,054
13	82,028	82,868	83,828	84,908	86,708
14	85,628	86,468	87,428	88,508	90,308
15	89,228	90,068	91,028	92,108	93,908
16	93,518	94,358	95,318	96,398	98,198

**TABLE VII**  
**BRIDGETON BOARD OF EDUCATION/BEA**  
**Psychologists, Social Workers, L.D.T.C.**  
**2015-2016**

Step	BA	BA+30	MA	MA+30	MA+60	Doctorate
1	53,385	54,135	55,785	56,735	57,885	59,535
2	54,415	55,165	56,815	57,765	58,915	60,565
3	56,012	56,762	58,412	59,362	60,512	62,162
4	57,482	58,232	59,882	60,832	61,982	63,632
5	59,182	59,932	61,582	62,532	63,682	65,332
6	60,803	61,603	63,303	64,303	65,503	67,203
7	62,399	63,199	64,899	65,899	67,099	68,799
8	63,950	64,750	66,450	67,450	68,650	70,350
9	65,553	66,353	68,053	69,053	70,253	71,953
10	67,304	68,104	69,804	70,804	72,004	73,704
11	69,194	70,019	71,744	72,769	73,994	75,719
12	71,000	71,830	73,560	74,590	75,820	77,550
13	72,670	73,510	75,250	76,290	77,530	79,270
14	74,602	75,452	77,202	78,252	79,502	81,252
15	76,468	77,368	79,168	80,268	81,568	83,368
16	78,619	79,544	81,369	82,494	83,819	85,644

**TABLE VIIA**  
**BRIDGETON BOARD OF EDUCATION/BEA**  
**Psychologists, Social Workers, L.D.T.C.**  
**2016-2017**

Step	BA	BA+30	MA	MA+30	MA+60	Doctorate
1	53,873	54,623	56,273	57,223	58,373	60,023
2	54,903	55,653	57,303	58,253	59,403	61,053
3	56,500	57,250	58,900	59,850	61,000	62,650
4	57,970	58,720	60,370	61,320	62,470	64,120
5	59,670	60,420	62,070	63,020	64,170	65,820
6	61,291	62,091	63,791	64,791	65,991	67,691
7	62,887	63,687	65,387	66,387	67,587	69,287
8	64,438	65,238	66,938	67,938	69,138	70,838
9	66,041	66,841	68,541	69,541	70,741	72,441
10	67,792	68,592	70,292	71,292	72,492	74,192
11	69,682	70,507	72,232	73,257	74,482	76,207
12	71,488	72,318	74,048	75,078	76,308	78,038
13	73,158	73,998	75,738	76,778	78,018	79,758
14	75,090	75,940	77,690	78,740	79,990	81,740
15	76,956	77,856	79,656	80,756	82,056	83,856
16	79,107	80,032	81,857	82,982	84,307	86,132

**TABLE VII**  
**BRIDGETON BOARD OF EDUCATION/BEA**  
**Psychologists, Social Workers, L.D.T.C.**  
**2017-2018**

Step	BA	BA+30	MA	MA+30	MA+60	Doctorate
1	54,426	55,176	56,826	57,776	58,926	60,576
2	55,456	56,206	57,856	58,806	59,956	61,606
3	57,053	57,803	59,453	60,403	61,553	63,203
4	58,523	59,273	60,923	61,873	63,023	64,673
5	60,223	60,973	62,623	63,573	64,723	66,373
6	61,844	62,644	64,344	65,344	66,544	68,244
7	63,440	64,240	65,940	66,940	68,140	69,840
8	64,991	65,791	67,491	68,491	69,691	71,391
9	66,594	67,394	69,094	70,094	71,294	72,994
10	68,345	69,145	70,845	71,845	73,045	74,745
11	70,235	71,060	72,785	73,810	75,035	76,760
12	72,041	72,871	74,601	75,631	76,861	78,591
13	73,711	74,551	76,291	77,331	78,571	80,311
14	75,643	76,493	78,243	79,293	80,543	82,293
15	77,509	78,409	80,209	81,309	82,609	84,409
16	79,660	80,585	82,410	83,535	84,860	86,685