

AGREEMENT

BETWEEN

WHITE TOWNSHIP

BOARD OF EDUCATION

AND

WHITE TOWNSHIP EDUCATION ASSOCIATION

covering the period  
JULY 1, 2003 to JUNE 30, 2006

## **PREAMBLE**

This AGREEMENT made July , 2003 between THE BOARD OF EDUCATION OF THE TOWNSHIP OF WHITE, in the county of Warren, a body corporate, organized and existing pursuant to the provisions of Title 18 of the revised Statutes of the State of New Jersey, hereinafter referred to as “Board of Education” and the WHITE TOWNSHIP EDUCATION ASSOCIATION, a non-profit corporation organized under the laws of the State of New Jersey, with offices situate in the Township of White, County of Warren and State of New Jersey, hereinafter referred to as “Education Association”.

## **WITNESSETH**

WHEREAS, the parties hereto having arrived at a mutual understanding relative to the terms and conditions of employment of personnel by the Board of Education pursuant to the provisions of the “New Jersey Employer-Employee Relations Act”, N.J.S.A. 34:13A-1 et seq., are desirous of embodying same in the form of a permanent memorandum;

NOW THEREFORE, in consideration of the mutual covenants and conditions herein contained, the parties hereto do hereby mutually agree as follows:

## **RECOGNITION**

### **Unit**

The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiation concerning grievances and terms and conditions of employment for all Aides, Custodians, Cafeteria Workers, and Professional Personnel.

## **GRIEVANCES**

It is acknowledged that complaints and grievances usually ensue when one believes that an inequity or injustice exists requiring corrective measures. Among other things, such matters may develop because of a particular policy, or failure to evoke such policy, or in the administration or execution thereof, existing working conditions, the behavior of colleagues or by virtue of other related causes.

To facilitate the processing of grievances, the parties hereto are hereinafter setting forth procedures by means of which employees and their representative, the Education Association,

may appeal the interpretation, application or violation of policies, agreements and administrative decisions affecting them.

### **GENERAL GRIEVANCE PROCEDURES**

The employee alleging a grievance shall initially discuss it with the Chief School Administrator engaged by the Board of Education. Should a conference with the Chief School Administrator fail to effect a resolution thereof, the decision or disposition made of the matter by the Chief School Administrator may be appealed to the Board of Education. The appeal shall be made in writing setting forth the nature thereof, the written disposition made by the Chief School Administrator, the alleged grounds upon which the complaining party bases the right to have salutary or other affirmative measures invoked to rectify the unjust or inequitable conditions allegedly existing, shall be filed with the Secretary of the Board of Education and a copy thereof served upon the Chief School Administrator within twenty (20) days following the Chief School Administrator's determination of the aforesaid grievance. Within fifteen (15) days subsequent to the filing of the appeal with the Secretary of the Board of Education, a meeting shall be arranged between representatives of the Board of Education, Education Association (the exclusive bargaining representative for the employees of the Board of Education) and the individual employee who initiated the matter in issue, which meeting shall be conducted not less than thirty (30) days following the filing of the appeal.

In the event the Board of Education and the Education Association are at impasse and unable to resolve the dispute, either party may request the intervention of the Division of Public Employment Relations to mediate the matter, which mediator, whenever possible, and consistent with the law, shall be mutually acceptable to each of the parties. If settlement of the grievance is not effected within sixty (60) days following the filing of the appeal with the Board of Education, the matter in dispute shall be submitted to and referred to the award and determination of three arbitrators to be chosen, one by each of the parties to this agreement, and the third arbitrator shall be chosen by the two arbitrators chosen by the parties hereto, and the decision and award of any two of the three arbitrators shall be binding and final between the parties hereto and shall be carried out and performed by them.

All grievances shall be presented in behalf of the individual employees through the Education Association as their recognized bargaining representative.

## **WORK YEAR**

The work year of the employees shall be as follows:

### **Professional (Certificated) Personnel**

There shall be one hundred eighty-three (183) in school work days for professional certificated employees, three of which shall be workshop days without students present.

### **Instructional and Non-Instructional Aides**

All days when school is open for students. Any additional days shall be paid on an hourly basis according to their position on the salary guide.

### **Cafeteria Workers**

All days when school is open for students plus any additional days requested by the Board. Any additional days shall be paid on an hourly basis.

### **Custodians**

Twelve month employees with vacation and holiday benefits as stated under "Work Schedule".

## **WORK SCHEDULE**

### **Daily Work Hours**

#### **Professional (Certificated) Employees**

The normal pupil day shall be six (6) hours and fifteen (15) minutes. The normal teacher day shall be six and one-half (6 1/2) hours including lunch.

#### **Aides, Full Time**

Six and one-half hours on days when school is open for students inclusive of a lunch. Any additional days or hours shall be paid on an hourly basis according to their position on the salary guide.

Employment contract between employee and employer may be terminated by either party giving 14 days' notice in writing of intention to terminate the same.

### **Aides, Part Time**

Assigned hours on days when school is open for students. On days an employee works four hours or more, this shall include lunch. Any additional days or hours shall be paid on an hourly basis according to their position on the salary guide.

Employment contract between employee and employer may be terminated by either party giving 14 days' notice in writing of intention to terminate the same.

### **Cafeteria Staff**

Assigned hours on days when school is open for students plus any additional days requested by the Board. On days an employee works four hours or more, this shall include lunch. Changes to an employee's working hours shall be subject to mutual agreement whenever possible.

### **Custodians**

Eight (8) hours of work, inclusive of a thirty (30) minute lunch period, shall constitute a work shift. All employees shall be scheduled to work on a regular shift and shall be advised of a regular starting and quitting time. Changes to an employee's working hours shall be subject to mutual agreement whenever possible.

### **Call Time and Overtime**

1. Any employee called to return to work outside of regularly scheduled hours shall be paid a minimum of two hours' wage. Salaried employees shall have the hourly rate figured by the following formula: salary divided by 2,080.
2. Overtime shall be paid at the rate of one and one half (1 1/2) the employee's regular hourly rate of pay for all time worked in excess of forty hours in any work week.

### **Vacation Schedule (Twelve Month Employees)**

1. Vacation eligibility shall be determined as of July 1 of each year.
2. Vacation time scheduling shall be subject to the approval of the Chief School Administrator. Such approval shall not be arbitrarily withheld.

3. Employees shall be eligible for vacation on the following basis:
  - a. First year personnel - one working day for each full calendar month of service up to a maximum of ten (10) working days.
  - b. Over one year but less than ten (10) years of service - ten (10) working days.
  - c. Over ten (10) years, but less than twenty (20) years of service - fifteen (15) working days.
  - d. Over twenty (20) years of service, twenty (20) working days.

### **Holiday Schedule (Twelve Month Employees)**

1. All holidays, September (after the start of the school year) through June, will coincide with those contained in the regular school calendar for professional personnel.
2. Scheduled holidays, July through September (prior to the start of school) are:
  - a. Independence Day
  - b. Labor Day
3. Winter Break (Custodians) - The building will be checked on a daily basis and two (2) days may be worked over Winter Break at the direction of the Administration.

### **Breaks**

#### **(Twelve Month Employees, Cafeteria Staff, and Non- Instructional Aides)**

1. Those employees working six hours or more per day - Two uninterrupted periods of fifteen (15) minutes.
2. Those employees working at least three hours but less than six hours per day - One uninterrupted period of fifteen (15) minutes.

### **Preparation Time**

#### **(Professional Certificated Employees and Instructional Aides)**

Two hundred ten (210) minutes per week. A minimum of thirty (30) minutes per day whenever possible.

In those cases where regular substitutes are not available, employees who are required to cover a class, and as a result lose their daily preparation time, shall be paid at the rate of one-half of the daily substitute rate, per class covered. This section only applies to a full length school day.

## **EMPLOYMENT PROCEDURES**

### **Notification of Contract and Salary**

Employees shall be notified of their contract and salary status for the ensuing year in accordance with State Law. Those employees not covered by State Law shall be notified of their contract and salary status for the ensuing year by June 15.

### **Transporting Students**

Employees shall not be required to drive students.

## **JOB SECURITY**

(For those not covered by State Law)

A. School District seniority is defined as service by appointed employees in the School District in the collective bargaining unit covered by this Agreement. An appointed employee shall lose all accumulated School District seniority only through resignation or discharge for cause, irrespective of subsequent rehire by the School District.

B. In the event of a reduction in force the employees shall be laid off in the inverse order of seniority of the employees in the job category involved (Degreed Aides, Non-degreed Aides, Custodians, and Cafeteria Workers), provided the person with the most seniority meets the job qualifications.

C. In the event that a vacancy occurs in the category of the last job from which the employee was laid off, or in a lesser category in the same line of work, a laid-off employee shall be entitled to recall thereto in the order of category seniority.

D. Notice of recall to work shall be addressed to the employee's last address appearing on the records of the School District, by certified mail, return receipt requested. Within seven (7) working days from receipt of such notice of recall, the employee shall notify the Chief School Administrator, in writing, whether or not the employee desires to return to the work involved in the recall. If the employee fails to reply or indicates a desire not to return to such work, all seniority and all rights to recall shall be forfeited. If a desire to return to the work involved in the recall notice is indicated, then the employee shall report for work within twenty one (21) days from the date of receiving the recall notice or within such period of time as is set forth in a

written extension of time signed by the Chief School Administrator. In the event that the employee shall fail to report to work, all seniority and all rights to recall shall be forfeited.

E. Seniority shall not be accumulated during the period of lay off. Upon recall the appointed employee shall retain accumulated seniority earned prior to the date of lay off.

F. **Employee Security**

No employee shall be dismissed or be subject to a reduction in salary except for inefficiency, incapacity, conduct unbecoming an employee or other just cause, following written notice of such reasons and a hearing before and determination by the Board of Education finding that such cause does, in fact, exist and is sufficient for such reduction in salary or dismissal. Should the employee not be satisfied by the determination of the Board of Education, upon request, the matter shall be subject to the grievance procedure and arbitration in the same manner and to the same extent as is provided for arbitration of grievances by this agreement.

In the event of any reduction of force, district wide seniority shall apply. The Board shall have the right to reduce the number of positions when done in good faith and for just cause.

**SALARIES**

A. **Salary Schedule**

The salary of each employee covered by this agreement is set forth in Exhibit "A" which is attached hereto and made a part hereof.

B. In order for an employee to qualify for an increment under the Special Incentive Range -- Bachelor's Degree +15, as set forth in the Salary Guide annexed hereto, the 15 credits required thereunder must be graduate credits beyond the Bachelor's Degree, however, That section of Exhibit A providing for increments for credits obtained under Bachelor's Degree +30 does not require that such credits necessarily be graduate credits beyond the Bachelor's Degree. Whenever increments shall be granted to those employees determined to be worthy thereof, such increments shall also, as a condition precedent thereto, meet the requirements of applicable rules and/or regulations of the Federal Wage Stabilization Board, Internal Revenue Service, Cost of Living Council, Pay Board, or such other authorized authority as may, from time to time, be administering the Wage Price Freeze Program.



C. Pursuant to the authority conferred under N.J.S.A. 18A:29-3 at at the request of the Education Association, the Board of Education has adopted a bi-weekly payment plan to the end that the employees may receive payment of the monies to which they are entitled under their individual contractual commitments with the Board of Education over a ten-month period, which comprises the school year, from September through June, which notwithstanding the substituted payment schedule, shall remain as the contractual period upon which all pension, Social Security and other deductions from salaries shall be based as heretofore. Twelve-month employees shall have this provision applied to their salary, based on a twelve month period from July through June. In the event a bi-weekly payment owing the employee falls on a school holiday, the employees shall receive such payment on the working day which immediately precedes the same. For twelve-month employees, this provision shall apply to holidays that occur in July and August.

To effectuate the foregoing, ten percent, or such additional amount as the employee shall, prior to June 1st of the preceding school year, elect to have withheld and notify the Board of Education accordingly of each employee's gross semi-monthly or monthly salary installment during the ten (September - June) or twelve month (July - June) period shall be retained by the Board of Education, placed in the Tri-Co. Federal Credit Union of Morristown, New Jersey, in an interest bearing account by it, and the accumulated deductions, inclusive of interest, shall be paid to the employees on request to the extent of their prorata shares thereof.

D. Beginning with the 1997-1998 contract, all professional employees currently in the employ of the White Township Board of Education shall be placed on the appropriate step of the Salary Guide in accordance with their year of teaching service pursuant to Exhibit "B". Any personnel hired hereinafter shall receive full credit for up to five years, in accordance with Exhibit "B".

E. The Board shall provide the opportunity for any employee to take part in a tax shelter annuity program. The selection of the programs shall be determined by the participant.

F. Each professional employee shall be given the equivalent of one year's service on the Salary Guide in the determination of such employee's years of employment with the Board of Education, in no event to exceed a maximum of two years, for each full calendar year in which such employee was engaged in the military service of the United States of America.

## **EMPLOYEE EVALUATION**

Procedure shall be as outlined in the Board Policy (2002) for all employees. Appropriate Job Descriptions and evaluation criteria shall be developed for each job category. The employee shall receive a copy of these materials at the beginning of each employment contract period.

## **SICK LEAVE**

### **Sick Leave (Ten Month Employees)**

Ten month employees shall be entitled to twelve (12) cumulative days of personal sick leave each school year.

### **Sick Leave (Twelve Month Employees)**

Twelve month employees shall be entitled to fifteen (15) cumulative days of personal sick leave each school year.

Upon reaching retirement age and retiring while at White Township, any employee with ten (10) years or more of continuous duty at White Township School will receive a bonus equal to fifty percent (50%) of the daily substitute rate in effect at the time of retirement per day of accrued sick leave.

## **PERSONAL LEAVE**

### **Personal Leave (Ten Month Employees)**

Two days leave of absence, with pay, which shall be non-cumulative, shall be given each employee during the year in such instances necessitating the employee's absence during work hours, provided, however, an application therefore is submitted to the principal at least one week before the taking of such leave. In addition to the payment to which the employee is entitled under individual contractual commitment with the Board of Education, those employees having any unused personal leave days, of which they have not availed themselves during the school year, shall be paid a sum equivalent to fifty percent of the daily rate paid to the regular substitute by the Board of Education.

### **Personal Leave (Twelve Month Employees)**

Three days leave of absence in accordance with the above.

### **CHILD CARE LEAVE**

A child care leave of absence without pay shall be granted to an employee. The request for such leave shall be made not less than sixty (60) days, if possible, prior to the date the proposed leave is to become effective. All such leaves of absence may extend through the remainder of the said academic year plus one additional academic year, if requested. An employee prior to returning to employment, shall submit a notice of intention in writing to the Board of Education before April 1 of the preceding school year. Any employee upon legal adoption of a child shall be granted the same leave when the adoption agency requires home care.

### **HEALTH BENEFITS**

The Board of Education shall provide a health care plan with coverage provided for full-time employees of the Board of Education, together with their dependents, equivalent to that heretofore provided by Horizon Blue Cross & Blue Shield.

In addition to the foregoing, the Board of Education shall continue to provide, as it has since October 1982, each full-time employee and dependents with dental plan coverage more fully described in the policy to be issued. The Board of Education shall also provide for a drug prescription plan for each full-time employee and dependents. The plan shall consist of a four dollar (\$4) co-pay for generic prescriptions including one time per three month retail mail order and a ten dollar (\$10) co-pay for brand name prescriptions.

In addition to the foregoing, the Board of Education shall provide a disability income plan guaranteeing each full-time employee seventy (70) percent of full salary on an integrated basis for occupational and non-occupational disabilities sustained by such full-time employees. The amount recoverable under this policy shall be reduced by such sums as the employee might receive under Social Security or other employer sponsored plans, since it is understood, as hereinbefore mentioned, that this coverage guarantees seventy (70) percent of the full-time employee's full salary on an integrated basis.

Retired full-time employees of the Board of Education may purchase, at their own cost and expense, health insurance through the Board of Education's Group Health Plan.

### **COURSE REIMBURSEMENT**

Educational reimbursement shall be on the basis of six (6) credits for non-tenure employees and twelve (12) course credits for tenured employees per year.

Reimbursement shall be allowed for graduate courses and for undergraduate courses that are acceptable for certification by the State of New Jersey.

### **MILEAGE REIMBURSEMENT**

When an employee is required to report to a place other than White Township School, mileage reimbursement shall be thirty-one (31) cents per mile from school and back.

### **REIMBURSEMENT FOR CURRICULUM DEVELOPMENT**

Curriculum coordinators shall be reimbursed at a rate of one hundred fifty dollars (\$150) per day. One teacher from each grade level (1-8) shall serve on the local school curriculum committee under the guidance and supervision of the coordinator and each teacher who so serves shall receive a stipend of one hundred twenty-five dollars (\$125) per day. In the event that a curriculum committee is not deemed necessary or appropriate in devising a particular curriculum, the teacher who is responsible for said curriculum shall be paid at the same rate as a coordinator, plus one hundred twenty-five dollars (\$125) per day for each grade level written. Articulation (or other curriculum related tasks) with other districts shall be paid at the rate of one hundred twenty-five dollars (\$125) per day or compensation shall be given in the form of release time. A day shall be considered six hours long. A maximum of seven days shall be allowed for each curriculum written.

It is understood that the covenants, stipulations and conditions herein contained shall be binding and obligatory upon the successors and assigns of the respective parties hereto.

IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed by their Presidents, attested to by their Secretaries, and their respective corporate seals to be hereto affixed the day and year first above written.

**ATTEST:**

**THE BOARD OF EDUCATION OF THE  
TOWNSHIP OF WHITE**

\_\_\_\_\_  
Secretary

BY: \_\_\_\_\_  
President

**ATTEST:**

**THE WHITE TOWNSHIP EDUCATION  
ASSOCIATION**

\_\_\_\_\_  
Secretary

BY: \_\_\_\_\_  
President

**WHITE TOWNSHIP CONSOLIDATED SCHOOL  
SALARIES  
NON-GUIDE EMPLOYEES**

	<u>2003-2004</u>	<u>2004-2005</u>	<u>2005-2006</u>
<b>Custodians</b>			
David C. Hartung	\$39,643	\$41,427	\$43,291
Frank Hoyt	\$29,516	\$30,844	\$32,232
Robert Williams	\$27,465	\$28,701	\$29,993
<b>Truant Officer</b>	\$ 306	\$ 320	\$ 334
<b>Affirmative Action Officer</b>	\$ 1,676	\$ 1,751	\$ 1,830
<b>Basic Skills Coordinator</b>	\$ 5,163	\$ 5,395	\$ 5,638
<b>Summer School/Teddy Bear School</b>	\$ 1,800	\$ 1,900	\$ 2,000

**WHITE TOWNSHIP CONSOLIDATED SCHOOL  
SALARY GUIDE  
EXTRA CURRICULAR ACTIVITIES**

<b>YEARS OF SERVICE</b>	<b>2003-2004</b>		<b>2004-2005</b>		<b>2005-2006</b>	
	<b><u>HEAD</u></b>	<b><u>ASST.</u></b>	<b><u>HEAD</u></b>	<b><u>ASST.</u></b>	<b><u>HEAD</u></b>	<b><u>ASST.</u></b>
1, 2 & 3	\$1,641	\$1,482	\$1,715	\$1,549	\$1,792	\$1,619
4, 5 & 6	\$1,801	\$1,642	\$1,882	\$1,716	\$1,966	\$1,793
7, 8 & 9	\$1,961	\$1,801	\$2,050	\$1,882	\$2,142	\$1,966
10 or More	\$2,121	\$1,961	\$2,217	\$2,050	\$2,317	\$2,142

**WHITE TOWNSHIP CONSOLIDATED SCHOOL  
SALARY GUIDE  
FOR  
NON-DEGREE TEACHER AIDES  
&  
CAFETERIA STAFF**

<b><u>YEARS OF SERVICE</u></b>	<b><u>2003-2004</u></b>	<b><u>YEARS OF SERVICE</u></b>	<b><u>2004-2005</u></b>	<b><u>YEARS OF SERVICE</u></b>	<b><u>2005-2006</u></b>
1 & 2	\$ 8.85	1	\$ 8.85	1	\$ 8.85
3	\$ 9.20	2 & 3	\$ 9.25	2	\$ 9.25
4	\$ 9.56	4	\$ 9.61	3 & 4	\$ 9.67
5	\$ 9.95	5	\$ 9.99	5	\$10.04
6	\$10.32	6	\$10.40	6	\$10.44
7	\$10.70	7	\$10.79	7	\$10.86
8	\$10.85	8	\$11.18	8	\$11.27
9	\$10.99	9	\$11.34	9	\$11.69
10	\$11.14	10	\$11.49	10	\$11.85
11	\$11.29	11	\$11.64	11	\$12.01
12	\$11.44	12	\$11.79	12	\$12.16
13	\$11.61	13	\$11.96	13	\$12.32
14	\$11.87	14	\$12.13	14	\$12.50
15	\$12.30	15	\$12.41	15	\$12.68
16	\$12.72	16	\$12.85	16	\$12.96
17	\$13.14	17	\$13.29	17	\$13.43
18 or more	\$13.55	18	\$13.73	18	\$13.89
		19 or more	\$14.16	19	\$14.34
				20 or more	\$14.80



**WHITE TOWNSHIP CONSOLIDATED SCHOOL  
SALARY GUIDE  
DEGREED\* TEACHER'S AIDES**

<u>YEARS OF SERVICE</u>	<u>2003-2004</u>	<u>YEARS OF SERVICE</u>	<u>2004-2005</u>	<u>YEARS OF SERVICE</u>	<u>2005-2006</u>
1	\$10.39	1 & 2	\$10.86	1, 2 & 3	\$11.35
2 & 3	\$10.86	3 & 4	\$11.35	4 & 5	\$11.86
4	\$11.24	5	\$11.75	6	\$12.18
5	\$11.68	6	\$12.21	7	\$12.76
6	\$12.16	7	\$12.71	8	\$13.28
7	\$12.63	8	\$13.20	9	\$13.79
8	\$13.14	9	\$13.73	10	\$14.35
9	\$13.76	10	\$14.38	11	\$15.03
10	\$14.42	11	\$15.07	12	\$15.75
11	\$15.12	12	\$15.80	13	\$16.51
12	\$16.01	13	\$16.73	14	\$17.48
13	\$16.97	14	\$17.73	15	\$18.53
14	\$18.09	15	\$18.90	16	\$19.75
15	\$19.22	16	\$20.08	17	\$20.98
16	\$20.37	17	\$21.29	18	\$22.25
17	\$21.53	18	\$22.50	19	\$23.51
18	\$22.71	19	\$23.73	20	\$24.80
19	\$23.90	20	\$24.98	21	\$26.10
20	\$25.09	21	\$26.22	22	\$27.40

\*Bachelor's Degree or Above

**WHITE TOWNSHIP CONSOLIDATED SCHOOL  
SALARY GUIDE  
2003-2004**

<b><u>Years of Service</u></b>	<b><u>BA</u></b>	<b><u>BA + 15</u></b>	<b><u>BA + 30</u></b>	<b><u>MA</u></b>	<b><u>MA + 15</u></b>
1 & 2	\$34,229	\$35,875	\$37,514	\$39,151	\$40,788
3	\$35,828	\$37,504	\$39,174	\$40,841	\$42,508
4 & 5	\$37,478	\$39,186	\$40,888	\$42,586	\$44,286
6 & 7	\$39,201	\$40,943	\$42,678	\$44,411	\$46,142
8	\$40,875	\$42,651	\$44,420	\$46,189	\$47,954
9	\$42,608	\$44,383	\$46,152	\$47,921	\$49,687
10	\$44,339	\$46,115	\$47,884	\$49,652	\$51,418
11,12,13	\$46,072	\$47,846	\$49,615	\$51,383	\$53,151
14	\$47,803	\$49,578	\$51,348	\$53,114	\$54,881
15	\$49,536	\$51,309	\$53,078	\$54,845	\$56,612
16	\$51,267	\$53,039	\$54,808	\$56,575	\$58,342
17	\$52,997	\$54,769	\$56,539	\$58,306	\$60,075
18	\$54,729	\$56,500	\$58,268	\$60,036	\$61,804
19 thru 26	\$56,458	\$58,228	\$59,998	\$61,768	\$63,536
27	\$58,006	\$59,775	\$61,537	\$63,315	\$65,083
28	\$59,557	\$61,324	\$63,090	\$64,865	\$66,634
29	\$61,106	\$62,872	\$64,640	\$66,414	\$68,181
30	\$62,872	\$64,640	\$66,414	\$68,180	\$69,948
31	\$64,640	\$66,414	\$68,180	\$69,949	\$71,717
32	\$66,414	\$68,180	\$70,033	\$71,717	\$73,485
33	\$68,401	\$70,170	\$71,939	\$73,706	\$75,474
34	\$70,388	\$72,162	\$73,928	\$75,698	\$77,467

**WHITE TOWNSHIP CONSOLIDATED SCHOOL  
SALARY GUIDE  
2004-2005**

<b><u>Years of Service</u></b>	<b><u>BA</u></b>	<b><u>BA + 15</u></b>	<b><u>BA + 30</u></b>	<b><u>MA</u></b>	<b><u>MA + 15</u></b>
1	\$34,617	\$36,257	\$37,897	\$39,537	\$41,177
2 & 3	\$36,252	\$37,935	\$39,611	\$41,285	\$42,959
4	\$37,887	\$39,601	\$41,308	\$43,013	\$44,717
5 & 6	\$39,574	\$41,321	\$43,061	\$44,797	\$46,535
7 & 8	\$41,336	\$43,117	\$44,891	\$46,663	\$48,433
9	\$43,048	\$44,864	\$46,672	\$48,481	\$50,286
10	\$44,820	\$46,635	\$48,443	\$50,252	\$52,058
11	\$46,590	\$48,406	\$50,214	\$52,022	\$53,828
12, 13, 14	\$48,362	\$50,176	\$51,984	\$53,792	\$55,600
15	\$50,132	\$51,947	\$53,756	\$55,562	\$57,369
16	\$51,904	\$53,716	\$55,525	\$57,332	\$59,139
17	\$53,674	\$55,485	\$57,294	\$59,101	\$60,908
18	\$55,442	\$57,254	\$59,064	\$60,871	\$62,680
19	\$57,213	\$59,024	\$60,832	\$62,640	\$64,448
20 thru 27	\$58,981	\$60,791	\$62,601	\$64,411	\$66,219
28	\$60,564	\$62,373	\$64,175	\$65,993	\$67,800
29	\$62,150	\$63,957	\$65,763	\$67,577	\$69,386
30	\$63,734	\$65,540	\$67,347	\$69,161	\$70,968
31	\$65,540	\$67,347	\$69,161	\$70,967	\$72,775
32	\$67,347	\$69,161	\$70,967	\$72,776	\$74,584
33	\$69,191	\$70,967	\$72,862	\$74,584	\$76,391
34	\$71,193	\$73,002	\$74,811	\$76,617	\$78,425
35	\$73,225	\$75,039	\$76,844	\$78,654	\$80,463

**WHITE TOWNSHIP CONSOLIDATED SCHOOL  
SALARY GUIDE  
2005-2006**

<b>Years of Service</b>	<b><u>BA</u></b>	<b><u>BA + 15</u></b>	<b><u>BA + 30</u></b>	<b><u>MA</u></b>	<b><u>MA + 15</u></b>
1 & 2	\$36,705	\$38,382	\$40,059	\$41,736	\$43,412
3 & 4	\$38,377	\$40,098	\$41,811	\$43,523	\$45,235
5	\$40,048	\$41,801	\$43,546	\$45,290	\$47,032
6 & 7	\$41,773	\$43,560	\$45,339	\$47,114	\$48,891
8 & 9	\$43,575	\$45,396	\$47,210	\$49,022	\$50,832
10	\$45,326	\$47,182	\$49,031	\$50,881	\$52,726
11	\$47,137	\$48,993	\$50,842	\$52,692	\$54,538
12	\$48,947	\$50,804	\$52,653	\$54,501	\$56,348
13, 14, 15	\$50,759	\$52,614	\$54,463	\$56,311	\$58,160
16	\$52,569	\$54,425	\$56,275	\$58,121	\$59,969
17	\$54,381	\$56,234	\$58,083	\$59,931	\$61,779
18	\$56,191	\$58,042	\$59,892	\$61,740	\$63,587
19	\$57,998	\$59,851	\$61,702	\$63,550	\$65,399
20	\$59,809	\$61,661	\$63,510	\$65,358	\$67,207
21 thru 28	\$61,617	\$63,468	\$65,319	\$67,169	\$69,018
29	\$63,236	\$65,085	\$66,928	\$68,787	\$70,635
30	\$64,857	\$66,705	\$68,552	\$70,406	\$72,256
31	\$66,477	\$68,324	\$70,171	\$72,026	\$73,874
32	\$68,324	\$70,171	\$72,026	\$73,873	\$75,721
33	\$70,171	\$72,026	\$73,873	\$75,722	\$77,571
34	\$72,026	\$73,873	\$75,810	\$77,571	\$79,419
35	\$74,104	\$75,954	\$77,803	\$79,650	\$81,499
36	\$76,182	\$78,036	\$79,882	\$81,733	\$83,582