

## ARTICLE I

### DURATION

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THIS AGREEMENT shall be effective July 1, 2004 and shall continue in effect until June 30, 2005.

Unless otherwise modified and/or amended by the provisions of this Agreement, all of the remaining provisions of the Agreement between the parties effective July 1, 2001 and remaining in effect until June 30, 2004 are hereby ratified and affirmed by the parties hereto and shall be considered as part of this Agreement to be effective until June 30, 2005.

## ARTICLE II

### AMENDED PROVISIONS

(References are to the Article Number and Subsections in the July 1, 2001 agreement.)

#### Article VI:

- A-2. The rate for the 2004-05 school year shall be \$5,532.
- A-3. The rate for the 2004-05 school year shall be \$82.00.
- A-4. The respective rates for the 2004-05 school year shall be \$52.00 and \$82.00.
- 5(a). The rate for the 2004-05 school year shall be \$28.00.

6. The rates for the 2004-05 school year shall be \$51.00 per day for no more than 144 days.
- B-1. The rates for the 2004-05 school year shall be \$44.00 per day for no more than 144 days.
- B-2. The rates for the 2004-05 school year shall be \$69.00 per day.
- B-3. The rates for the 2004-05 school year shall be \$37.00 and \$69.00 respectively.

ARTICLE VIII:

- B-2. Effective in the 2004-05 school year, shop teachers shall have one (1) daily preparation period.

ARTICLE IX:

- A-1. The rate for the 2004-05 school year shall be \$11.00 per day for each day worked in the Second semester.

ARTICLE X:

- B-4. The rate for the 2004-05 school year shall be \$34.00 per day.

ARTICLE XVIII:

- D. The rate for the 2004-05 school year shall be \$198.00

ARTICLE XX:

- A-5. The expense for the 2004-05 school year shall not exceed \$15,392.00.

IN WITNESS WHEREOF, the parties hereto, the Association and the Board of Education, have caused this Agreement to be executed by their Presidents and

attested by their Secretaries this \_\_\_\_\_ day of \_\_\_\_\_,  
2002.

CAM/VOC EDUCATION  
ASSOCIATION

By: \_\_\_\_\_  
President

Attest: \_\_\_\_\_  
Secretary

THE BOARD OF EDUCATION OF  
THE CAMDEN COUNTY  
TECHNICAL SCHOOLS

By: \_\_\_\_\_  
President

Attest: \_\_\_\_\_  
Secretary

## **EXPLANATORY NOTES FOR SCHEDULES A – TEACHERS SALARY GUIDES**

### **PLACEMENT ON THE GUIDE:**

1. Everyone moves up a step each year – effective on the date indicated on the individual guides.
2. A person on step 13 as of July of each year remains on step 13.
3. Column A= Academic Bachelor Degree  
Shop/Related Emergency (Provisional) Certificate  
Column B= Academic Bachelor Degree plus 15 credits  
Shop/Related Permanent Certificate  
Column C= Academic Masters Degree  
Shop/Related Bachelor Degree  
Column D= Academic Masters Degree plus 15 credits  
Shop/Related Bachelor Degree plus 15 credits  
Column E= Academic Masters Degree plus 30 credits  
Shop/Related Masters Degree  
Column F= Academic Masters Degree plus 60 credits  
Shop/Related Masters Degree plus 15 credits
5. Courses taken for column advance on the salary guide for academic teachers must be courses that will qualify for an advanced degree, a post-baccalaureate certificate, or additional teaching certification.

Such courses taken by a shop or related teacher must be courses that will qualify for full certification, a bachelor's degree or an advanced degree.

All courses taken by any teacher shall be taken at a college or university accredited for certification by the New Jersey State Department of Education; a copy of the program approved by the New Jersey State Department of Education or the institution involved shall be provided; and shall be verified by an official transcript from the institution.

Column advance shall be credited pro rata from the time of course completion. The information specified in Paragraph 3 above together with an application form for salary advancement must be presented to the Superintendent within 90 days of course completion. Failure to present the official transcript within said 90 day period shall result in appropriate guide placement the following January 1 or September 1, whichever is applicable.

SCHEDULE A – 2001/05

TEACHERS

Conversion Chart

EXP	00-01 Step		01-02 Step	02-03 Step		03-04 Step		04-05 Step
				1	_____	1	_____	1
0	1		1	_____	2	_____	3	4
1	2	_____	1	_____	2	_____	3	4
2	3	_____	1	_____	2	_____	3	4
3	4	_____	2	_____	3	_____	4	5
4	5	_____	3	_____	4	_____	5	6
5	6	_____	4	_____	5	_____	6	7
6	7	_____	5	_____	6	_____	7	8
7	8	_____	5	_____	6	_____	7	8
8	9	_____	5	_____	6	_____	7	8
9	10	_____	6	_____	7	_____	8	9
10	11	_____	7	_____	8	_____	9	10
11	12	_____	8	_____	9	_____	10	11
12-13	13	_____	9	_____	10	_____	11	12
14-15	14	_____	10	_____	11	_____	12	13
16-17	14A-15	_____	11	_____	12	_____	13	13
18-20	16	_____	12	_____	13	_____	13	13

SCHEDULE A – 2001/05

SECRETARIAL/CLERICAL

Conversion Chart

						03-04 Step	04-05 Step	
						1	1	
			02-03 Step			1	2	
		01-02 Step	1	_____	2	_____	3	
00-01 Step		1	_____	2	_____	3	_____	4
A-C	_____	2	_____	3	_____	4	_____	5
D	_____	3	_____	4	_____	5	_____	6
E	_____	4	_____	5	_____	6	_____	7
F	_____	5	_____	6	_____	7	_____	8
G	_____	6	_____	7	_____	8	_____	9
H	_____	7	_____	8	_____	9	_____	10
I	_____	8	_____	9	_____	10	_____	11
J	_____	9	_____	10	_____	11	_____	12
K-L	_____	10	_____	11	_____	12	_____	13
M	_____	11	_____	12	_____	13	_____	14
N-O	_____	12	_____	13	_____	14	_____	15
P-Q	_____	13	_____	14	_____	15	_____	15
R	_____	14	_____	15	_____	15	_____	15
S-T	_____	15	_____	15	_____	15	_____	15

SCHEDULE A – 2001/05

TECHNICIAN

Conversion Chart

00-01 Step	01-02 Step	02-03 Step	03-04 Step	04-05 Step
A	A-1	A-B-1	A-C-1	A-D-1
B	B-2	C-2	D-2	E-2
C-D	C-3	D-3	E-3	F-3
E	D-4	E-4	F-4	G-4
F	E-5	F-5	G-5	H-5
G	F-6	G-6	H-6	I-6
H	G-7	H-7	I-7	J-7
I	H-8	I-8	J-8	K-8
J	I-9	J-9	K-9	L-9
K	J-10	K-10	L-10	M-10
L	K-11	L-11	M-11	N-11
M-N	L-12	M-12	N-12	O-12
O	M-13	N-13	O-13	P-13
P	N-14	O-14	P-14	Q-14
Q	O-15	P-15	Q-15	R-15
R-S	P-16	Q-16	Q-15	R-15
T	Q-17	Q-16	Q-15	R-15

SCHEDULE A – 2004/05  
TEACHERS

STEPS	COLUMN A	COLUMN B	COLUMN C	COLUMN D	COLUMN E	COLUMN F
1	\$40,080	\$40,760	\$41,180	\$41,580	\$42,080	\$42,580
2	\$40,280	\$40,960	\$41,380	\$41,780	\$42,280	\$42,780
3	\$40,480	\$41,160	\$41,580	\$41,980	\$42,480	\$42,980
4	\$40,680	\$41,360	\$41,780	\$42,180	\$42,680	\$43,180
5	\$40,880	\$41,560	\$41,980	\$42,380	\$42,880	\$43,380
6	\$41,080	\$41,760	\$42,180	\$42,580	\$43,080	\$43,580
7	\$41,280	\$41,960	\$42,380	\$42,780	\$43,280	\$43,780
8	\$43,280	\$43,960	\$44,380	\$44,780	\$45,280	\$45,780
9	\$45,475	\$46,155	\$46,575	\$46,975	\$47,475	\$47,975
10	\$51,775	\$52,455	\$52,875	\$53,275	\$53,775	\$54,275
11	\$58,275	\$58,955	\$59,375	\$59,775	\$60,275	\$60,775
12	\$61,675	\$62,355	\$62,775	\$63,175	\$63,675	\$64,175
13	\$64,075	\$64,755	\$65,175	\$65,575	\$66,075	\$66,575

Salaries effective: 9/1/04



SCHEDULE A – 2004-05  
STAFF DEVELOPERS AND LEAD TEACHERS

2004-2005 - \$5,102

**SCHEDULE A - 2004/05  
SECRETARIAL/CLERICAL**

Step	Group III	Group II	Group I	Group I Ten Months
1	\$23,110	\$20,640	\$19,940	\$16,616
2	\$23,310	\$20,840	\$20,140	\$16,783
3	\$23,510	\$21,040	\$20,340	\$16,950
4	\$23,710	\$21,240	\$20,540	\$17,116
5	\$23,910	\$21,440	\$20,740	\$17,283
6	\$24,354	\$21,884	\$21,184	\$17,653
7	\$25,120	\$22,650	\$21,950	\$18,291
8	\$26,007	\$23,537	\$22,837	\$19,030
9	\$27,314	\$24,844	\$24,144	\$20,119
10	\$28,314	\$25,844	\$25,144	\$20,952
11	\$29,782	\$27,312	\$26,612	\$22,176
12	\$31,421	\$28,951	\$28,251	\$23,542
13	\$33,635	\$31,165	\$30,465	\$25,386
14	\$36,435	\$33,965	\$33,265	\$27,720
15	\$39,435	\$36,965	\$36,265	\$30,220

Group III: Division Head Secretaries

Group II: Secretary Curriculum & Instruction, Assistant Principals' Secretary, Guidance Secretaries, Child Study Team Secretaries, Adult Education Secretary, Secretary to Superintendent of Buildings & Grounds, Accounting Clerks, Secretary to the Assistant Superintendent, Secretary to the Manager of Administrative Services; Secretary to the Recruitment Coordinator

Group I/12 Month: All 12 Month Clerk/Typists

Group I/10 Month: All 10 Month Clerk/Typists

Salaries effective July 1<sup>st</sup> or September 1<sup>st</sup> of the contract year depending on the length of the employment contract.

SCHEDULE A – 2004/05  
TECHNICIAN

Step	Salary
1	\$19,458
2	\$19,733
3	\$20,009
4	\$20,560
5	\$21,085
7	\$21,663
7	\$22,085
8	\$23,085
9	\$23,323
10	\$23,913
11	\$24,407
12	\$25,579
13	\$28,085
14	\$30,585
15	\$32,994

Salaries effective: 9/1/04

<b>Schedule B - 2004/05</b>				
<b>Athletic Extracurricular Activities</b>				
	Step 1	Step 2	Step 3	Step 4
Head coach: Baseball, Soccer, Track, Softball, Hockey, Volleyball, Cheerleading, Cross-Country	\$3,313	\$4,417	\$5,543	\$6,648
Assistant coach: Baseball, Soccer, Track, Softball, Hockey, Volleyball, Cheerleading, Cross-Country	\$2,321	\$3,215	\$4,102	\$4,987
Head coach: Basketball, Swimming, Wrestling	\$3,866	\$4,981	\$6,095	\$7,199
Assistant coach: Basketball, Swimming, Wrestling	\$2,874	\$3,752	\$4,648	\$5,543
Head coach: Bowling, Tennis, Golf	\$2,874	\$3,752	\$4,648	\$5,543
Assistant coach: Bowling, Tennis, Golf	\$1,763	\$2,658	\$3,542	\$4,417
Intramural - Basketball, Soccer, Softball, Volleyball, Weightlifting, Wrestling, Gymnastics	\$1,104	\$1,270	\$1,438	\$1,605
<b>Nonathletic Extracurricular Activities</b>				
Class Advisors: Junior/Senior	\$2,211	\$2,432	\$2,656	\$2,874
Class Advisors: Freshman/Sophomore	\$1,324	\$1,545	\$1,769	\$1,992
Newspaper/Quality Circle Leader	\$1,324	\$1,545	\$1,769	\$1,992
Yearbook Editorial Advisor	\$3,580	\$3,786	\$3,990	\$4,194
Yearbook Business Advisor	\$2,292	\$2,500	\$2,701	\$2,906
VICA	\$3,094	\$3,315	\$3,536	\$3,756
DECA	\$3,094	\$3,315	\$3,536	\$3,756
FBLA	\$3,094	\$3,315	\$3,536	\$3,756
FFA	\$3,094	\$3,315	\$3,536	\$3,756
HOSA	\$3,094	\$3,315	\$3,536	\$3,756
Student Government	\$2,652	\$2,872	\$3,095	\$3,317
Post Secondary Student Government	\$1,992	\$2,211	\$2,432	\$2,656
Band, Drama, Chorus, Flower Show	\$1,545	\$1,713	\$1,821	\$1,992
Clubs/National Honor Society	\$1,104	\$1,327	\$1,550	\$1,772
Summer School Teacher (hourly rate)	\$30			
Homebound Teacher (hourly rate)	\$30			
Summer Curriculum Work (hourly rate)	\$30			

SCHEDULE B – 2004-2005

Teachers may submit plans for clubs or activities to be considered by the Board of education for its approval. If the activity is approved by the Board of Education the teacher shall conduct such club or activity for the first year with no compensation. If the activity is approved by the Board of Education to be conducted beyond the first year, then the teacher shall be compensated in accordance with Schedule B above. Clubs shall meet after the end of the school day.

Credit for coaching experience for teachers hired initially for the 1981-82 school year or hired initially thereafter shall be as follows:

0-3 years	Step 1
4-9 years	Step 2
10 or more years	Step 3

Coaches will not receive payment of their coaching salary until all equipment, uniforms, etc., have been accounted for by the Athletic Director and all other terms of coaching agreement satisfactorily completed. (Coaches unable to complete the entire season shall receive their salary on a pro-rated basis. This shall be based upon the length of the season for that particular coaching assignment).

In-School Suspension

The Board of Education agreed to pay those teachers assigned to in-school suspension duty a fee of \$744.00 for the 2004-05 school year. No retroactive pay will be given to any teacher who had this assignment during any previous school year.

Teachers will be selected for the assignment to in-school suspension duty by the following procedures:

1. Shop or academic teachers who do not have a full schedule may be assigned to in-school suspension in lieu of a teaching assignment in order to establish a full time position, in this case no additional fees would be paid.
2. Volunteers from a list of academic or related teachers on the faculty. If an academic teacher volunteers, that academic teacher will lose one (1) of two (2) preparation periods that are presently guaranteed under the negotiated

agreement between the parties; however, the teacher will receive the payment set forth above.

3. If there are not enough volunteers available from the list of academic and related teachers, the Administration will assign an academic or related teacher to the class whether that teacher volunteers for the assignment and the academic teacher will receive payment as set forth above if a preparation period is lost.

**2004-2005 AGREEMENT**

**BETWEEN**

**THE BOARD OF EDUCATION OF THE  
CAMDEN COUNTY TECHNICAL SCHOOLS**

**AND**

**CAM/VOC EDUCATION ASSOCIATION**

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