

TOWN OF CLINTON NEGOTIATED AGREEMENT

SECTION A - PREAMBLE

This Agreement is entered into this 19th day of April, 1993 by and between the Board of Education of the Town of Clinton, New Jersey, hereinafter called the "Board," and the Clinton Teachers' Association, hereinafter called the "Association."

SECTION B - RECOGNITION

1. Exclusive Representation

The Board hereby recognizes the Association as the exclusive representative for collective negotiations concerning the terms and conditions of employment of all the certificated professional staff and child study team members excluding the superintendent, principals, supervisors, substitute teachers, aides, and summer school staff.

2. Definition of Teacher

Unless otherwise indicated, the term "teacher," when used hereinafter in this Agreement, shall refer to all professional employees noted above, represented by the Association in the negotiating unit as above defined.

SECTION C - NEGOTIATION PROCEDURE

1. Initiation of Negotiations

The parties agree to enter into collective negotiations, as long as the Association represents a majority of professional employees, over a successor agreement under Chapter 123, Public Laws 1974, in good faith efforts to reach agreement on all matters concerning terms and conditions of teachers' employment. Such negotiations should begin according to the timelines set by the Public Employment Relations Commission.

2. Data

During negotiations, the Board and the Association shall present relevant data, exchange points of view, and make proposals and counter-proposals. The parties shall supply to each other for inspection and copying all requested and pertinent records, data, and information of the district as allowed by law.

3. Selection of Negotiators

Each party shall select representatives with the authority to negotiate. However, all tentative agreements are subject to ratification by the Board and the Association.

4. Amendments/Modifications

Should a mutually acceptable amendment to this Agreement be negotiated by the parties, it shall be reduced to writing, be signed by the Board and the Association, and be made a part of this Agreement. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

SECTION D - GRIEVANCE

1. Definitions

- a. A grievance is a claim by a teacher or the Association based upon the interpretation, application or violation of Board policy, this Agreement or an administrative decision affecting the terms and conditions of employment of a teacher or a group of teachers.
- b. Arbitration shall be final and binding on both parties and can only be based upon the interpretation, application, or violation of an expressed provision of this Agreement.
- c. An "aggrieved party" is the person, persons, or the Association making the claim.

2. Purpose

The purpose of this procedure is to secure at the lowest possible level solutions to the problems which may from time to time arise affecting the application of any of the provisions of this Agreement. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

3. Procedure

Noted below are the timeframe and sequence for grievances; all days indicated are calendar days. The following must be concluded on or before the day indicated. Steps must be taken in sequence. No steps may be omitted. Time limits and sequence may be modified by written agreement.

Failure at any step of this procedure to appeal a grievance to the next step with the specified time limits shall be deemed to be acceptance of the decision tendered at that step.

<u>Step</u>	<u>Day</u>	
1	1	Date of the grievable act.
2	30	File written grievance with the Superintendent.
3	40	The Superintendent shall deliver a written reply to the aggrieved person.
4	50	The aggrieved person(s) shall deliver to the Executive Committee of the Association the response of the Superintendent. If the Association determines that a grievance is meritorious, it shall request, in writing, a hearing before the Board.
5	65	The Board shall meet with the Association to hear the grievance.
6	75	The Board shall deliver its decision in writing to the Association.
7	90	If the Board decision is unacceptable, a written request to arbitrate shall be submitted by the Association to the Board Secretary.
8	105	A mutually agreed-upon arbitrator shall be selected and their acceptance received or the selection shall proceed in accordance with the rules and regulations of the Public Employment Relations Commission.

The times, dates, and locations for the arbitration hearings and decision shall be set by agreement of the arbitrator, the Association and the Board.

4. Rules of Arbitration

- a. Each party to that arbitration shall bear its own expense, except that the fee and expenses of the impartial arbitrator shall be shared equally by the Board of Education and the Teachers' Association.

- b. An arbitration decision shall apply only to the grievance which is being arbitrated, and shall not create any additional liability against either the Board of Education or the grievant.
- c. The arbitrator's authority shall be limited to applying and interpreting the express terms and conditions of this Agreement. The arbitrator shall not have authority to deal with wage rates, or to add to, subtract from, or otherwise amend the terms of this Agreement.

5. General Rules

- a. All meetings and hearings under this procedure shall be confidential (conducted in private), and shall include only such parties concerned and their designated or selected representatives.
- b. The grievance shall be submitted on the approved grievance form included in the staff handbook.

SECTION E - PRIVILEGES AND RESPONSIBILITIES OF THE ASSOCIATION

1. Association Business

Association business may be conducted on school premises provided it does not interfere with the normal scheduled classes or assignments of a teacher.

2. Association Meetings

The Association and its representatives may use the school building and equipment with the approval of the Superintendent. The Association shall assume the responsibility for damage or destruction to the school building or equipment exclusive of normal use.

3. Posters and Announcements

Posters or announcements pertaining to Association affairs shall not be posted on bulletin boards in any area accessible to the public or to the students unless such have been approved by the Superintendent.

4. Association Bulletin Board

The Association shall have, in the school building, the exclusive use of a bulletin board, the location to be in the Teachers' Room.

5. School Mail

The Association shall have the privilege of using school mail boxes for pertinent Association business as it deems necessary. The administration is not responsible for Association mail.

SECTION F - SCHOOL CALENDAR

1. Calendar Preparation

The school calendar shall be established by the Board upon recommendations of the Superintendent after consultation with representatives of the Association.

2. Days Per Year

The school year will not consist of more than 185 days. Upon adoption, no further adjustments will be made without the further consultation of both Board and Association, and final determination of calendar adjustments will be made by the Board.

SECTION G - TEACHING HOURS AND TEACHING LOADS

1. School Hours

Teachers are expected to devote to their assignments the time necessary to meet their responsibilities. Teachers shall not be expected to work beyond the regular seven hour in-school day without additional compensation, except for teachers' meetings, conferences and other meetings, and compiling and writing reports.

2. Lunch Periods

a. Teachers working more than four hours per day shall have a duty-free lunch period of at least thirty consecutive minutes, or not less than the lunch period time allowed pupils.

b. Teachers may leave the building without requesting permission during their scheduled duty-free lunch period, provided the office is notified.

3. Preparation Time

Full time teachers shall have preparation time during which they shall not be assigned to any other duties, of at least forty minutes per day. Part time teachers working more than 3½ hours per day but less than a full day shall receive a pro-rated preparation period.

4. Notice of Meetings

Notice of any meetings shall be given to the teachers involved at least two days prior to the meeting except in an emergency.

5. Evaluation of Teachers

- a. All observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher.
- b. A teacher shall be given a copy of the evaluation report within five working days following the conference. Reports shall be signed by the evaluator and the teacher. The teacher shall receive a copy of such reports.
- c. Any complaint regarding a teacher made to any member of the administration by any parent, student or other person which is used in any manner in evaluating a teacher shall be promptly investigated and called to the attention of the teacher. The teacher shall be given an opportunity to respond to and/or rebut such complaint.

SECTION H - TEACHER ASSIGNMENT

1. Voluntary Reassignment

- a. Within one week after a known vacancy, the Board shall notify the Association by posting on the bulletin board such a position.
- b. Teachers who desire a change in grade and/or subject assignment may file a written statement of such desire with the Board within one week of such posting. Such statement shall include the grade and/or subject to which the teacher desires to be assigned.
- c. If the request for reassignment is not granted, the teacher may meet with the Superintendent to discuss the matter. If the meeting with the Superintendent does not prove satisfactory, the teacher may meet with the Board. These meetings shall not delay the Board's actions.

2. Involuntary Reassignment

- a. Notice of involuntary reassignment shall be given to teachers as soon as practicable.
- b. A reassigned teacher may meet with the Superintendent to discuss the matter. If the meeting with the Superintendent does not prove satisfactory, the teacher may meet with the Board. These meetings shall not delay the Board's actions.

SECTION I - ADDITIONAL BENEFIT PAYMENTS

1. Mileage Reimbursement

The Board will pay the IRS rate per mile to any teacher using their car on a trip which the Board shall determine necessary to school business, as approved by the Superintendent.

2. Expenses

Necessary expenses, as approved by the Superintendent, incurred by teachers on field trips and class trips approved by the Superintendent will be reimbursed by the Board.

3. Advanced Degrees

After a teacher obtains a higher degree or equivalent as specified by the salary guide, that teacher will be placed on the proper place on the guide after attainment of such degree and notification of such attainment is received by the Superintendent. A revised contract indicating the new salary rate shall become effective on the first of the month following the next regularly scheduled board meeting.

4. Tuition Reimbursement

The Board will pay in any one school year up to a maximum of 12 credits of tuition cost and requisite fee to register for the course (s) at the State University rate for teacher training courses. These courses should be applicable to teaching assignments or specialties available at Clinton Public School and the courses shall be completed during that year by any teacher holding a permanent certificate, with prior written approval of the Superintendent.

Payment shall be made upon receipt of transcript containing grades of an A, B, or Pass in a Pass/Fail system and a cancelled check provided the said teacher is still an employee of the Town of Clinton School District.

94-95
\$710

5. Textbook Reimbursement

The Board will reimburse teachers for the full cost of textbooks purchased in fulfillment of requirements for any course which qualified for tuition reimbursement above, if such textbooks are donated to the professional collection of the school library. The Board will pay half the cost of such textbooks which a teacher wishes to retain for personal use. Reimbursement shall be based on three semesters per year.

SECTION J - PROFESSIONAL COMPENSATION

1. Salary

The salaries of teachers covered by this Agreement are set forth in Schedules A and B which are attached hereto and made a part of this Agreement.

2. Placement on the Guide

All employees under the category "teacher," including special fields, will be placed on guide according to their educational qualifications and years of teaching experience.

In-field will be defined as courses specifically designed to increase the professional competence of certified public school teachers.

Placement on the laterals will be as follows:

BA/BS Column: Any member of the professional staff who has been duly certified in the appropriate educational field and holds the BA or BS degree from an accredited college or university.

BA+15/BS+15: A minimum of fifteen graduate credits from an accredited college or university beyond the requirements for BA/BS.

BA+30/BS+30: A minimum of thirty graduate credits from an accredited college or university beyond requirements for BA/BS.

MA: A masters degree in field granted by an accredited college or university.

MA+15: A minimum of fifteen graduate credits from an accredited college or university in addition to those requirements for an MA.

MA+30: A minimum of thirty graduate credits from an accredited college or university in addition to those requirements for an MA.

3. The Board may hire new teachers at such salary as may be agreed between the parties provided it shall not be less than the minimum salary on Schedule A and not greater than the salary determined with paragraph "1" and "2" above. Upon entering into the fourth contract, their salary shall be determined in accordance with paragraph "1" and "2."

4. Military and Other Service

All previous years of state certified professional experience, up to four years military service, and two years of alternate civilian service required by the Selective Service System will be counted for placing teachers on guide.

5. Method of Payment

a. Ten Month

Each teacher employed on a ten month basis shall be paid in twenty equal semi-monthly installments. Payroll checks will be distributed on the tenth and twenty-fifth day of each month.

b. Automatic Payroll Savings Plan

Each teacher may individually elect to have a portion of their monthly salary deducted from their pay. These funds shall be deposited in an interest-bearing account each pay day. These funds shall be paid to the teacher upon demand or to the teacher's estate.

c. Exceptions

When a payday falls on or during a school holiday, vacation, or weekend, teachers shall receive their pay checks on the last previous working day.

d. Final Day

Each teacher shall receive their final pay on their last working day in June pending successful completion of all of their professional responsibilities.

SECTION K - CO-CURRICULAR PROGRAM GUIDE

1. Programs offered shall start at the end of the school day and end by 4:45. Compensation will be at the rate of \$600 for a 16-session program. Programs that meet for fewer days or fewer hours will be pro-rated.

2. Boys' and girls' basketball programs and cheerleading shall be paid for previous coaching experience at Clinton Public School: 1-3 years - \$1350; more than 3 years - \$1500.

Other sports shall be paid for previous coaching experience at Clinton Public School: 1-3 years - \$750; more than 3 years - \$850. Experience level determined by the superintendent at the time of employment.

The following indicate maximum amounts for the activity, with number of advisors to be determined by the superintendent.

3. The Safety Patrol Advisor(s) shall be compensated at the rate of \$750 per year.
4. The Student Council Advisor(s) shall be paid \$750 per year .5. The Magazine Drive Advisor shall be paid \$150 per year.
6. The Assembly Coordinator shall be paid \$250 per year.
7. Extra supervisory personnel, approved by the Superintendent, shall be paid \$20.00 per activity per day when the activity immediately follows the school day. When an activity requires personnel to return after 4:45 p.m. the rate will be \$42 per activity per day.
8. Curriculum development work and summer school shall be paid at \$22.50 per hour.

SECTION L - INSURANCE PROTECTION: The Board shall provide the following health care insurance protection. These benefits shall only be provided to teachers who work twenty or more hours per week.

1. Health Care Protection:

- a. For teachers who remain in the employ of the Board for the full school year, the Board shall make payment of full individual or full family insurance premiums as appropriate to provide insurance coverage for the twelve month period commencing September 1st and ending August 31st. Note: Newly enrolled employees have a three month waiting period before their benefits become active.
- b. The Board will pay the full premium for teachers and their dependents for the state Health Benefits plan program (Blue Cross, Blue Shield, and Major Medical) or for coverage equal to this plan.

2. Health Care Information

The Board shall provide to each teacher a description of the health care insurance coverage provided under this article as soon as possible.

3. Dental Plan

The Board shall pay the premiums for dental insurance coverage for all teachers and their dependents at the annual premium rate for 1993-94, 1994-95, and 1995-96.

4. Prescription Plan

The Board will provide prescription cost reimbursement during the 1993-94, 1994-95, and 1995-96 school year at a yearly rate not to exceed \$300 per husband/wife and family and \$200 for an employee only.

SECTION M - LEAVES OF ABSENCE

1. Personal Sickness per state law.

18A:30-2. "Sick leave with full pay for minimum of ten school days in any school year." 18A:30-3. "All days of minimum allowable sick leave not utilized in any school year shall be cumulative to be used for additional sick leave in subsequent years."

a. Any teacher who retires according to the provisions of the TPAF and has 20 years of service in the Town of Clinton School District shall be eligible for payment for unused sick leave.

b. Sick days eligible for reimbursement shall have been accumulated in the Town of Clinton School District. 65% of accumulated sick leave days will be reimbursed at the current substitute rate. Said payment shall be paid to the retiree or his/her estate in two equal payments no later than January 10 and July 10 of the school year following retirement.

c. In order to be eligible for said payment on January 10, a teacher must notify the Board by December 15 or six months prior to the actual date of retirement, whichever is earlier. If notification comes after that date, reimbursement will be made to the retiree or his/her estate the following January 10 and July 10.

2. Illness in the Immediate Family - A maximum of 3 school days per year may be taken for an illness in the immediate family with approval by the superintendent. That is, father, mother, father-in-law, mother-in-law, child, husband, wife, or any other member of the immediate household.

3. Death in the Immediate Family - Maximum of 5 school days per incident may be taken for a death in the immediate family. That is, father, mother, father-in-law, mother-in-law, brother, sister, child, husband, wife, grandparents, grandchildren, step-relatives or any other member of the immediate household per incident.
4. Death of other relative not listed above - 1 school day per relative.
5. Court Subpoena - number of days specified.
6. Personal business - 2 school days.

Up to two school days may be taken for business which cannot be handled after school hours upon prior notification to, and approval by, the Superintendent. It is understood by the parties that personal business may be taken without reason given, with the exception of days during the month of June, and that the Superintendent's right of approval is for scheduling purposes only. If either of the two personal days are unused, one personal day may accumulate to a total of 3 personal days in the next school year.

7. Legal proceedings

Time necessary for an appearance in legal proceedings connected with the teacher's employment or with the school system. In the event of a legal suit between the Board and a teacher, the teacher will receive full pay for days of court appearance only if the teacher is found not guilty of any offense or wins the judgement against the Board.

8. U.S. Reserve or National Guard

Time necessary for persons called into temporary active duty of any unit of the U.S. Reserve or the State National Guard, provided such obligations cannot be fulfilled on days when school is not in session. A teacher shall be paid up to two weeks' salary, less the military pay, once a year.

9. Professional Business

The Superintendent shall have the power to excuse a teacher for professional business for an absence other than sickness without loss of pay.

10. Death in the School

In the event of the death of an adult or student presently or formerly associated with the school system, representation at the funeral services shall be determined by the Superintendent after consultation with the Association president.

11. Part-time Teachers Leave

Part-time teachers are to be entitled to leave proportionate to the number of days they work per week on the basis of full-time teachers. Sick leave is to be cumulative.

12. Disability and Child Care

A teacher who anticipates a disability shall notify the superintendent of the estimated date of disability, confirmed by a physician, as soon as practical. This notification shall include in the case of pregnancy an anticipated delivery date. No later than 60 days prior to the anticipated delivery date, the teacher shall request a leave of absence. Accumulated sick leave may be utilized during any period of disability. When the teacher on leave and her physician determine that she is able to return to duty, a written statement shall be supplied indicating the teacher's fitness to return.

The Board may grant an unpaid leave of absence for the purpose of infant care. Request for infant care leave shall be made at least one month prior to the anticipated start of leave. Return from an infant care leave shall be on the first school day in January or September. An employee will not be advanced on the salary guide or accrue benefits for any year in which the employee has not worked a minimum of ninety school days.

13. Other Leaves or Absences

Other leaves or absences without pay may be granted by the Board for good reason, such as health, education, and personal advancement. Cases involving health must be requested in writing from a doctor. These leaves, if possible, should not be more than one school year with adequate notice given to the Board. Intention of returning on September 1st must be submitted in writing to the Board of Education by March 1st of that calendar year. Health cases wishing to return must present a doctor's certificate of health.

14. "Carry-over" Sick Leave

There will be no carry-over sick leave from other districts.

15. Sabbatical Leave

Sabbatical leave may be granted to a teacher by the Board to enhance and improve the teacher's value to the district. This leave is subject to the following conditions:

- a. Dates - A sabbatical leave may be granted to one teacher at any one time between September 1 and June 30.
- b. Request for a Sabbatical - Request for a sabbatical leave must include a detailed description of the program and must be received by the Superintendent in writing in such form as may be mutually agreed upon by the Association and the Superintendent no later than December 15 and action must be taken on or before January 31 of the school year preceding the school year for which the leave is requested. A report upon return after the leave is required.
- c. Length of Service - The teacher has completed at least seven full years of service in the district, the last three of which must have been consecutive. No individual will be granted more than one sabbatical leave within a seven (7) year period; however, no candidate shall be considered for a sabbatical leave in the year for which the employee's salary increment has been withheld.
- d. Salary and Benefits:
 1. A professional staff member on sabbatical leave shall be paid one-half (½) his salary for a full year or full salary for a one-half (½) year leave.
 2. From this compensation shall be made the regular deductions for TPAF and other deductions required by law or at the request of the professional staff member.
 3. During a sabbatical leave year, professional staff members shall accrue sick leave and personal days proportional to the portion of the school year actually worked, i.e. one semester sabbatical equals ½ sick and personal days accrued.
 4. Benefits for a teacher on sabbatical leave will be maintained.
- e. Return from Sabbatical - Upon return from sabbatical leave, a teacher shall be placed on the salary schedule at the level which he would have achieved had he remained actively employed in the system during the period of absence.
- f. Two Year Contract - Any teacher granted a sabbatical leave shall, upon notice of said grant, sign a two-year contract. The first year of said contract shall be the sabbatical year.

g. Criteria for Selection

1. A sabbatical rating scale will be developed by the Superintendent after consultation with the Association.
2. When more than one candidate has an equal number of points on this scale, the sabbatical, if awarded, shall be granted based upon multiple criteria that shall be included in the rating scale noted in g-1.

h. Conditions: Grantees will agree in writing:

1. that they will not accept employment outside the district during the period of their leave except where approved by the Superintendent;
2. that they will return to employment within the district for at least one year;
3. that they will, within three months of their return to normal duties, submit a written report to the board regarding the activities undertaken and accomplished during the leave;
4. Grantees further agree that if the above stipulations are not complied with and/or the purpose of the leave is not fulfilled he or she will repay all salary monies received during the leave.

SECTION N - DURATION OF AGREEMENT

1. Dates

This agreement shall be effective as of July 1, 1993 and shall continue in effect until June 30, 1996.

2. Copies of the Agreement

Copies of this Agreement shall be reproduced within thirty days after the Agreement is signed and presented to all teachers now employed, hereafter employed and may be examined by persons considered for employment by the Board.

3. Periodic Meetings

Whenever any notice is required to be given by either of the parties of this Agreement to the other, pursuant to the provisions of the Agreement either party shall do so in writing. The Board and the Association should meet periodically to review the contract and to discuss items of mutual interest. Such meetings may be called by either party at a mutually agreed time with two weeks notice. A written agenda will be presented prior to the meeting.

SECTION 0 - RIGHTS OF THE BOARD

1. The Rights of the Board

The Board reserves to itself sole jurisdiction and authority over matters of policy and retains the right, subject only to the limitations imposed by the language of this Agreement, in accordance with applicable laws and regulations, to:

- a. direct employees of the school district;
- b. hire, promote, transfer, assign, and retain employees in positions in the school district and, for just cause, to suspend, demote, discharge, or take other disciplinary action against employees;
- c. relieve employees from duty because of lack of work or for other legitimate reasons;
- d. maintain the efficiency of the school district operations entrusted to them;
- e. determine the methods, means and personnel by which such operations are to be conducted, and
- f. take whatever actions may be necessary to carry out the mission of the school district in situations of emergency.

2. Press Release

It is understood by all parties that the Association and the Board expressly agree that negotiations will be conducted without the use of pressure tactics or any practice generally defined within the term "sanctions." The parties also agree, during the period of negotiations, that the only publicity accorded the negotiations by the parties will consist of a joint press release or, in the event the parties are unable to agree upon wording, a joint press release stating that "No progress has been made."

3. Law

It is understood by all parties that under the ruling of the Courts of New Jersey and the State Commissioner of Education, the Board of Education is forbidden to waive any rights or powers granted it by law. Any section of the negotiated agreement which has been nullified by court decision or legislative action will be deleted. The remainder of the contract will remain in effect for the duration of the Agreement.

4. Agreement

The parties agree to follow the procedures outlined in the Agreement, and to use no other channels to resolve any question or proposal until the procedures within this Agreement are fully exhausted.

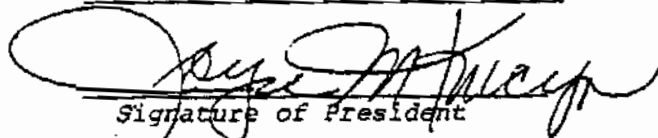
5. Annual Review

It is agreed that either party may call for a special meeting to review items of concern. This meeting must be requested in writing prior to January 31 of each year. At that meeting the 4 component statistics of the salary formula will be reviewed and a final salary guide for the subsequent year will be finalized. Items of concern noted in sentence one may be reopened and discussed at the salary guide review meeting with the consent of the other party.

SECTION P - APPROVAL

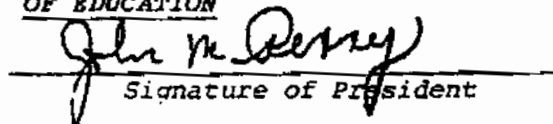
In witness whereof the Association has caused this Agreement to be signed by its President and Secretary, and the Board has caused this Agreement to be signed by its President and Secretary, and the Board has caused this Agreement to be signed by its President, attested by its Secretary, and its corporate seal to be placed hereon, all on the day and year first above written.

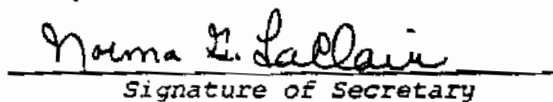
CLINTON TEACHERS' ASSOCIATION


Signature of President


Signature of Secretary

TOWN OF CLINTON BOARD
OF EDUCATION


Signature of President


Signature of Secretary

The President and Secretary of the Association take this action for the Association, which gave its approval on the 19th day of April, 1993.

Clinton Public School

School Street, Clinton, NJ 08809

Salary Schedule 1994/95 & 1995/96

A formula using the 1993/94 salary as a base will be used for 1994/95 and 1995/96. The formula will be restricted in terms of range. For 1994/95, the maximum increase in salary will be 2% over that of 1993/94, and the maximum decrease will be 1% under the increase for 1993-94. Thus, for 1994/95, the possible salary adjustment will be 6.4% to 9.4%. If the formula derives a number outside the range, the maximum (9.4%) or minimum (6.4%) salary increase, as appropriate, will go into effect. In the following year, after the formula is computed, the range will be restricted to +3% and -2% from the 1993/94 raise, thus producing a range of 5.4% to 10.4%.

1994/95 *The average of the following four factors will be used to determine salaries for 1994/95:*

- 25% Consumer Price Index average for the New York area for the period November 1, 1992 to October 31, 1993.
- 25% G Factor: The average percentage of salary increases for 1994/95 for G factor schools whose salary for 1994/95 has been agreed to by contract as of 1/31/94.
- 25% The 1994/95 Budget Cap as determined by the State Department of Education.
- 25% Increase in Per Capita Personal Income for Hunterdon County as provided by the Division of Labor Markets Demographic Research, NJ Department of Labor, Trenton, November 1, 1992 - October 31, 1993.

1995/96 *The average of the following four factors will be used to determine salaries for 1995/96:*

- 25% Consumer Price Index average for the New York area for the period November 1, 1993 to October 31, 1994.
- 25% G Factor: The average percentage of salary increases for 1995/96 for G factor schools whose salary for 1995/96 has been agreed to by contract as of 1/31/95.
- 25% The 1995/96 Budget Cap as determined by the State Department of Education.
- 25% Increase in Per Capita Personal Income for Hunterdon County as provided by the Division of Labor Markets Demographic Research, NJ Department of Labor, Trenton, November 1, 1993 to October 31, 1994.

POSSIBLE GUIDE MOVEMENT 3 Y PERIOD

Guide	Sal 92 93	Inc1	Pct1	Sal 93 94	Pct2	Inc2	Sal 94 95	Pct3	Inc3	Sal 95 96	Pct Ave
Low	1,331,710.00	98546	7.4%	1,430,256.00	6.4%	91636	1,521,892.00	5.4%	82182	1,604,074.00	6.4%
Low Mid	1,331,710.00	98546	7.4%	1,430,256.00	6.4%	91636	1,521,892.00	10.4%	158376	1,680,268.00	8.1%
Mid High	1,331,710.00	98546	7.4%	1,430,256.00	9.4%	134444	1,564,700.00	5.4%	84793	1,649,493.00	7.4%
High	1,331,710.00	98546	7.4%	1,430,256.00	9.4%	134444	1,564,700.00	10.4%	162728	1,727,428.00	9.1%

93-94

1,331,710.00
<u>98,546.00</u>
1,430,256.00
7.4%

94-95

1,430,256.00
<u>91,536.00</u>
1,521,892.00
6.4%

1,430,256.00
<u>134,444.00</u>
1,564,700.00
9.4%

95-96

1,521,892.00
<u>82,182.00</u>
1,604,074.00
5.4%

1,521,892.00
<u>158,276.00</u>
1,680,268.00
10.4%

1,564,700.00
<u>84,496.00</u>
1,649,193.00
5.4%

1,564,700.00
<u>162,728.00</u>
1,727,428.00
10.4%