

BRIDGETON PUBLIC SCHOOLS

Bridgeton, New Jersey 08302

AGREEMENT BETWEEN

BRIDGETON BOARD OF EDUCATION

AND

BRIDGETON EDUCATION ASSOCIATION

FOR SCHOOL YEARS 2009-2012

(Beginning July 1, 2009 - Ending June 30, 2012)

TABLE OF CONTENTS

<u>ARTICLE NUMBER</u>	<u>TITLE</u>	<u>PAGE</u>
I	Recognition	1
II	Negotiation Procedures	2
III	Grievance Procedure	3
IV	Employee Rights	6
V	BEA Rights and Privileges	7
VI	Teachers' Work Year and Employment	9
VII	Teaching Hours and Load	10
VIII	Evaluation	12
IX	Fringe Benefits	13
X	Instructional Council	17
XI	Employee Assignment and Promotion	18
XII	Leaves of Absence	19
XIII	Protection of Employees	20
XIV	Meet and Discuss Committee	21
XV	Reimbursement for Accumulated Sick Leave	22
XVI	Office Personnel	23
XVII	Cafeteria Personnel	25
XVIII	Terms of the Agreement	26
XIX	Salaries	27
XX	Extracurricular Activities	28
XXI	Facilitator/Instructional Coach	29
XXII	ExCEL Teachers	30

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, Librarians, School Nurses, Secretaries, Guidance Counselors, Substance Awareness Coordinators, Cafeteria Workers (exclusive of Cafeteria Managers), Technology Coordinators, Facilitators/Instructional Coaches, **Athletic Trainer**, and Anger Management Coordinators 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 negotiating 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 of 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 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) 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 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 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

ARTICLE III (CONTINUED)

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

ARTICLE III (CONTINUED)

- 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

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

ARTICLE V (CONTINUED)

5.8 (cont'd) 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 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 teachers' work year shall be composed of no more than 186 instructional and/or inservice days for all teachers and two (2) additional orientation days 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 above work year shall be paid on a prorated basis.
- 6.4 Teachers working in excess of the contractual day will be compensated in the following amounts per hour:

BA - \$25.00 MA - \$28.00 DR - \$31.00
- 6.5** 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.
- 6.6 No new employee, covered by this agreement, shall be placed on a step higher than an employee with the same years experience.
- 6.7 Employees shall be notified of their contract and salary status for the ensuing year no later than May 15.

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, 15 minutes.
- 7.2 Teachers shall have a duty-free lunch period equal to the students' lunch period; 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 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
- 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.

ARTICLE VII (CONTINUED)

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 a 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 twenty (120) minutes or less as prorated during the 2000-2001 school year or a reduction in weekly preparation time to one hundred sixty (160) minutes or less commencing with the 2001-2002 school year, the following shall apply:

Effective March 1, 2007, 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 48 hours notice.

ARTICLE VIII

EVALUATION

- 8.1 Tenured teachers shall be observed by appropriately certificated personnel at least once each school year, unless a waiver is granted by the New Jersey Department of Education. Observations will be limited to one (1) per day per teacher. Observations shall be conducted openly and with full knowledge of the teacher. In addition, there shall be an annual total performance evaluation of the teacher as an employee of the Board of Education.

The evaluator, upon request, will provide methods to correct any areas in need of improvement, supply materials or give suggestions to correct any areas in need of improvement. At the request of the teacher, a pre-observation conference may 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 pay the full premium for employee, family and dependent coverage where eligible, which consists of Aetna Quality Point of Service, Patriot V and Patriot X. 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 the benefits set forth in this article, unit employees must work a minimum of 30 hours per week.

9.3 The Board agrees to pay full family drug and prescription plan (\$10.00 brand name/\$5.00 generic/\$5.00 mail-in co-pay) for all employees. Effective, July 1, 2007, co-pay will become \$15.00 brand name/\$5.00 generic/\$5.00 mail-in and will remain the same through June 30, 2009. Carrier to be named by the Board.

9.4 The Board shall provide Full Family Dental Plan identified as Delta Dental Plan of New Jersey, Inc., premium to be paid by the Board of Education for all employees in the bargaining unit. Said plan shall provide the following:

- (1) 50/50 co-pay;
- (2) \$1,000 maximum benefit for each family member per year;
- (3) 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 \$3,000 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 insurance coverage was declined based upon the provisions outlined below.

ARTICLE IX (CONTINUED)

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 following 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)

In addition, any employee who has 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 Cumberland County 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.

ARTICLE IX (CONTINUED)

Reimbursement shall be based on Rowan College's current rates for graduate courses of study and the presentation of evidence of a grade of B or better or passing in a pass/fail course to the Superintendent of Schools not later than April 30 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 **\$208,372.00** in the first year of this contract, plus 5% for each ensuing year of this agreement. This money will be disbursed on a first-come basis until funds are depleted.

To be eligible for reimbursement, 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. Carry-over of credits from one year to another for the purpose of increased reimbursement shall not be permitted.

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 teacher submits the bill after the course or courses have been successfully completed, the teacher must be under contract and have full intention to continue teaching in the Bridgeton Public School system. In the event that the teacher 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 teacher shall repay the Board for 100% of his/her reimbursement. Example: If a teacher completes a course in December 2009, in order to avoid having to reimburse the Board 100%, the teacher is obligated to remain in the district for one year (July 1, 2010 to June 30, 2011). If a teacher completes a course in June 2010, in order to avoid having to reimburse the Board 100%, the teacher is obligated to remain in the district for one school year (July 1, 2010 to June 30, 2011).

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

Once **\$104,186.00** has been properly committed for reimbursement of graduate courses (proper paperwork is approved for reimbursement), the remaining **\$104,186.00** will be distributed in the following order:

- a. To tenured teachers who are in graduate programs
- b. To tenured teachers who are in certificate programs
- c. To tenured teachers
- d. To non-tenured teachers

The School Business Administrator, or his/her designee, will inform the Association President, or his/her designee when the **\$104,186.00** threshold has been met.

Teacher (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. The maximum payment by the Board shall not exceed **\$11,576.00** in the first year of the contract (**2009-2010**) plus 5% for each ensuing year of this agreement. 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. For every 20 hours of approved professional development, the active teaching staff member shall accrue one college credit for purposes of lateral guide movement up to a maximum of five (5) credits in her/his employment career with the Bridgeton School District.

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 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 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. The Superintendent or his designee shall notify such employees of any vacancy in a position(s) for which they are certified. Such notice shall be sent as far in advance as is practicable. 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 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 two (2) 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 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 31 must be accompanied by a reason. It is within the discretion of the Superintendent to approve or disapprove such requests
- 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.
- 12.4 All benefits to which an employee was entitled at the time 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 extensions 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 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, and 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 well-being. The Administrator in charge of the building shall determine if the condition is dangerous or hazardous.
- 13.2 The Association shall be consulted and be allowed to submit recommendations for consideration before any judgment is made to open or close school except regarding weather.

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 given a bonus 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--whichever is applicable, that is being paid in the Bridgeton District at the time the individual retires. 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 bonus shall be made to the heir presently designated, in writing, by the employee.

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 first day for teachers and the work year shall end five working days after the last day for teachers.

VACATION CHART

<i>Completed Months of Employment</i>	<u>Vacation Days Earned</u>
1 Month	0 Days
2 Months	½ Day
3 Months	1 Day
4 Months	1 ½ Day
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 The Food Service Director and the Superintendent's Office will assemble and maintain an adequate list of substitutes. A substitute will be called whenever a cafeteria worker is absent. Cafeteria workers will be responsible for calling the registry to get a substitute to replace them and state the reason for said 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) smocks.
- 17.8 Any reduction of 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 teachers.

ARTICLE XVIII

TERMS OF THE AGREEMENT

- 18.1 This Agreement shall be effective as of July 1, **2009** and shall continue in force and effect until June 30, **2012**.
- 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.
- 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, regulations 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, and V, 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 (15th) and thirtieth (30th) 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. Auto deposit will be available for the base salary only and it is the employee's choice.
- 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 used. Vouchers for reimbursement of expenses must be submitted within ninety (90) 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.

ARTICLE XX

EXTRACURRICULAR ACTIVITIES

- 20.1 The Board and the Association agree that the extracurricular activities listed under Table IV 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

FACILITATORS/INSTRUCTIONAL COACHES

- 21.1 The Facilitator/Instructional Coach position is a twelve (12) month position.
- 21.2 The Facilitator's/ Instructional Coaches' workday shall be the same as all other certificated employees in Article 7.1.
- 21.3 Facilitators/Instructional Coaches 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/Instructional Coach 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. Facilitators/ Instructional Coaches are permitted to use a personal day before or after a holiday. Ten month teaching staff members who are promoted to twelve month Facilitator/Instructional Coach positions and 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 month to twelve month position. These five (5) days shall be deducted from the four weeks earned vacation days.
- 21.4 Salary for the Facilitator's/Instructional Coaches' position shall be that salary as set forth in the attached schedules. (Teacher's salary plus an additional 10%).
- 21.5 Facilitators/Instructional Coaches 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 8:00 a.m. to 12:00 noon. 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.

Salary Guides for ExCEL teachers for the school years 2009-2012 are attached hereto as Tables V-A, V-B and V-C.

Board of Education and the Bridgeton Education Association contract as proposed 2009-2012.

BRIDGETON BOARD OF EDUCATION

Ms. Angelia Edwards, President
Bridgeton Board of Education

Mr. J. Curtis Edwards, Vice President
Bridgeton Board of Education

Date: _____

BRIDGETON EDUCATION ASSOCIATION

Mr. Sherman Denby, President
Bridgeton Education Association

Ms. Roseann Amaranto, Vice President
Bridgeton Education Association

Ms. Shirley Shaw, Member
BEA Negotiations Team

Date: _____

EXTRA CO-CURRICULAR SALARIES (EXTRA CONTRACTS)

Position	2009-2010	2010-2011	2011-2012
Assistant Athletic Director	8917	9095	9277
Head Football Coach	7724	7878	8036
Assistant Football Coach	3861	3938	4017
Assistant Football Coach	3861	3938	4017
Assistant Football Coach	3861	3938	4017
Assistant Football Coach	3861	3938	4017
Assistant Football Coach	3861	3938	4017
Boys' Head Basketball Coach	5883	6001	6121
Boys' Assistant Basketball Coach	3125	3188	3252
Boys' Assistant Basketball Coach	3125	3188	3252
Girls' Head Basketball Coach	5883	6001	6121
Girls' Assistant Basketball Coach	3125	3188	3252
Girls' Assistant Basketball Coach	3125	3188	3252
Gr. 7/8 Boys' Head Basketball Coach	3125	3188	3252
Gr. 7/8 Boys' Assistant Basketball Coach	2576	2628	2681
Gr. 7/8 Girls' Head Basketball Coach	3125	3188	3252
Gr. 7/8 Girls' Assistant Basketball Coach	2576	2628	2681
Head Softball Coach	5883	6001	6121
Assistant Softball Coach	3125	3188	3252
Assistant Softball Coach	3125	3188	3252
Gr. 7/8 Head Softball Coach	3125	3188	3252
Gr. 7/8 Assistant Softball Coach	2576	2628	2681
Head Hockey Coach	5883	6001	6121
Assistant Hockey Coach	3125	3188	3252
Gr. 7/8 Head Hockey Coach	3125	3188	3252
Gr. 7/8 Assistant Hockey Coach	2576	2628	2681
Boys' Head Tennis Coach	5883	6001	6121
Boys' Assistant Tennis Coach	3125	3188	3252
Girls' Head Tennis Coach	5883	6001	6121
Girls' Assistant Tennis Coach	3125	3188	3252
Head Cheerleader Coach - Football	3038	3099	3161
Assistant Cheerleader Coach – Football	1607	1639	1672
Head Cheerleader Coach - Basketball	3038	3099	3161
Assistant Cheerleader Coach - Basketball	1607	1639	1672
Gr. 7/8 Head Cheerleader Coach	3125	3188	3252
Boys' Head Spring Track Coach	5883	6001	6121
Boys' Assistant Spring Track Coach	3125	3188	3252
Boys' Assistant Spring Track Coach	3125	3188	3252
Boys' Head Winter Track Coach	4048	4129	4212

Position	2009-2010	2010-2011	2011-2012
Boys' Assistant Winter Track Coach	3125	3188	3252
Boys' Assistant Winter Track Coach	3125	3188	3252
Grade 7/8 Boys' Head Track Coach	3125	3188	3252
Girls' Head Spring Track Coach	5883	6001	6121
Girls' Assistant Spring Track Coach	3125	3188	3252
Gr. 7/8 Girls Head Spring Track Coach	3125	3188	3252
Girls' Head Winter Track Coach	4048	4129	4212
Head Golf Coach	4048	4129	4212
Head Baseball Coach	5883	6001	6121
Assistant Baseball Coach	3125	3188	3252
Assistant Baseball Coach	3125	3188	3252
Boys' Head Cross Country Coach	4414	4502	4592
Girls' Head Cross Country Coach	4414	4502	4592
Gr. 7/8 Head Cross Country Coach (Boys & Girls)	3125	3188	3252
Gr. 7/8 Head Baseball Coach	3125	3188	3252
Gr. 7/8 Assistant Baseball Coach	2576	2628	2681
Boys' Head Soccer Coach	5883	6001	6121
Boys' Assistant Soccer Coach	3125	3188	3252
Girls' Head Soccer Coach	5883	6001	6121
Girls' Assistant Soccer Coach	3125	3188	3252
Gr. 7/8 Head Soccer Coach (Boys & Girls)	3125	3188	3252
Gr. 7/8 Assistant Soccer Coach	2576	2628	2681
Athletic Business Manager	5883	6001	6121
Summer Weight Trainers	30.89/hr.	31.50/hr.	32.13/hr.
Weight Training Sponsors	30.89/hr.	31.50/hr.	32.13/hr.
All Intramurals	794	810	826
Band Director	7730	7885	8043
Assistant Band Director	3680	3754	3830
Band Front Advisor	2574	2625	2678
Band Drill Instructor	2479	2529	2580
Band Camp Director	2753	2808	2864
Assistant Band Camp Director	1652	1685	1719
Band Camp Front Advisor	1654	1687	1721
Band Camp Drill Instructor	1604	1636	1669
Director-6 week Instrumental Program	29.63/hr.	30.22/hr.	30.82/hr.
Head Teacher-GOFECC	1288	1314	1340
Head Teacher-Quarter Mile Lane	1288	1314	1340
Head Teacher – ExCEL	1288	1314	1340
Head Teacher – ECHOES	1288	1314	1340
Head Nurse	2023	2063	2104

Position	2009-2010	2010-2011	2011-2012
Right-to-Know	5693	5807	5923
Student Government – High School	1802	1838	1875
Student Government – High School	1802	1838	1875
12 th Grade Advisor	2903	2961	3020
12 th Grade Advisor	2903	2961	3020
11 th Grade Advisor	2553	2604	2656
11 th Grade Advisor	2553	2604	2656
10 th Grade Advisor	2045	2086	2178
10 th Grade Advisor	2045	2086	2178
9 th Grade Advisor	2045	2086	2178
9 th Grade Advisor	2045	2086	2178
High School Honor Society Advisor	1548	1579	1611
High School Honor Society Advisor	1548	1579	1611
Drama Club Advisor	2114	2156	2199
Director of Musical Productions	2479	2529	2580
Echo Advisor	1802	1838	1875
Baconian Advisor	3680	3754	3829
Baconian Business Manager	2553	2604	2656
Elementary Yearbook Advisors - Broad	981	1001	1021
Elementary Yearbook Advisors – Indian	492	502	512
Elementary Yearbook Advisors – Cherry	492	502	512
Elementary Yearbook Advisors – West	492	502	512
Elementary Yearbook Advisors – Buckshutem	492	502	512
Elementary Yearbook Advisors - QML	492	502	512
Elementary Yearbook Advisors - GOFECC	492	502	512
High School Banker	2354	2401	2449
High School AVA	1802	1838	1875
Distributive Ed Coordinator	1990	2030	2071
Office Co-op Coordinator	1990	2030	2071
HOSA Advisor	1654	1687	1721
SADD Advisor	1548	1579	1611
High School Gifted & Talented Coordinator	1654	1687	1721
Elementary Gifted & Talented Coordinator	1654	1687	1721
Elementary Gifted & Talented Coordinator	1654	1687	1721
Scenery Advisor	1009	1029	1050
Makeup Advisor	337	344	351
Costume Advisor	337	344	351
BHS Musical Choreographer	1009	1029	1050
BHS Musical Vocal Director	1009	1029	1050
Mock Trial Advisor	470	479	489

Position	2009-2010	2010-2011	2011-2012
High School Select Choir Director	1352	1379	1407
All-City Select Choir Director	1352	1379	1407
All-City Select Band Director	1352	1379	1407
All-City Select String Ensemble Director	1352	1379	1407
Elementary Honor Society Advisors – Broad	981	1001	1021
Elementary Honor Society Advisors – Indian	492	502	512
Elementary Honor Society Advisors – Cherry	492	502	512
Elementary Honor Society Advisors – West	492	502	512
Elementary Honor Society Advisors – Buckshutem	492	502	512
Elementary Honor Society Advisors – QML	492	502	512
Elementary Student Government Advisors – Broad	981	1001	1021
Elementary Student Government Advisors – Indian	492	502	512
Elementary Student Government Advisors – Cherry	492	502	512
Elementary Student Government Advisors – West	492	502	512
Elementary Student Government Advisors – Buckshutem	492	502	512
Elementary Student Government Advisors – QML	492	502	512
Elementary Grade 8 Advisors - Broad	981	1001	1021
Elementary Grade 8 Advisors – Indian	492	502	512
Elementary Grade 8 Advisors – Cherry	492	502	512
Elementary Grade 8 Advisors – West	492	502	512
Elementary Grade 8 Advisors – Buckshutem	492	502	512
Elementary Grade 8 Advisors – QML	492	502	512
Science Fair Advisors - BHS	981	1001	1021
Science Fair Advisors - Broad	981	1001	1021
Science Fair Advisors – Indian	492	502	512
Science Fair Advisors – Cherry	492	502	512
Science Fair Advisors – West	492	502	512
Science Fair Advisors – Buckshutem	492	502	512
Science Fair Advisors - QML	492	502	512
Science Fair Advisors – ExCEL	492	502	512
Latin American Club	492	502	512
Leo Club	492	502	512

Position	2009-2010	2010-2011	2011-2012
African American Club	492	502	512
Double Dutch	492	502	512
Environmental Club	492	502	512

TABLE I
BRIDGETON BOARD OF EDUCATION/BEA
TEACHERS
2009-2010

Step	BA	BA+30	MA	MA+30	Doctorate	Trainer	AD
1	46800	47500	48300	49200	50700	51480	58500
2	47000	47700	48500	49400	50900	51700	58750
3	47500	48200	49000	49900	51400	52250	59375
4	48400	49100	49900	50800	52300	53240	60500
5	49200	49900	50700	51600	53100	54120	61500
6	50000	50700	51500	52400	53900	55000	62500
7	50800	51500	52300	53200	54700	55880	63500
8	51500	52200	53000	53900	55400	56650	64375
9	53050	53750	54550	55450	56950	58355	66313
10	55850	56550	57350	58250	59750	61435	69813
11	58650	59350	60150	61050	62550	64515	73313
12	60668	61368	62168	63068	64568	66734	75835
13	63668	64368	65168	66068	67568	70034	79585
14	66476	67176	67976	68876	70376	73123	83095
15	69284	69984	70784	71684	73184	76212	86605
16	72092	72792	73592	74492	75992	79301	90115

TABLE IA
BRIDGETON BOARD OF EDUCATION/BEA
TEACHERS
2010-2011

Step	BA	BA+30	MA	MA+30	Doctorate	Trainer	AD
1	47000	47700	48500	49400	50900	52400	58750
2	47500	48200	49000	49900	51400	52900	59375
3	48500	49200	50000	50900	52400	53900	60625
4	49500	50200	51000	51900	53400	54900	61875
5	50500	51200	52000	52900	54400	55900	63125
6	51450	52150	52950	53850	55350	56850	64313
7	52300	53000	53800	54700	56200	57700	65375
8	53000	53700	54500	55400	56900	58400	66250
9	53272	53972	54772	55672	57172	58672	66590
10	56372	57072	57872	58772	60272	61772	70465
11	59572	60272	61072	61972	63472	64972	74465
12	61992	62692	63492	64392	65892	67392	77490
13	64492	65192	65992	66892	68392	69892	80615
14	67492	68192	68992	69892	71392	72892	84365
15	70492	71192	71992	72892	74392	75892	88115
16	73492	74192	74992	75892	77392	78892	91865

TABLE IB
BRIDGETON BOARD OF EDUCATION/BEA
TEACHERS
2011-2012

Step	BA	BA+30	MA	MA+30	Doctorate	Trainer	AD
1	47500	48200	49000	49900	51400	52900	59375
2	48500	49200	50000	50900	52400	53900	60625
3	48630	49330	50130	51030	52530	54030	60788
4	49830	50530	51330	52230	53730	55230	62288
5	51030	51730	52530	53430	54930	56430	63788
6	52230	52930	53730	54630	56130	57630	65288
7	53430	54130	54930	55830	57330	58830	66788
8	54630	55330	56130	57030	58530	60030	68288
9	55830	56530	57330	58230	59730	61230	69788
10	57830	58530	59330	60230	61730	63230	72288
11	60870	61570	62370	63270	64770	66270	76088
12	63020	63720	64520	65420	66920	68420	78775
13	65520	66220	67020	67920	69420	70920	81900
14	68520	69220	70020	70920	72420	73920	85650
15	71520	72220	73020	73920	75420	76920	89400
16	74520	75220	76020	76920	78420	79920	93150

TABLE II
BRIDGETON BOARD OF EDUCATION/BEA
FACILITATOR/COACH
2009-2010

Step	BA	BA+30	MA	MA+30	Doctorate
1	51480	52250	53130	54120	55770
2	51700	52470	53350	54340	55990
3	52250	53020	53900	54890	56540
4	53240	54010	54890	55880	57530
5	54120	54890	55770	56760	58410
6	55000	55770	56650	57640	59290
7	55880	56650	57530	58520	60170
8	56650	57420	58300	59290	60940
9	58355	59125	60005	60995	62645
10	61435	62205	63085	64075	65725
11	64515	65285	66165	67155	68805
12	66946	67716	68596	69586	71236
13	70035	70805	71685	72675	74325

14	73124	73894	74774	75764	77414
15	76212	76982	77862	78852	80502
16	79301	80071	80951	81942	83591

TABLE IIA
BRIDGETON BOARD OF EDUCATION/BEA
FACILITATORS/COACHES
2010-2011

Step	BA	BA+30	MA	MA+30	Doctorate
1	51700	52470	53350	54340	55990
2	52250	53020	53900	54890	56540
3	53350	54120	55000	55990	57640
4	54450	55220	56100	57090	58740
5	55550	56320	57200	58190	59840
6	56595	57365	58245	59235	60885
7	57530	58300	59180	60170	61820
8	58300	59070	59950	60940	62590
9	58709	59479	60359	61349	62999
10	62009	62779	63659	64649	66299
11	65529	66299	67179	68169	69819
12	68191	68961	69841	70831	72481
13	70941	71711	72591	73581	75231
14	74241	75011	75891	76881	78531
15	77541	78311	79191	80181	81831
16	80841	81611	82491	83481	85131

TABLE IIB
BRIDGETON BOARD OF EDUCATION/BEA
FACILITATORS/COACHES
2011-2012

Step	BA	BA+30	MA	MA+30	Doctorate
1	52250	53020	53900	54890	56540
2	53350	54120	55000	55990	57640
3	53504	54274	55154	56144	57794
4	54824	55594	56474	57464	59114
5	56144	56914	57794	58784	60434
6	57464	58234	59114	60104	61754
7	58784	59554	60434	61424	63074
8	60104	60874	61754	62744	64394
9	61413	62183	63063	64053	65703
10	63613	64383	65263	66253	67903
11	66957	67727	68607	69597	71247

12	69322	70092	70972	71962	73612
13	72072	72842	73722	74712	76362
14	75372	76142	77022	78012	79662
15	78672	79442	80322	81312	82962
16	81972	82742	83622	84612	86262

**TABLE III
BRIDGETON BOARD OF EDUCATION/BEA
OFFICE PERSONNEL
2009-2010**

Step	10 Mo. Secretary	12 Mo. Secretary	Bookkeeper	Office Manager	Translator
1	20600	24920	25420	25620	27920
2	20900	25280	25780	25980	28280
3	21100	25520	26020	26220	28520
4	21400	25880	26380	26580	28880
5	21600	26120	26620	26820	29120
6	22000	26600	27100	27300	29600
7	22400	27080	27580	27780	30080
8	23000	27800	28300	28500	30800
9	23500	28400	28900	29100	31400
10	24500	29600	30100	30300	32600
11	25500	30800	31300	31500	33800
12	26500	32000	32500	32700	35000
13	27500	33200	33700	33900	36200
14	28500	34400	34900	35100	37400
15	30350	36620	37120	37320	39620
16	32500	39200	39700	39900	42200
17	34600	41720	42220	42420	44720

**TABLE III
BRIDGETON BOARD OF EDUCATION/BEA
OFFICE PERSONNEL
2010-2011**

Step	10 Mo. Secretary	12 Mo. Secretary	Bookkeeper	Office Manager	Translator
1	21100	25320	25820	26020	28320
2	21400	25680	26180	26380	28680
3	21700	26040	26540	26740	29040
4	22000	26400	26900	27100	29400
5	22200	26640	27140	27340	29640
6	22600	27120	27620	27820	30120
7	23000	27600	28100	28300	30600
8	23600	28320	28820	29020	31320
9	24100	28920	29420	29620	31920

**TABLE IVB
SALARY GUIDE FOR CAFETERIA PERSONNEL
2011-2012**

Regular Rate \$19.14 Cooks/Banquets \$20.14

**TABLE V
BRIDGETON BOARD OF EDUCATION/BEA
ExCEL
2009-2010**

Step	BA	BA+30	MA	MA+30	Doctorate
1	58500	59375	60375	61500	63375
2	58750	59625	60625	61750	63625
3	59375	60250	61250	62375	64250
4	60500	61375	62375	63500	65375
5	61500	62375	63375	64500	66375
6	62500	63375	64375	65500	67375
7	63500	64375	65375	66500	68375
8	64375	65250	66250	67375	69250
9	66313	67188	68188	69313	71188
10	69813	70688	71688	72813	74688
11	73313	74188	75188	76313	78188
12	76075	76950	77950	79075	80950
13	79585	80460	81460	82585	84460
14	83095	83970	84790	86095	87970
15	86605	87480	88480	89605	91480
16	90115	90990	91990	93115	94990

**TABLE VA
BRIDGETON BOARD OF EDUCATION/BEA
ExCEL
2010-2011**

Step	BA	BA+30	MA	MA+30	Doctorate
1	58750	59625	60625	61750	63625
2	59375	60250	61250	62375	64250
3	60625	61500	62500	63625	65500
4	61875	62750	63750	64875	66750
5	63125	64000	65000	66125	68000
6	64313	65188	66188	67313	69188

7	65375	66250	67250	68375	70250
8	66250	67125	68125	69250	71125
9	66715	67590	68590	69715	71590
10	70465	71340	72340	73465	75340
11	74465	75340	76340	77465	79340
12	77490	78365	79365	80490	82365
13	80615	81490	82490	83615	85490
14	84365	85240	86240	87365	89240
15	88115	88990	89990	91115	92990
16	91865	92740	93740	94865	96740

TABLE V
BRIDGETON BOARD OF EDUCATION/BEA
ExCEL
2011-2012

Step	BA	BA+30	MA	MA+30	Doctorate
1	59375	60250	61250	62375	64250
2	60625	61500	62500	63625	65500
3	60800	61675	62675	63800	65675
4	62300	63175	64175	65300	67175
5	63800	64675	65675	66800	68675
6	65300	66175	67175	68300	70175
7	66800	67675	68675	69800	71675
8	68300	69175	70175	71300	73175
9	69788	70663	71663	72788	74663
10	72288	73163	74163	75288	77163
11	76088	76963	77963	79088	80963
12	78775	79650	80650	81775	83650
13	81900	82775	83775	84900	86775
14	85650	86525	87525	88650	90525
15	89400	90275	91275	92400	94275
16	93150	94025	95025	96150	98025