

**CONTRACT BETWEEN  
KBOE - KTA  
2005-2008**

COLLECTIVE BARGAINING AGREEMENT

between the

KEYPORT BOARD OF EDUCATION

and the

KEYPORT EDUCATION ASSOCIATION

2005-2008

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## PREAMBLE

THIS AGREEMENT is entered into this \_\_\_\_\_ day of \_\_\_\_\_, by and between the Board of Education of Keyport, the Borough of Keyport, New Jersey, hereinafter called the "Board", and the Keyport Education Association, hereinafter called the "Association."

## ARTICLE I - RECOGNITION

The Board agrees to and hereby does recognize the Keyport Education Association as the exclusive negotiating representative pursuant to Chapter 123 of the Laws of 1974 for all full-time and part-time certificated employees and coaches under this contract, but excluding substitute teachers, the superintendent of schools, business administrator and certificated personnel represented by other professional associations.

## ARTICLE II - SCOPE OF NEGOTIATIONS

- A. Any rules or regulations which affect the terms and conditions of employment shall first be discussed and negotiated with the majority representative before implementation.
- B. Negotiations shall include salaries and duties for co-curricular and coaching responsibilities performed under supplemental coaching and co-curricular contracts.

## ARTICLE III - GRIEVANCE PROCEDURE

### A. Definitions

- 1. A grievance shall mean a claim by a member of the bargaining unit or the Association based upon the interpretation, application, or violation of this Agreement, policies or administrative decisions affecting a member or group of members of the bargaining unit.
- 2. The term grievance shall not apply to the following:
  - a. any matter wherein the Board is precluded by law from granting the relief sought,
  - b. any rule or regulation of the State Commissioner of Education or the State Board of Education having the force and effect of law,
  - c. any matter which is demonstrated by law to be exclusively within the discretion of the Board,
  - d. any matter for which a method of review is otherwise specifically prescribed by law, i.e., tenure and increment reviews.
- 3. Nothing in the above definition of the word grievance shall preclude more than one employee from joining with other employees in the presentation of a single grievance, provided that the alleged grievance arises out of facts similar in

must be accompanied by a written account describing the basis for the grievant's dissatisfaction with the principal's decision.

6. The grievant and the superintendent shall meet in an attempt to resolve the grievance not later than five (5) school days following the date on which the meeting was requested.
7. The superintendent shall communicate his/her decision in writing to the grievant not later than ten (10) school days following their meeting.
8. If the grievance has not been resolved at Steps 5, 6, and 7 of the procedure, the grievant may request a hearing with the Board or its representatives. The request shall be made in writing not later than five (5) school days following the superintendent's decision. This written request must be accompanied by a written account describing the basis for the grievant's dissatisfaction with the superintendent's decision.
9. The grievant and the Board or its representatives shall meet in an attempt to resolve the grievance not later than ten (10) school days following the date on which the hearing was requested. The grievant may have up to three representatives present when his/her grievance is reviewed by the Board or its representatives.
10. The Board shall communicate its decision in writing to the grievant not later than fifteen (15) school days following the hearing.
11. Should the Association decide that based on the Board's decision, the grievance is satisfactorily adjusted, then the Board's decision shall be binding on all parties.

D. Meetings and Hearings

All meetings and hearings under this proposal shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives, heretofore referred to in this article.

**ARTICLE IV - ARBITRATION**

- A. Should the Association be dissatisfied with the decision on the grievance rendered by the Board, and if the decision involves the interpretation or application of any provision of this agreement, the Association may by a written and dated notice to the Board not later than ten (10) school days following the rendering of the Board's decision, refer the grievance to binding arbitration.
- B. Within fifteen (15) school days following referral of the grievance to arbitration, the Board and the Association shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, either party may request a list of arbitrators from the New Jersey Public Employment Relations Commission. The parties shall then be bound by the rules and procedures of the New Jersey Public Employment Relations Commission in the selection of an arbitrator.

- F. Any employee who is required to attend a hearing or informal appearance scheduled before the superintendent of schools, the Board of Education or a committee of the Board of Education, and who has reasonable expectations that discipline will be imposed as a result thereof, shall have the right to representation at that hearing.
- G. In the 2006-07 school year, the Association President shall receive one (1) duty period release time per week for Association business, and for the 2007-08 school year two (2) duty periods release time per week for Association business.

#### **ARTICLE VI - SCHOOL CALENDAR**

- A. The proposed school calendar for the year shall be compiled by the superintendent who may, at his/her discretion, request the advice of the Association. The length of the school year, in no event, shall exceed the following: 183 days for students, 187 days for staff, 188 days for new teachers.
- B. Should the superintendent personally compile the proposed school calendar he/she shall, prior to submitting it to the Board, provide the president of the Association with a copy of the proposed calendar. Should the Association wish to suggest changes in the proposed calendar as compiled by the superintendent, the president of the Association shall provide the superintendent with such suggested changes in writing within two school weeks immediately following receipt of the proposed calendar from the superintendent.
- C. The proposed calendar as compiled by the superintendent, along with any suggested changes recommended by the Association, shall be submitted to the Board for its approval or rejection. Should the Board not approve the calendar as proposed by the superintendent or refuse to adopt a calendar with suggested changes as recommended by the Association, such action by the Board shall not constitute or be the basis for the processing of a grievance. It is understood that final authority for adoption of a school calendar rests with the Board.

#### **ARTICLE VII - TEACHING DAY**

- A. Each teacher is required to initial an attendance chart when he/she arrives at school in the morning and when he/she leaves after the school days ends.
- B. Effective the 1995-96 school year, the length of the work day shall not exceed six (6) hours and fifty-two (52) minutes.
  - 1. Effective the 1995-96 school year, the bell schedule shall be modified to create a block of time at the end of the work day, consisting of thirty (30) minutes at the Central School and the High School. All coaches and advisors for co-curricular positions may begin their respective jobs five minutes after students are dismissed with a provision that this time must be made up within the week that this option is exercised. Time to be made up can be done in the morning before school or after school and is to be documented with and monitored by the Building Principal.
  - 2. Each of the aforementioned blocks of time created shall be subject to the following limitations:
    - a) The time shall not be scheduled on Fridays, evening conferences, or on the day immediately preceding a holiday or vacation so designated on the school

C. For grades Pre-K through 12 - The workday shall be defined as follows:

1. No period shall be less than 40 minutes nor more than 46 minutes in duration.
2. Each period shall be the same length of duration. At the high school, the day shall be scheduled to include a five (5) minute homeroom, retaining all teaching periods at the same number of minutes and no increase in the length of day.
3. In the event a seven period day is adopted by the Board, there can be a maximum of six teaching periods and a minimum of one duty-free preparation period per day for each teacher. In the event an eight period day is adopted by the Board, there can be a maximum of seven teaching periods and a minimum of one duty-free preparation period per day for each teacher.

The parties further agree that as to the language set forth at C.1 and 2 concerning the length of the period and duration of a period, that these provisions do not apply to lunch periods.

D. In the event the Board adopts a seven period day, and a teacher is assigned a sixth teaching period, he/she shall be compensated as follows:

1. If the sixth teaching period is assigned on a temporary basis, the compensation shall be the same rate as if the teacher were assigned a class under Article XVIII.
2. If the sixth teaching period is assigned as a permanent assignment, the compensation shall be an additional 1/7th of the teacher's annual salary.

In the event the Board adopts an eight period day, and a teacher is assigned a seventh teaching period, he/she shall be compensated as follows:

1. If the seventh teaching period is assigned on a temporary basis, the compensation shall be the same rate as if the teacher were assigned a class under Article XVIII.
2. If the seventh teaching period is assigned as a permanent assignment, the compensation shall be an additional 1/8th of the teacher's annual salary.

E. It shall be the duty of each teacher, should an emergency occur, to remain longer than the specified number of minutes after the student day ends.

F. 1. Each teacher shall have a daily thirty (30) minute duty-free lunch period.

2. Duty periods shall be considered as work periods.

G. Teachers may be required to report to their assigned schools during the evening hours three times each school year for activities such as "back to school night," etc. In return for services rendered on such occasions, teachers shall be granted compensatory released time for such day (i.e., a half-day before a holiday).

H. Duty free preparation periods shall be provided to teachers in grades Pre-K through twelve as follows:

- c) The flexible schedule assignment shall be for a full school year unless an individual is evaluated out of the program or there is mutual consent for reassignment to the regular school day.

**ARTICLE IX – SALARIES**

- A. The salaries of all teachers covered by this agreement are set forth in Schedule A which is attached hereto and made part hereof.
  - 1. Teachers employed on a ten (10) month basis shall be paid in twenty (20) equal semi-monthly installments.

In accordance with Article XIX – Insurance Protection, Pages 16 and 17, the Board agrees to deduct an equal amount from each salary installment, September through June twenty (20) installments, for the employee portion of the 12-month insurance premiums relating to dental and prescription insurance. The premium costs associated with the months of July and August each year will be deducted September to June of the following school year provided that in the event an employee resigns, retires or dies before the full amount of the premium due has been paid, the balance of the premium that remains due shall be deducted from the employee’s final salary installment, and further, provided that in the event an employee resigns or retires between June 30 and September 30, the employee must remit the amount of the co-pay with the notice of resignation or retirement, or as soon thereafter as necessary for coverage to continue. The amount of the deduction may vary between employees dependent upon start of employment and insurance coverage.
  - 2. When a pay day falls on or during a school holiday, vacation or weekend, teachers shall receive their paychecks on the last previous working day.
  - 3. Teachers shall receive their final checks and the pay schedule for the following year on the last working day in June.
  - 4. The Board agrees to offer a summer payment.
- C. Teachers may, at their option, have deducted from their salaries a specified amount to be paid into their accounts in the Monmouth-Ocean County Teachers Federal Credit Union.
- D. Veterans shall be allowed full credit for each full year of military service up to and including four years.
- E. The above provisions shall apply to teachers who hold emergency, provisional, limited, or permanent certificate and to properly certified school nurses.
- F. Any employee hired after July 1, 1982, who has worked more than eight (8) months in a public school within one school year, shall be credited with a year's experience.
- G. In determining the starting salary, a newly hired teacher may be credited with up to eight full years' previous school experience including military service. No newly hired



3. In the event a vacancy occurs after March 15, for the following school year, a teacher may submit his/her written request to be transferred to that vacancy to the Building Principal within fourteen days after proper posting of the vacancy. The Building Principal's recommendation shall accompany the teacher's written statement and be forwarded to the Superintendent within 5 days of his/her receipt of the teacher's request.
- B. All requests for voluntary reassignment and/or transfer will be honored to the extent that the requests do not conflict, in the opinion of the superintendent, with the instructional requirements and best interests of the school system. If more than one teacher has requested the same position, the position will be granted to the teacher who possesses the requirements for the position and who, in the opinion of the superintendent, will best serve the interest of the school system.

### ARTICLE XII - PROMOTIONS

The Board agrees to have posted in each school all promotional positions as soon as practicable after such positions become available.

### ARTICLE XIII – EMPLOYEE EVALUATION

- A. Staff members shall be evaluated consistent with the New Jersey Administrative Code.
- B. All tenured staff members shall be formally observed by an appropriately certified supervisor at least one (1) time in each school year.
- C. All non-tenured staff members shall be formally observed by an appropriately certified supervisor at least three (3) times in each school year.
- D. Each observation shall be followed within a reasonable period of time, but in no case more than ten (10) days, by a conference between the supervisory staff member who has made the observation and written evaluation and the staff member.
- E. Observation reports shall be presented to each staff member in accordance with the following procedures
1. Such reports shall be in written form and shall include:
    - a. strengths of the staff member;
    - b. suggestions as to measures which the staff member might take to improve his/her performance in each of the areas wherein weaknesses, if any, have been indicated;
    - c. any other data or information the observer deems appropriate.
- F. A staff member shall be evaluated at least once annually. The procedure will include an annual summary conference between the supervisor and staff member prior to a written performance report. The conference shall include, but not be limited to:
1. A review of the performance of the staff member based upon the job description;

- B. Sick leave is hereby defined to mean an employee's absence from his/her post of duty because of personal disability due to illness or injury, or because he/she has been excluded from school by the school district's medical authorities on account of a contagious disease or of being quarantined for such a disease in his/her immediate household.
- C. In case of sick leave claimed for a period of three days or more, it is required that a physician's certificate be filed with the Secretary of the Board upon return to work.
- D. The superintendent may request a physician's certificate be filed with him/her for absence claimed for a period of fewer than the three days, as provided in section B. above.
- E. When absence, as set forth in section B of this Article exceeds the annual leave and the accumulated leave, the Board may, upon written request, pay any employee with three years or more service in Keyport, one day's salary, less the salary of a substitute, for each year's service over three years. This may not exceed ten (10) days in any one school year. A day's salary is defined as 1/200th of the annual salary.
- F. The Board may at its discretion grant additional sick leave.
- G. The Board shall provide a list accounting the accumulated sick leave days and personal days for each teacher during the month of September of each school year.
- H.
  1. Any employee who has completed a minimum of ten years in Keyport School System and retires or terminates employment with the Board for any reason other than the result of charges brought by the Board, and if appealed and sustained by the Commissioner of Education, shall be paid \$35.00 per day in 2005-06, \$35.00 in 2006-07 and \$40.00 in 2007-08 for all accumulated sick days for all employees with a cap of two hundred (200) days on all employees hired after June 30, 1988.
  2. It is understood that this is not to be considered a death benefit and will not be paid to the heirs of those persons whose death occurs during the course of their employment with the Board of Education.
- I. All employees who are not affected by Paragraph H. but who are terminated (RIF) by the Board shall be paid \$35.00 per day in 2005-06, \$35.00 in 2006-07 and \$40.00 in 2007-08 for each day of accumulated sick leave.

#### **ARTICLE XVI - TEMPORARY LEAVES OF ABSENCE**

Teachers shall be entitled to the following temporary, nonaccumulative leaves of absence with full pay each school year.

A. Leaves of Absence for Personal Business

Three days leave of absence for personal business requiring absence during school hours may be granted. The following guidelines shall be followed for the use of these days:

1. the granting of personal leave shall be limited to two teachers on any given day in each building;

5. Provision would be made, whenever possible, for a substitute teacher to replace the teacher who is not present. It is clearly understood that times may arise when it is not possible to obtain a substitute. In that circumstance the absent teacher's classes would be divided among regular staff members.

C. Time Necessary for Appearance in Legal Proceedings

Time necessary for appearance in any legal proceeding which arises out of or in the course of the teacher's employment, or in any other legal proceeding if the teacher is required by law to attend.

D. Compassionate Leave

1. Up to five (5) days at any one time shall be granted in the event of death of a teacher's spouse, child, parent, brother, sister, mother-in-law, father-in-law, grandparents, grandchildren or any other member of the teacher's family living within the teacher's household.
2. Up to two (2) days at any one time shall be granted in the event of the death of a teacher's step-parent or step-child.
3. Up to a maximum of two (2) days during the school year shall be granted for serious illness of a teacher's spouse, child, parent, grandparent or any other member of the teacher's family living within the teacher's household. At the request of the principal, the teacher shall present a physician's certificate in connection with request for time off under this section. If neither of the two (2) family illness days are used during one academic year, one day shall accumulate as a sick day.

E. Educational Leave

Up to a total of two (2) days at the end of a school year shall be granted as may be required to attend summer school class or to travel to the place where such classes are to be held. Before leave is granted under this section, the teacher must establish to the principal's satisfaction that all of his/her year-end work is satisfactorily completed.

F. Military Leave

Any teacher who is a member of the reserve forces of any branch of the military, or of the national guard shall be entitled to a leave of absence from his/her duties without loss of pay or time on all days during which he/she shall be engaged in active duty, active duty for training, or other duty ordered by the Governor or the President of the United States, provided that the leaves of absence for active duty or active duty for training shall not exceed 90 days in the aggregate in any one year. Leave of absence for such military duty shall be in addition to the regular vacation allowed a teacher.

- G. Other leaves of absence with pay may be granted by the Board for good reason.

H.

1. Upon return from leave granted pursuant to Section A, B, C, or D, of this Article, a teacher shall be considered as if he/she were actively employed by the Board during the leave, shall receive longevity credit for the period of absence, and shall be placed on the salary schedule at the level he/she would have achieved if he/she had not been absent. However, that time spent on leave under Section D shall not count toward the time requirement for acquiring tenure. A teacher shall not receive increment credit for time spent on a leave granted pursuant to section E, F, or G of this Article.
2. All benefits to which a teacher was entitled at the time his/her leave of absence commenced, including unused accumulated sick leave, shall be restored to him/her upon his/her return, and he/she shall be assigned to the same position, if available, which he/she held at the time said leave commenced, or if the same position is not available, to a substantially equivalent one.

- I. All applications for extensions or renewals of leaves shall be in writing. If the extension or renewal is granted, the response shall also be in writing.
- J. Upon return from such leave granted pursuant to section C.1 of this Article, a teacher shall demonstrate with written documentation successful completion of two semesters of full-time course work as designated by the institution attended. An official transcript from the institution shall be sent to the superintendent. Upon acceptance of conditions set under section C.1 and section H.1 of this Article, the superintendent with Board approval shall place the teacher on the appropriate salary level.
- K. Any teacher who has been granted an extended leave of absence shall have available the opportunity to continue all health and insurance benefits at the group rate at his/her own expense until he/she returns to active employment.

#### **ARTICLE XVIII - SUBSTITUTES**

Positions which are vacant because teachers are temporarily absent on leave shall, to the extent possible, be filled by personnel who have fully met the appropriate certification requirements of the New Jersey State Board of Examiners. The Board agrees at all times to maintain an adequate list of substitute teachers in as much as possible. In the event that the school is unable to secure a substitute, the teachers who are assigned to the class or other duties will receive the sum of 1/10 of 1% of the B.A. base salary per class period if such duties interfere with the normally scheduled preparation period.

#### **ARTICLE XIX - INSURANCE PROTECTION**

- A. The Board shall pay the cost of the Hospital Service Plan and Major Medical for all employees and, where requested, for family coverage.
- B. A Dental Plan, family coverage, shall commence only after the individual staff member makes application and then in accordance with the provisions of paragraph B. of this Article. The employee contribution toward the cost of the Dental Plan shall continue during the term of this Agreement. For the 2006-07 school year, the employee contribution shall continue at the same dollar amount as the 2005-06 school year. For the 2007-08 school year, the increase in employee contributions shall be based on the increase in premium from the 2005-06 to the 2006-07 school year and shall be split between the Board and the employees on a 60%/40% basis per prior practice. The employee contribution toward the cost of the dental plan shall continue during the

- B. In accordance with Chapter 477, P.L. 1979, the Board hereby agrees to deduct from the salary of all non-association members a representation fee of 85% of the total cost of association membership and transmit this amount to the New Jersey Education Association headquarters.
- C. The Association shall indemnify and hold the Board harmless against any and all claims, demands, suits and other forms of liability that shall arise out of, or by reason of any action taken or not taken by the Board for the purpose of complying with any of the provisions of this Article. The Association shall intervene in, and defend, any administrative or court litigation concerning this provision. In such litigation, the Board shall have no obligation to defend actions arising under this Article but, once compelled to do so, the Association shall reimburse the Board for all reasonable costs incurred in defending or participating in such litigation.

### **ARTICLE XXI - MISCELLANEOUS PROVISIONS**

- A. This Agreement constitutes Board policy for the term of this Agreement, and the Board shall carry out the commitments contained herein and give them full force and effect as Board policy.
- B. Copies of this Agreement shall be printed within thirty days after the Agreement is signed. The cost of the printing shall be shared equally by the parties.
- C. Any teaching staff member, desiring to relinquish his/her position, shall give the Board at least sixty (60) days' written notice of his/her intention. In the event the Board will not renew or intends to terminate the contractual relationship with any teaching staff, except for cause, the Board shall give such teaching staff member at least sixty (60) days' written notice of the Board's intention.

### **ARTICLE XXII - SAVINGS CLAUSE**

Should any provision hereof, or the application of any such provision to any person or circumstance, be rendered or declared invalid by reason of any existing or subsequently enacted legislation, or by any decree of a court of competent jurisdiction, or by any order of any administrative agency, state or federal, the remainder of this Agreement, or the application of any such provision to such persons or circumstances other than those as to which it is held invalid, shall not be affected thereby.

### **ARTICLE XXIII - COMPLAINT PROCEDURE**

#### **Procedural Requirement**

When any complaint regarding a teacher is made to any member of the administration by any parent, guardian or student, it must be made in writing and shall be processed according to the procedure detailed below.

- A. **Meeting with Principal, Teacher, Parent, Guardian, Student**

## ARTICLE XXV - PROFESSIONAL IMPROVEMENT

- A. The Board will reimburse each teacher at a maximum of \$400.00 for each approved credit hour received per contract language, provided the total maximum Board liability for tuition reimbursement shall be capped at \$25,000 for each of the three years of this agreement (2005-06, 2006-07 and 2007-08) .
- B. Any funds not expended in any year shall revert to the Board. Employees who are not paid in any one year because the cap has been reached shall be the first to be paid for courses taken in the following year.
- C. Each course must be approved by the superintendent before the employee takes the course and must have been started after the beginning of the teacher's service with the Board.
- D. Approved credits earned prior to June 30th, and accepted by the superintendent on or before August 15th shall be reimbursed after the public board meeting in September. Reimbursement will only be made for courses passed. Such reimbursement shall be made only if the teacher is employed by the Board for the succeeding year.
- E. If the teacher receives outside aid for courses (such as NDEA funds), the teacher will not be reimbursed for these courses. However, these courses will count towards Bachelors plus 30, Masters plus 30, Masters plus 60, and PhD credits on the salary guide.
- F. To be approved by the superintendent, courses must be directly related to the teacher's instructional specialty or classroom assignment. Credits in administration are not applicable for credit reimbursement.
- G. Tuition reimbursement shall be limited to nine (9) approved credits per year. Reimbursement will not be provided to teachers who voluntarily leave employment in the School District less than one (1) semester subsequent to taking the course. Tuition reimbursement shall be made to the teacher within thirty (30) days after the receipt of the grade for the course by the Superintendent. (It is the parties' understanding that the use of the term "semester" will be defined by the Keyport School semester not a college semester.)

## ARTICLE XXVI - DURATION OF AGREEMENT

The duration of the new contract shall be three (3) years, 2005 to 2008. This Agreement shall be effective as of July 1, 2005, and all of the foregoing terms shall remain in full force and in effect until June 30, 2008. Negotiations for a subsequent agreement will commence as prescribed by the Public Employees Relation Commission, but not later than the second week of October, 2007, unless another date is otherwise mutually agreed upon.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective presidents, attested to by their respective secretaries, and the corporate seals to be placed hereon, all on the day and year first above written.

## KEYPORT 2005-06 SALARY GUIDE

### YEAR 1

Salary Guide Step	<div style="display: flex; justify-content: space-around; font-size: small;"> <span>1,570</span> <span>3,150</span> <span>4,800</span> <span>6,300</span> <span>7,900</span> </div>						
	BA	BA+30	MA	MA+30	MA+60	PHD	
1	40,275	41,845	43,425	45,075	46,575	48,175	
2	41,595	43,165	44,745	46,395	47,895	49,495	
3	42,915	44,485	46,065	47,715	49,215	50,815	
4	44,235	45,805	47,385	49,035	50,535	52,135	
5	45,845	47,415	48,995	50,645	52,145	53,745	4.60%
6	47,455	49,025	50,605	52,255	53,755	55,355	2.26%
7	49,065	50,635	52,215	53,865	55,365	56,965	
8	50,675	52,245	53,825	55,475	56,975	58,575	
9	52,285	53,855	55,435	57,085	58,585	60,185	
10	53,895	55,465	57,045	58,695	60,195	61,795	
11	55,505	57,075	58,655	60,305	61,805	63,405	
12	57,115	58,685	60,265	61,915	63,415	65,015	
13	58,775	60,345	61,925	63,575	65,075	66,675	
14	61,275	62,845	64,425	66,075	67,575	69,175	
15	63,775	65,345	66,925	68,575	70,075	71,675	
16	66,275	67,845	69,425	71,075	72,575	74,175	
17	68,775	70,345	71,925	73,575	75,075	76,675	
18	71,275	72,845	74,425	76,075	77,575	79,175	1,275

## KEYPORT 2007-08 SALARY GUIDE

### YEAR 3

Salary Guide Step	1,570		3,150	4,800	6,300	7,900	
	BA	BA+30	MA	MA+30	MA+60	PHD	
1	43,150	44,720	46,300	47,950	49,450	51,050	
2	44,470	46,040	47,620	49,270	50,770	52,370	
3	45,790	47,360	48,940	50,590	52,090	53,690	
4	47,110	48,680	50,260	51,910	53,410	55,010	
5	48,720	50,290	51,870	53,520	55,020	56,620	4.70%
6	50,330	51,900	53,480	55,130	56,630	58,230	2.03%
7	51,940	53,510	55,090	56,740	58,240	59,840	
8	53,550	55,120	56,700	58,350	59,850	61,450	
9	55,160	56,730	58,310	59,960	61,460	63,060	
10	56,770	58,340	59,920	61,570	63,070	64,670	
11	58,380	59,950	61,530	63,180	64,680	66,280	
12	59,990	61,560	63,140	64,790	66,290	67,890	
13	61,650	63,220	64,800	66,450	67,950	69,550	
14	64,150	65,720	67,300	68,950	70,450	72,050	
15	66,650	68,220	69,800	71,450	72,950	74,550	
16	69,150	70,720	72,300	73,950	75,450	77,050	
17	71,650	73,220	74,800	76,450	77,950	79,550	
18	74,150	75,720	77,300	78,950	80,450	82,050	1,565



## COACHES GUIDE

### YEAR 1

Guide	115	115	115	153
2005-2006	STEP 1	STEP 2	STEP 3	STEP 4
BASEBALL, ASSISTANT	4,263	4,378	4,493	4,608
BASEBALL, ELEMENTARY	4,158	4,273	4,388	4,503
BASEBALL, HEAD	6,072	6,187	6,302	6,417
BASKS. BALL, ASSISTANT	4,500	4,615	4,730	4,845
BASKETBALL, ELEMENTARY	4,158	4,273	4,388	4,503
BASKETBALL, FRESHMAN	4,263	4,378	4,493	4,608
BASKETBALL, HEAD	6,390	6,505	6,620	6,735
BOWLING, HEAD	4,082	4,197	4,312	4,427
CHEERLEADING, ASSISTANT	3,570	3,685	3,800	3,915
CHEERLEADING, ELEMENTARY	3,402	3,517	3,632	3,747
CHEERLEADING, HEAD	5,389	5,504	5,619	5,734
CROSS COUNTRY	4,805	4,920	5,035	5,150
FIELD HOCKEY, ASSISTANT	4,263	4,378	4,493	4,608
FIELD HOCKEY, HEAD	6,072	6,187	6,302	6,417
FIELD HOCKEY, ELEMENTARY	4,158	4,273	4,388	4,503
FOOTBALL, ASSISTANT	4,586	4,701	4,816	4,931
FOOTBALL, HEAD	6,601	6,716	6,831	6,946
SOFTBALL, ASSISTANT	4,263	4,378	4,493	4,608
SOFTBALL, ELEMENTARY	4,158	4,273	4,388	4,503
SOFTBALL, HEAD	6,072	6,187	6,302	6,417
TRACK, ASSISTANT	4,022	4,137	4,252	4,367
TRACK, HEAD	5,454	5,569	5,684	5,799
WRESTLING, ASSISTANT	4,263	4,378	4,493	4,608
WRESTLING, HEAD	5,883	5,998	6,113	6,228

## COACHES GUIDE

### YEAR 3

Guide	115	115	115	197
2007-2008	STEP 1	STEP 2	STEP 3	STEP 4
BASEBALL, ASSISTANT	4,632	4,747	4,862	4,977
BASEBALL, ELEMENTARY	4,527	4,642	4,757	4,872
BASEBALL, HEAD	6,441	6,556	6,671	6,786
BASKS. BALL, ASSISTANT	4,869	4,984	5,099	5,214
BASKETBALL, ELEMENTARY	4,527	4,642	4,757	4,872
BASKETBALL, FRESHMAN	4,632	4,747	4,862	4,977
BASKETBALL, HEAD	6,759	6,874	6,989	7,104
BOWLING, HEAD	4,451	4,566	4,681	4,796
CHEERLEADING, ASSISTANT	3,939	4,054	4,169	4,284
CHEERLEADING, ELEMENTARY	3,771	3,886	4,001	4,116
CHEERLEADING, HEAD	5,758	5,873	5,988	6,103
CROSS COUNTRY	5,174	5,289	5,404	5,519
FIELD HOCKEY, ASSISTANT	4,632	4,747	4,862	4,977
FIELD HOCKEY, HEAD	6,441	6,556	6,671	6,786
FIELD HOCKEY, ELEMENTARY	4,527	4,642	4,757	4,872
FOOTBALL, ASSISTANT	4,955	5,070	5,185	5,300
FOOTBALL, HEAD	6,980	7,095	7,210	7,325
SOFTBALL, ASSISTANT	4,632	4,747	4,862	4,977
SOFTBALL, ELEMENTARY	4,527	4,642	4,757	4,872
SOFTBALL, HEAD	6,441	6,556	6,671	6,786
TRACK, ASSISTANT	4,391	4,506	4,621	4,736
TRACK, HEAD	5,823	5,938	6,053	6,168
WRESTLING, ASSISTANT	4,632	4,747	4,862	4,977
WRESTLING, HEAD	6,252	6,367	6,482	6,597