

**AGREEMENT**  
**BETWEEN THE**  
**NEPTUNE TOWNSHIP BOARD OF EDUCATION**  
**AND THE**  
**NEPTUNE TOWNSHIP EDUCATION ASSOCIATION**  
**FOR THE PERIOD**  
**JULY 1, 2006 TO JUNE 30, 2009**

TABLE OF CONTENTS

PREAMBLE..... 2

PROVISIONS OF AGREEMENT ..... 3

ARTICLE I RECOGNITION ..... 4

ARTICLE II NEGOTIATION PROCEDURE ..... 5

ARTICLE III GRIEVANCE PROCEDURE..... 6

ARTICLE IV MEMBER’S RIGHTS ..... 9

ARTICLE V ASSOCIATION RIGHTS AND PRIVILEGES..... 10

ARTICLE VI SCHOOL CALENDAR..... 11

ARTICLE VII WORK HOURS, HOLIDAYS AND VACATION..... 12

ARTICLE VIII SALARIES ..... 20

ARTICLE IX ASSIGNMENTS..... 27

ARTICLE X TRANSFERS AND REASSIGNMENTS ..... 29

ARTICLE XI PROMOTIONS..... 30

ARTICLE XII EVALUATION..... 30

ARTICLE XIII SICK LEAVE ..... 31

ARTICLE XIV TEMPORARY LEAVES OF ABSENCE ..... 34

ARTICLE XV EXTENDED LEAVES OF ABSENCE..... 37

ARTICLE XVI SABBATICAL LEAVES – TEACHERS ..... 42

ARTICLE XVII PROTECTION OF MEMBERS ..... 44

ARTICLE XVIII DEDUCTION FROM SALARY ..... 45

ARTICLE XIX COUNCIL FOR ACADEMIC ADVISEMENT..... 46

ARTICLE XX DEGREE INCENTIVE ..... 47

ARTICLE XXI MENTORS FOR GRADUATES OF TRADITIONAL  
TEACHER PREPARATION PROGRAMS..... 48

ARTICLE XXII CONTINUITY OF OPERATION ..... 49

ARTICLE XXIII DISTRIBUTION OF AGREEMENT ..... 49

ARTICLE XXIV REPRESENTATION FEE..... 49

ARTICLE XXV DURATION OF AGREEMENT..... 51

ADDENDA SALARY GUIDES.....A1 – A23

PREAMBLE

This Agreement entered into this First day of July, 2006, by and between the Board of Education of Neptune Township, New Jersey, hereinafter called the “Board”, and the Neptune Township Education Association, hereinafter called the “Association”.

WHEREAS, the Board has an obligation, pursuant to Chapter 123, Public Laws 1974, to negotiate with the Association as the representative of employees hereinafter designated with respect to the terms and conditions of employment, and

WHEREAS, the Parties have reached certain understandings which they desire to confirm in this Agreement, be it

RESOLVED in consideration of the following mutual covenants, it is hereby agreed as follows:

PROVISIONS OF AGREEMENT

- A. If any provisions of the Agreement or any application of this Agreement is held to be contrary to law, then such provisions 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.
  
- B. Any individual contract between the Board and an individual member, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.
  
- C. Copies of this Agreement shall be printed and the expense shared by the Board and the Association within sixty (60) days after the Agreement is signed and presented to all members now employed or when a contract is offered.
  
- D. Whenever any notice is required to be given by either of the Parties to this Agreement to the other, pursuant to the provisions of the Agreement, either Party shall do so by telegram or registered letter to the following address:
  - 1. If by Association to Board at:

Neptune Township Board of Education  
60 Neptune Boulevard  
Neptune, New Jersey 07753-4836
  
  - 2. If by Board to Association at:

Association President  
Neptune Township Education Association  
Pittenger Professional Plaza  
2260 Highway 33  
Neptune, New Jersey 07753-6113

## AGREEMENT

### ARTICLE I – RECOGNITION

- A. The Board hereby recognizes the Association, as the majority representative for collective negotiations concerning the terms and conditions of employment for all certified educational personnel employed under contract, or on leave, in addition Secretaries, School Safety Officers, Paraprofessionals, N.J. R.O.T.C. Naval Science Assistant Instructor, Educational Interpreters, Sign Language Interpreters, Custodial Personnel, and District Technology Technician and Parent Liaison.

The following personnel are excluded:

Assistant Superintendent

Directors

Principals

Vice Principals

Supervisors

Coordinators

Department Chairpersons

Psychologists

Per Diem Teachers

- B. Unless otherwise indicated, the term “member” shall refer to personnel represented as prescribed in Section A.
- C. The Association recognizes that for purposes of carrying out the terms and conditions of this Agreement, the Superintendent of Schools, being the Chief Executive Officer of the School System, shall be the Administrator of record whose approval shall be secured in all cases involving the Secretarial Staff of the schools proper, as well as the Central Office Staff, Paraprofessionals, and School Safety Officers. Where the office staff of the Board Secretary/Business Administrator is involved, it shall be understood that the Board Secretary/Business Administrator will be the Administrator of record in making all decisions and determinations which affect their office staff.

## ARTICLE II – NEGOTIATION PROCEDURE

- A. In accordance with NJSA 34:13A-5.3, the Board and the Association shall meet and exchange proposals on a mutually established date. These proposals shall be submitted in writing. The designated representatives of the Board and the Association shall meet thereafter at reasonable times and negotiate in good faith with respect to salaries and terms and conditions of employment.
- B. During negotiations, the Board and the Association shall possess relevant data, exchange points of view and make proposals and counter-proposals. In this connection, the Board will furnish the Association with all information in the public domain as soon as possible after the receipt of a request for such data.
- C. Neither Party, in any negotiations, shall have control over the selection of the negotiating representative of the other Party.
- D. In accordance with State Law, the Board agrees not to negotiate concerning employees in this bargaining unit with any organization, other than the Association, for the duration of this Agreement.
- E. This Agreement incorporates prior understanding of the Parties, on all matters which were or could have been the subject of negotiations. During the term of this Agreement, neither Party shall be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either, or both of the Parties at the time they negotiated or executed this Agreement.
- F. Should a mutually acceptable amendment to this Agreement be negotiated by the Parties, it shall be reduced in writing, be signed by the Board and the Association, and be adopted by the Board and ratified by the Association.
- G. Proposed new rules or modification of existing rules covering working conditions shall be negotiated with the majority Representative before they are established.

## ARTICLE III – GRIEVANCE PROCEDURE

### A. DEFINITION

1. A grievance shall mean a complaint by a member of the Public School System that there has been a personal loss, injury or inconvenience because of a violation, misinterpretation or inequitable application of policy of this agreement, or administrative decision.

2. A grievance to be considered under this procedure must be initiated within thirty (30) calendar days including weekends of its occurrence within the knowledge of the aggrieved, but under no circumstances will a grievance be processed if six (6) months have elapsed since its actual occurrence.

### B. PROCEDURE

1. Any member (or group of members) who has a grievance shall discuss it first with their Immediate Supervisor in an attempt to resolve the matter informally. However, when a grievance involves a group of members in more than one school, the Association may submit said grievance in writing to the Superintendent directly.

2. If, as a result of the discussion, the matter is not resolved to the satisfaction of the member within five (5) calendar days, they shall set forth their grievance within five (5) additional calendar days, in writing, to the Principal specifying:

- a) The nature of the grievance and the injury, loss or inconvenience suffered.
- b) The results of previous discussions.
- c) Their dissatisfaction with decisions previously rendered.

3. Upon receipt of the grievance, the Principal will send a copy of the grievance to the Office of the Superintendent who will forward a copy to the Association. Upon receipt of the grievance, the Association may elect to have a representative present at all grievance meetings.

4. The Principal will communicate their decision to the member and Association in writing, within five (5) calendar days of receipt of the written grievance.

5. The member may appeal the Principal's decision to the Superintendent of Schools, within ten (10) calendar days of the receipt of the Principal's decision. The appeal to the Superintendent must be made in writing, reciting the matter submitted to the Principal as specified above and their dissatisfaction with decisions previously rendered.

6. The Superintendent shall attempt to resolve the matter as quickly as possible, but within a period not to exceed ten (10) calendar days. The Superintendent shall communicate their decision, in writing, to the member, Principal, and Association.

7. If the grievance is not resolved to the member's satisfaction, they may request a review by the Board of Education within ten (10) calendar days of receipt of the Superintendent's written decision. The request shall be submitted, in writing, through the Superintendent of Schools who shall attach all related papers and forward the request to the Board. The Board or Committee thereof, shall review the grievance. The Board or Committee thereof, may hold a hearing with the member. A decision shall be rendered, in writing, within thirty (30) calendar days of receipt of the grievance by the Board or the date of the hearing, whichever comes later.

8. At no point prior to an official hearing or meeting of the Board shall any member of the designated Unit discuss with any members of the Board, or any one of them, the subject of the member's grievance or matters relating thereto.

9. Nothing contained herein shall be construed as limiting the right of any member having a grievance to discuss the matter informally with an appropriate member of Administration, and having the grievance adjusted without intervention of the Association, provided adjustment is not inconsistent with the terms of this Agreement and that the Association has been given the opportunity to be present at any level and to state its views. At any formal level, the Association may become involved and the Association may process the grievance without consent of the aggrieved.

10. With respect to their personal professional grievances, members shall be assured freedom from restraint, interference, coercion, discrimination or reprisal in presenting an appeal. A member may have a legal representative and/or witness of their choice in



attendance at an appeal before the Board or Committee thereof.

11. All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.

12. If a member is dissatisfied with the decision of the Board and if the grievance pertains to a matter of previous formal agreement between the Board and the Association, the Association, at its sole option, may request the appointment of an arbitrator; such request to be made known to the Superintendent no later than two (2) weeks after the Board of Education's decision was made known in writing.

13. However, the arbitration procedure shall not apply to a complaint of a non-tenured member which arises by reason of their not being re-employed, a complaint of any tenured member occasioned by reason of their not being re-employed, or the removal from an extra-curricular position and positions relating to payment being made, which is not part of the contractual salary; these are within the sole discretion of the Board and are not arbitrable.

#### C. PROCEDURE FOR SECURING AN ARBITRATOR

1. The following procedure will be used to secure the services of an arbitrator.

a) A request will be made to the Public Employment Relations Commission in accordance with Title 19 – Chapter 12, Sub-Chapter 3.

b) The arbitrator shall limit themselves to the issues submitted to them and shall consider nothing else. They can add nothing to nor subtract anything from the Agreement between the Parties. 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 decision of the arbitrator shall be submitted to the Board and the Association and shall be final and binding on the Parties. Only the Board, the aggrieved and their representatives shall be given copies of the arbitrator's report of findings and recommendations. This shall be accomplished within thirty (30) calendar days of the completion of the arbitration hearings.

D. COSTS

1. Each Party will bear the total cost incurred by them.
2. The fees and expenses of the arbitrator are the only costs which will be shared by the two Parties and such costs will be shared equally.
3. If time is lost by any member due to arbitration proceedings necessitating the retention of a substitute, the Board of Education will pay only the cost of the substitute. The time lost by the members must either be without pay or charged to personal time.

ARTICLE IV – MEMBERS’ RIGHTS

- A. The Board recognizes the right of the members to form, join and assist any member organization or to refrain from such activity for the purpose of collective negotiations with the Board in accordance with State Statutes.
- B. Whenever any member is required to appear before the Board or any Committee or member thereof, or the Superintendent concerning any matter which could adversely affect the continuation of that member in their office, position, or employment or the salary or any increments pertaining thereto, then they shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a person of their own choosing to advise and represent them during such meeting or interview.
- C. No member shall be reprimanded, suspended or discharged without just cause. Any such action asserted by the Board or Representatives thereof shall be subject to the Grievance Procedure herein set forth.
- D. The Board and the Association agree that there shall be no discrimination, and that all practices, procedures and policies of the School System shall clearly exemplify that there is no discrimination in the hiring, training, assignment, promotion, transfer, or discipline of members or in the application or administration of this Agreement on the basis of race, creed, color, religion, national origin, sex, domicile, marital status, or age.
- E. Any member who is required to attend an investigatory interview, scheduled by an agent of the Administration, and who has reasonable expectation to receive discipline as a

result thereof, has a right to representation.

- F. Teachers shall determine grades and other evaluations of students based upon their professional judgment of available criteria pertinent to any given subject area or activity to which they are responsible. No grade or evaluation shall be changed without the knowledge of the teacher. The teacher will have the opportunity to appeal the grade change to the administration; however, the administrations' determination is final.

#### ARTICLE V – ASSOCIATION RIGHTS AND PRIVILEGES

- A. The Board agrees to furnish to the Association information in the public domain which may be required by the Association in performing its representation function. This information shall be made available as soon as is possible after receipt of the request from the Association.
- B. The Association and its representatives shall have the right to use School Buildings for meetings, provided that approval has been secured in the manner prescribed by the Board of Education for all other use of such facilities. Approval shall not be unreasonably withheld.
- C. The Association shall have, in each building, use of a bulletin board in each faculty lounge and members' dining room. The location of bulletin boards in each room shall be where presently located, and if none, where designated by the Association. Any additional bulletin boards which may be required shall be supplied by the Association. Copies of all material to be posted on such bulletin boards shall be given to the Building Principal, but no approval shall be required.
- D. The Association shall have the right to reasonable use of inter-school mail and school mail boxes. Open material shall receive prior approval of the Superintendent or their Representative.
- E. The rights and privileges of the Association and its Representatives, as set forth in this Agreement, shall be granted only to the Association, as the exclusive representative of the members of the NTEA and to no other organization.
- F. State and national member organization representatives will first report to the Building Principal and secure permission before visiting the school or meeting with individual

members during school hours.

- G. The Association will be provided with scheduled time during new school year orientation programs for members. Participation in the time provided for the Association during the Orientation Program will be announced as voluntary.
- H. The Association shall have the right to use school office equipment at all reasonable times. The Association shall supply all material and supplies incidental to such use.
- I. Two persons from the School System designated by the Association, one of whom may be the President, annually shall be released from their non-teaching assignments to work on Association school related business. These persons shall submit a request annually to the Superintendent and upon their approval, they shall be granted the necessary release time to function as liaisons to the Superintendent, and to work on contract administration. Under no circumstances shall this time be used to interfere with the normal routine and function of the schools, nor shall there be any additional cost incurred to the Board of Education. The Superintendent will be notified of the designees, in writing, no later than June 1 of the year preceding their functioning in the position.
- J. Association representatives working beyond the teacher work day schedule will be given thirty (30) minutes release time no more than one (1) time per month to attend Association meetings. No more than one (1) person from each building may be released. The Association will provide the Board with the meeting dates and names of employees to be released in advance.

#### ARTICLE VI – SCHOOL CALENDAR

- A. The school calendar for each school year shall be developed with approval of the Board. There shall be no deviation or change in the school calendar once adopted except by mutual agreement of the Board and the Association.
- B. The Association Calendar Committee shall meet with the Superintendent and their Administrative Staff in February in order to draw up a calendar for the coming year. This calendar will be submitted to the Board of Education for adoption.

ARTICLE VII – WORK HOURS, HOLIDAYS AND VACATION

A. TEACHERS

1. It is understood and agreed that teachers are expected to devote to their assignments the time necessary to meet their responsibilities. It is also understood that bus scheduling and emergency situations prevent exact conformity of in-school hours for students, from school to school. Therefore, the maximum time required of a teacher to be in school, under normal conditions, shall not exceed the following:

Elementary/Non Public	6 hrs. 40 min.
Middle School	7 hrs.
High School	6 hrs. 40 min.

This time includes the pupil in-school day in their respective school plus fifteen (15) minutes before the pupil's day, and a period after the pupil's day of not less than fifteen (15) minutes and not more than thirty (30) minutes at the discretion of the Building Principal. The teacher shall have a duty-free lunch period.

2. Teachers in the High School shall have six teaching periods, one prep period and one lunch period every other semester in lieu of five teaching periods, one duty period, one prep period and a lunch period.

3. Teachers in the Elementary Schools are guaranteed one prep period per day not less than thirty (30) minutes in duration, five (5) prep periods per week, totaling 150 minutes a week.

4. The work year for certified staff shall be 186 days. Included in this work year shall be a minimum of three (3) staff development days. These days will be abbreviated school days for students and within the contractual work day for certified staff. Additional abbreviated in-service days may be scheduled at the discretion of the Superintendent or the Board of Education. Also three (3) staff development days shall be scheduled at the discretion of the Superintendent or the Board of Education. These days will not be student school days.

5. New employees in their first year of employment shall report for one additional day, scheduled by administration. Each employee shall receive CEUs for attendance and a \$100 gift certificate to a school supply store chosen by the Board of Education.
6. In addition to the hours referred to above, the Superintendent or the Building Principal may schedule, at the end of the work day, faculty or professional meetings at reasonable intervals. The Superintendent may require attendance of teachers at special school functions in keeping with past practice.
7. In fulfilling the above, teachers shall indicate their presence for duty each day by placing a check mark in the appropriate column of the faculty "sign-in" roster.
8. Should a teacher be unable to attend classes, they shall report their unavailability in accordance with the published procedures of the Board of Education under the Central Office Substitute Report System.
9. The Board of Education will provide in the budget an increase designated to permit the hiring of paraprofessionals. To the extent practically possible, the Board and the Superintendent will utilize the paraprofessionals to reduce the load of lunch duty and supervision of playgrounds for regular teachers in grades Pre K to 5. Provisions will be made wherever possible for substitutes to be used in the event of absence of the regularly employed paraprofessional. All such paraprofessionals must be under the supervision of a qualified professional staff member.
10. Substitute teachers who are qualified will be supplied in the special areas of art, music, physical education, library/media center in the elementary schools in accordance with their availability.
11. Teachers required to serve on school-related committees, as established by an appropriate Administrator, shall be afforded, where practical, the necessary release time from their classroom duties to participate in such committee assignments.
12. The Board of Education, through its Administrators, will distribute/give access to the progress report forms to the appropriate staff members at the Neptune High School and the Neptune Middle School no less than ten (10) work days prior to the date that the progress reports are due from the staff members.

B. PARAPROFESSIONALS, EDUCATIONAL INTERPRETERS, SIGN LANGUAGE INTERPRETERS, AND PARENT LIAISON:

1. The work day and work year for Paraprofessionals, Educational Interpreters, Sign Language Interpreters and Parent Liaisons shall be in conformance to that specified in A-1 and A-4 of this Article as to the academic calendar and work day.

C. SECRETARIAL AND OFFICE EMPLOYEES

1. All secretarial and office employees shall be available for seven (7) hours per day, thirty-five (35) hours per week, Monday through Friday and shall work the schedule assigned by the appropriate Administrator. For the purposes of determining overtime, all work beyond thirty-five (35) hours per week, shall be compensated at the rate of time-and-one-half. For the purposes of Contract language, the Contract period will be designated as July 1 through June 30. Secretaries are to report every day when required, except legal holidays granted by the Board of Education.

2. Vacation allowance for Secretaries will be granted as follows:

- a) After one (1) year and through eight (8) years of service in Neptune, two (2) weeks vacation, with pay, subject to Administrative approval.
- b) After eight (8) years of service, in Neptune, three (3) weeks vacation, with pay, subject to Administrative approval.
- c) After fifteen (15) years of service in Neptune, four (4) weeks vacation with pay.

3. With respect to restructuring, district secretarial seniority will remain undisturbed and the 2005-2006 secretarial calendar shall be the model for future years.

4. Within the distribution, the Association will place one secretary one (1) step higher on the guide. The cost of that movement will be borne by the Association out of the settlement. The guide affected is the current 12-month secretary guide.

D. SCHOOL SAFETY OFFICERS

1. All School Safety Officers shall be available for seven and one-half hours (7½) hours per day, thirty-seven and one-half (37½) hours per week, Monday through Friday and shall work the schedule assigned by the appropriate Administrator. For the purpose of determining overtime, all work beyond thirty-seven and one-half (37½) hours per week shall be compensated at the rate of time-and-one-half. School Safety Officers are to report every day when required, except legal holidays granted by the Board of Education. For the purposes of Contract language, the Contract period will be designated as September 1 through June 30th for 10-month employees.

E. CUSTODIANS

1. Workday

a) The workday shall be as follows:

Elementary Schools/ECC/Central Office

Day Shift 6:30 a.m. to 3:30 p.m.

Swing Shift 11:00 a.m. to 8:00 p.m.

Evening Shift 3:00 p.m. to 12:00 a.m.

Middle and High Schools

Head Day Custodian 6:00 a.m. to 3:00 p.m.

Day Shift 6:00 a.m. to 3:00 p.m.

Swing Shift 11:00 a.m. to 8:00 p.m.

Head Night Custodian 3:00 p.m. to 12:00 a.m.

Evening Shift 3:00 p.m. to 12:00 a.m.

Night Shift 10:00 p.m. to 6:30 a.m.

b) In order to initially establish the new shifts, work schedules shall be offered to unit members based on seniority and Black Seal considerations.

c) The regular shift shall be Monday through Friday. For the Tuesday-Saturday Shift, the Board will seek volunteers and new hires prior to any involuntary transfers. Should individuals need to be assigned to the new shifts, inverse district seniority shall be utilized.

d) In fulfilling the above, custodians shall indicate their presence for duty by



signing their initials and noting the time on a sign-in roster maintained at a predetermined location in each facility.

- e) Shifts are inclusive of one hour unpaid meal time. Meal time shall be chosen by employees of each school, based upon district seniority; however, the building shall not be left unattended.
- f) Based upon the emergent, temporary needs of the district, custodial staff may be reassigned to a different building during their regular shift. Custodians shall have a reasonable amount of time to travel between buildings.
- g) Head Custodians are required, as part of their job, to perform building checks on all days of the week without additional compensation. On holidays and personal vacation days, employees shall be compensated.

2. Overtime:

- a) Hours worked beyond forty (40) per week shall be considered overtime and be compensated at the rate of one and one-half times the base hourly rate. For all work performed on holidays and Sundays, the employee shall be paid at the rate of double time.
- b) In determining overtime, a building overtime schedule shall be established. Overtime availability shall be posted in each school building at least, where possible, five days in advance, except in cases of emergency.
- c) In determining a rotation schedule, district seniority shall be utilized. When an employee declines overtime, they shall lose their turn in the rotation schedule.
- d) In the event of no volunteers for the overtime posted, the following shall apply:
  - 1) Custodian desiring district overtime shall forward their name to the

Superintendent or designee.

- 2) A list will be developed based on district seniority.
- 3) A rotation schedule shall be utilized.

e) Notwithstanding the promulgation of an overtime list, and notwithstanding one's position thereon, where special skills are required for the particular overtime assignment, overtime may be assigned out of rotation.

f) A separate district-wide overtime list for snow plowing and sanding will be maintained as per d. 1), 2), and 3) of this Article.

### 3. Holiday Schedule

New Year's Day

Martin Luther King's Birthday

President or Presidents Days Observance (As per Teacher's Calendar)

Good Friday

Memorial Day

Fourth of July

Labor Day

Columbus Day

Veteran's Day Observance

Thanksgiving Day

Christmas Day

When a custodial holiday falls on a Monday, all custodians assigned to a Tuesday-Saturday Shift will be compensated by being released from work on the Tuesday immediately following said holiday. Other holiday observances may be granted at the discretion of the Superintendent of Schools.

### 4. Vacation

- a) Custodial employees be granted paid vacations according to the following schedule:

- 1) Ten (10) working days for all employees who have completed one (1) through eight (8) full years of service in the district.
  - 2) Fifteen (15) working days for all employees who have completed nine (9) through fourteen (14) full years of service in the district.
  - 3) Twenty (20) working days for all employees who have completed fifteen (15) or more full years of service in the district.
- b) Such employees shall be allowed to utilize their earned vacations commencing on or after the July 1 following their employment.
  - c) Where there are two requests for a particular vacation period coming from the same building, the first application, if already approved, shall stand.
  - d) If duplicate date requests are submitted simultaneously, or if an earlier submitted request had not already been approved, district seniority shall determine which employee gets the requested vacation period.
  - e) Vacation requests shall not be granted during the first week after the close of school in June, or during the last two weeks prior to the reopening of school in September.
  - f) A vacation application must be approved or rejected by Administration within ten work days of submission.

F. BREAKFAST PROGRAM

1. Certified staff participation is wholly voluntary.
2. The hours of the Breakfast Program shall be as follows:

Elementary Schools	7:30 a.m. to 8:10 a.m.
Middle / High Schools	6:45 a.m. to 7:25 a.m.
3. Compensation shall be at the hourly rate for teachers and coordinators.
4. It is expressly understood that the Association agreement and employee participation shall in no way alter the terms and conditions of employment for unit

members of the Neptune Township Education Association and the terms of this Memorandum of Agreement shall be for the duration of the contract.

G. AFTER SCHOOL BASIC SKILLS ENRICHMENT PROGRAM

1. Grades K-5 Program
  - a) Staff times and days will be 2:50 - 4:50 p.m. Monday through Thursday. This time includes one-half hour planning time, student contact free.
  - b) Staffing will include appropriately certified teachers and one coordinator per school site.
  - c) Student snack time will be from 2:35 - 2:50 p.m., supervised by the coordinator whenever practical based upon the building assignment of the coordinator.
2. Grades 6-8 Program
  - a) Staff time and days will be 2:25 - 4:25 p.m. Monday through Thursday. This time includes one half hour planning time, student contact free.
  - b) Staffing will include appropriately certified teachers and one coordinator per grade level.
  - c) Student snack time will be from 2:10 - 2:25 p.m., supervised by the coordinator whenever practical based upon the building assignment of the coordinator.
3. Compensation for staff will be that of the hourly rate for teachers and the hourly rate for coordinators.
4. All work days will be within the 10 month official school calendar.
5. Staff absences will be reported via the substitute caller system. Substitutes for staff absences will be retained from the Board of Education approved Substitute list.

6. In the event no substitute is provided, the class(es) will be cancelled and parents so notified by the administrator.

7. Program Coordinators will assist teachers in the instructional program; evaluate new student entrants; serve as parent liaison; monitor bus ramp, pupil attendance and visitors to the program; provide miscellaneous support to the program as needed, in coordination with the Program Supervisor; and provide emergency substitute coverage if needed. An emergency is deemed as an absence required after the start of the program day.

### ARTICLE VIII – SALARIES

A. The salary schedules shown as exhibits in the Contract 2006-2007, 2007-2008 and 2008-2009 shall be administered in accordance with present Board policy.

B. All members and their dependents covered by this Agreement shall receive Prescription Plan, Hospitalization, Major Medical Coverage and Dental paid for by the Board. Coverage will be extended to cover dependent children up to age 23. All members and their dependents covered by this agreement shall be eligible to choose one of the following health benefit plans:

1. Traditional Horizon Blue Cross/Blue Shield Medical Program

- a) With a \$250 individual deductible and a \$450 family deductible on Major Medical.
- b) Employees shall be eligible for VSP Optical Insurance at the employee-only level with a \$20 examination co-payment and a \$20 frame/lens co-payment for selected products.
- c) Horizon Blue Cross/Blue Shield Dental Program, with a yearly maximum per individual of \$1,250.
- d) Horizon Blue Cross/Blue Shield Prescription Program, with \$6.00 generic co-payment and a \$16.00 brand name co-payment, applicable to retail prescriptions. There shall be a \$0.00 co-payment for mail order prescriptions.

2. Horizon Blue Cross/Blue Shield Direct Access Program
  - a) \$15.00 office co-payment.
  - b) Out-of-network deductible: \$300 individual/\$500 family.
  - c) Out-of-network co-insurance: \$1,400 individual/\$2,800 family.
  - d) Chiropractic and physical/speech therapy limited to 60 visits per benefit period.
  - e) Maximum lifetime four (4) egg retrieval for infertility services.
  - f) Employees shall be eligible for VSP Optical Insurance at the family level with a \$20 examination co-payment and a \$20 frame/lens co-payment for selected products.
  
3. A buy-out plan for health benefits shall be implemented with the following provisions:
  - a) An employee may elect to forego all or portion of their health benefit coverage for a full school year and receive a cash payment of \$2,500 for opting out of family coverage to single coverage or for completely opting out of single coverage or \$5,000 for completely opting out of family coverage. Payment will be made to the employee by June 30 at the end of the health benefit contract year.
  - b) Payment shall be made pursuant to an IRS 125 plan which shall be established by the Board.
  - c) The employee must have health benefits from a spouse or other source.
  - d) Proof of this coverage must be presented to the Board Administrator each time the employee seeks to renew their opt-out.
  - e) Opt-out is required on a yearly basis. If the employee does not file to opt

out they will automatically be enrolled in the current health benefit plan at the full benefit level in which they were previously enrolled and/or to which they are entitled.

- f) Any employee who has waived all or some of their health benefit coverage for a specific year, may restore the above stated coverage by applying during the school year. The reinstatement date will be July 1 immediately following the application. It will NOT be necessary for any employee or their family members to complete a Statement of Health, or have any proof of insurability to restore coverage.
- g) An employee who has waived all or a portion of their health benefit coverage will be allowed to restore such coverage on an immediate basis without completing a Statement of Health or having any proof of insurability for the employee or his/her family in the event of a hardship or life altering event, which includes, but not limited to, the following examples: termination of employment, legal separation, group contract/policy terminated, disability of spouse which eliminates benefits, divorce, death of spouse, or military discharge.
- h) If an employee opts to return to the health benefit coverage during the school year, the opt-out payment will be prorated accordingly.
- j) Any tax liability for the opt-out monies received shall be the responsibility of the employee.

C. All members covered under this Agreement, after completion of fifteen (15) years service in the District, may upon retirement, continue in the Board of Education Group Health Plan provided payments are made, in advance, as approved by the Board Secretary/Business Administrator and continuance is approved by the Insurance Carrier.

D. 1. Members employed on a twelve (12) month basis shall be paid in twenty-four (24) semi-monthly installments.

2. Members employed on an eleven (11) month basis shall have the salary of the ten (10) month salary plus ten percent (10%) of the base salary. Members shall be paid in

twenty-two (22) equal semimonthly installments.

3. Members employed on a ten (10) month basis shall be paid in twenty (20) equal semi-monthly installments.

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

5. Members shall have their final checks mailed to their homes within one (1) week following the last day of school.

6. The Board of Education shall offer direct deposit for all employees.

#### E. TEACHERS

1. PER HOUR RATE - Teachers shall be compensated at the following hourly rates of \$36.00 in 2006-2007, \$37.00 in 2007-2008, and \$38.00 in 2008-2009 per teaching period. Additionally, in this connection, the Association recognizes the importance of availability of qualified teachers for home instruction and will assist in securing the necessary teachers to carry out this function.

2. INCREMENTS - All advancement on the guide, including annual increments and raises as set forth in the salary guides now in effect, and as the same may be adopted from time to time by the Board of Education shall not be considered automatic; advancement on any such guide shall require favorable reports covering the professional competence, the performance of duties assigned and record of attendance of each member by the Superintendent and those charged with supervisory responsibility, and approval by the Board of Education.

3. PLACEMENT ON GUIDE FOR HIRING PURPOSES – PROFESSIONAL STAFF - For the purposes of establishing placement of a professional member on the adopted salary guide, credit for prior contractual service experience will be computed in the following manner:

Total contractual service will be computed and credited on a monthly basis, and total months of contractual service will be divided by ten (10). In instances where time does



not equal a full ten (10) months, six (6) months will be considered a full year.

EXAMPLES:

Total months of contracted service ..... 17

Credit will be given for two (2) full years of service and member will be placed on the appropriate level of the salary guide.

Total months of contracted service ..... 15

Credit will be given for one (1) full year of service and member will be placed on the appropriate level of the salary guide.

Total months of contracted service ..... 36

Credit will be given for four (4) full years of service and member will be placed on the appropriate level of the salary guide.

4. CREDIT OF NON-CONTRACTUAL PROFESSIONAL EXPERIENCE - If a person is serving in a temporarily vacated position, in the Neptune Township School System on a pro-rata basis, not under contract, and is subsequently appointed to the same position on a contractual basis, full credit will be given for time served as a non-contractual employee.

F. PLACEMENT ON GUIDE - NON-INSTRUCTIONAL PERSONNEL

For the purpose of initial placement of prospective non-instructional members on the appropriate salary guide, credit for prior comparable experience may be granted upon the recommendation of the Superintendent or Board Secretary/Business Administrator, as appropriate, and approval of the Board, up to four (4) years of related experience. For non-instructional personnel other than secretaries and custodians, this applies to comparable public school experience.

In order to advance one step on the salary guide, a member must have served at least the equivalent of one-half the full-time employment in the prior fiscal year with the District in said position.

Probationary time will count towards service experience in Neptune Township.

## G. CUSTODIANS

1. Probationary Period - All custodians shall, at the time of their initial hire by the Board of Education, serve a ninety (90) day probationary period, during which time they shall not have access to the contractual grievance procedure and their employment may be terminated by the Board of Education for any reasonable cause. Deductions and benefits shall commence at the successful completion of the employee's probationary period.

### 2. Black Seal License

- a) Registration fees for first-time Black Seal courses will be paid for by the Board of Education.
- b) To qualify for the stipend for Black Seal certification, proof (photocopy) or the valid license must be submitted to the Central Office.
- c) License and renewal fees are the responsibility of the employee.
- d) All employees hereinafter hired by the District will be required to either have, or within eighteen (18) months of hire, obtain, Black Seal certification. Failure to obtain such license shall be uncontestable grounds for employment termination.

3. Uniforms - The Board agrees to furnish four sets of uniforms, tee shirts for summer months, one (1) pair of steel-tipped work shoes and one (1) winter jacket to each custodian per year. Each set will consist of a shirt, long or short sleeved (individual's choice) and a pair of pants. Women custodians may choose as an alternate set, a work dress or pants suit. Custodians are required to wear the Board supplied uniforms. Rain gear will be provided for each custodian, including overshoes for winter work, in each building. Rain gear and overshoes will remain in the building to be used as needed.

H. EDUCATIONAL INTERPRETERS/SIGN LANGUAGE INTERPRETERS

1. Educational Interpreters/Sign Language Interpreters shall be compensated for work performed beyond the contractual day as per Article VIII, E of the negotiated agreement. Deduction for substitute pay, when necessary, shall not exceed the employee's daily compensation rate.

2. If the law is modified to create hardships for employees under the ESEA, the Board of Education agrees that it will negotiate with the NTEA with respect to the impact of the changes.

I. SCHOOL SAFETY OFFICERS

1. The Board agrees to furnish one (1) set of rain outerwear, a vest for internal school wear, and a jacket for exterior school duties, to each School Safety Officer per year.

2. School Safety Officers shall be compensated for work performed beyond the contractual day at the rate of one and one half times the base hourly rate.

J. PARAPROFESSIONALS AND PARENT LIAISONS

Paraprofessionals and Parent Liaisons shall be compensated for work performed beyond the contractual day at the rate of one and one half times the base hourly rate.

K. NJROTC PERSONNEL

1. NJROTC Naval Science Instructor or Assistant Instructor shall be employed on an eleven (11) month basis, according to the following schedule:

a) September through June: teacher schedule (high school).

b) July and August: twenty (20) days to be scheduled between the high school administration and the instructor. These days may be scheduled as one-half (1/2) days or as full days to a total of twenty (20) full days during the noted summer period.

2. The NJROTC Naval Science Instructor or Assistant Instructor shall be compensated pursuant to the salary schedule set by the Department of the Navy. Each NJROTC Officer is required to submit a copy of their quarterly "Computation of Pay-NJROTC Program" as issued by the Department of the Navy to the district business office upon receipt. The instructor's salary shall be the higher of either the negotiated district salary or the minimum annual salary as determined by the Department of the Navy.

Said salary shall be paid pursuant to the following:

- a) Said salary shall be adjusted prospectively when notification of the appropriate rate of pay is received from the authorizing authority. Upon receipt of the first quarterly notice, issued in January by the Department of the Navy:
  - 1) Retroactive salary for January through June will be calculated.
  - 2) The retroactive amount will be paid as a lump sum in June of the current school year.
  - 3) The actual salary for the following July through December shall be determined.
  
- b) Said salary shall be distributed as follows:
  - 1) From September through June: 10/11ths of the annual salary paid pursuant to the pay schedule for twelve (12) month employees.
  - 2) For July and August: 1/11<sup>th</sup> of the annual salary paid during the two (2) month period pursuant to the pay schedule for twelve (12) month employees.

## ARTICLE IX – ASSIGNMENTS

### A. TEACHERS

1. All teachers shall be given written notice of their contracts, salary statements or raises, no later than April 30.

2. All teachers shall be given written notices of their tentative class or subject assignments and building assignments for the forthcoming year as soon as reasonably practical and in any event, not later than June 1. The Administration may change such assignments in the event of an unforeseen circumstance or emergency and shall notify the teachers, in writing, with reasons for the schedule change.

3. Teachers required to cover classes or duties due to a substitute teacher shortage shall be remunerated in the following manner:

- a) Middle School and High School - At the direction of the Building Principal, regular classroom teachers may volunteer to substitute during their preparation period.

In the absence of volunteers, a teacher shall be assigned to substitute. Volunteers and assigned teachers shall be paid at the following rates:

	2006-2007	2007-2008	2008-2009
Prep to Class	\$36.00	\$37.00	\$38.00
Prep to Duty	\$24.30	\$25.30	\$26.30
Duty to Class	\$36.00	\$37.00	\$38.00

- b) Elementary Schools - At the direction of the Building Principal, teachers who are requested to teach during their preparation period (when special teachers are absent, i.e., Art, Music, Physical Education and Library/Media Center) shall be paid at the rate of \$36.00 in 2006-2007, \$37.00 in 2007-2008, and \$38.00 in 2008-2009 per teaching period.
- c) All special teachers who are requested to teach during their preparation period shall be paid at the rate of \$36.00 in 2006-2007, \$37.00 in 2007-2008, and \$38.00 in 2008-2009 per teaching period.
- d) Regular classroom teachers who are required to add students to their class because of a divided class shall receive no more than five (5) additional students and shall be paid \$36.00 in 2006-2007, \$37.00 in 2007-2008, and

\$38.00 in 2008-2009 per day.

- e) Payment Schedule - Members who will receive per period compensation will be paid twice a month. Hours worked between the first and 15th of the month will be paid in the second pay period of that month. Hours worked between the 16th and the last day of the month will be paid in the first pay period of the next month. Forms submitted later than one (1) working day following the 15th and last day of the month will be paid according to the pay period in which they were received.
  
- B. Paraprofessionals shall be assigned to coverages in a reasonable manner. Whenever possible, the affected Paraprofessional and Teacher shall be given reasonable notice.
  
- C. Members who may be required to use their own automobiles in the performance of their duties and members who are assigned to more than one (1) school per day shall be reimbursed for all such travel at the published IRS rate. The rate will be adjusted to reflect any change. This will apply for all driving from the time of arrival at the first location at the beginning of the workday and departure for home at the end of the workday. Additionally this shall apply to all driving to and from locations having a greater distance than that of the usual distance from the member's home to their base school and from their base school to their home. The distance from the member's home to their first location or from the member's last location to their home must be greater than the distance between the member's home and their base school. The member shall be reimbursed for the difference at the applicable rate. Monthly invoices must exceed \$1.00.

#### ARTICLE X – TRANSFERS AND REASSIGNMENTS

- A. Members who desire a change in grade or subject assignment or who desire a transfer to another building may file a written statement of such desire with the Superintendent. Such statement shall include the grade or subject to which the member desires to be assigned and the school or schools to which they desire to be transferred, in order of preference. Such requests must be renewed, in writing, each year if it is not granted on initial application. Decisions on all transfers will be at the sole discretion of the Superintendent, with the approval of the Board of Education.

- B. Any new or open position in the School District shall be posted on the School and Central Office bulletin board and a copy sent to the Association. A position shall be posted for thirty (30) days, however, in cases of emergency as determined by the Superintendent, the time for posting may be shortened to ten (10) days, providing the Association is advised of the emergency. For purposes of this Agreement, all extra-curricular and co-curricular positions shall be included.

In the event “current” Reduction In Force (RIF) lists exist of persons qualified for the specific vacancy, no posting will be necessary, and the person next in line for employment covered by the RIF list will be offered the vacancy to be filled.

- C. **TEACHERS – STAFF VACANCIES**

When any vacancy occurs in the school system, which after due investigation is considered by the Superintendent to be of one (1) month or more duration, a fully certified teacher will be hired, temporarily, at a pro-rata teacher’s salary (based on the appropriate level of the Salary Guide) to fill said vacancy.

#### ARTICLE XI – PROMOTIONS

- A. Any new or open promotional position shall be posted on the School and Central Office bulletin board and a copy sent to the Association. A position shall be posted for thirty (30) days. However, in cases of emergency as determined by the Superintendent, the time for posting may be shortened to ten (10) days, providing the Association is advised of the emergency. For purposes of this Agreement, a promotional position is one in supervisory or administrative categories, or one that accrues a stipend above the regular salary.
- B. To facilitate notification of properly certificated personnel and others who indicate a desire for particular positions in the school system, the NTEA will work cooperatively with the Superintendent of Schools and their designees to prepare a list according to job categories which may be used to give specific notification to personnel on said list when such vacancies are anticipated.

#### ARTICLE XII – EVALUATION

- A. A member shall be notified that an evaluation has been made.

- B. A member shall have the right to see their evaluation reports and have the right to a copy of all reports if they request said copy.
- C.
  - 1. If derogatory reports or materials are to be retained for other than investigation, the member shall be shown the reports or letters and given the opportunity to file a written answer to such material. This answer will be placed along with the derogatory material in the member's file. If the material is not to be retained, it shall be shredded by the Superintendent.
  - 2. In the event that any new material of a derogatory nature is to be placed on file, the member involved shall be notified prior to the insertion of said material and be given the opportunity to review such material. The member's written comments, if any, relative to the derogatory material shall be made part of the member's file.
- D. The Township of Neptune Board of Education believes that complete personnel records should be maintained regarding all staff members. Copies of all evaluations, reports, requests for leave, absences, health reports, and other pertinent information will be kept in one file located in the Office of the Superintendent of Schools. A staff member may, by appointment, review their personnel file. Such materials as may be regarded as confidential by the Superintendent shall not be available for review. A file shall be checked for derogatory material that was not shown to the member and if any exists, it may be returned to the member's file only in accordance with the provisions of Paragraph C above. (Refers to NTEA Contract)
- E. Any written documentation from a conference between the member and their immediate Supervisor which results from a formal written evaluation shall be initialed by both Parties. If the member requests a copy, the initials shall be evident on the copy.
- F. TEACHERS - There shall be a schedule of evaluations providing for a reasonable number of observations per year for all teachers.

ARTICLE XIII – SICK LEAVE

- A.
  - 1. By law, effective September, 1954, all unused days of Sick Leave, in any given year, may accrue to an unlimited number.



2. Twelve (12) days of sick leave with pay for 10-month members, fourteen (14) days of sick leave with pay for 11-month members and fifteen (15) days of sick leave, with pay for 12-month members are allowed during a school year; the unused portion shall be cumulative annually. A written certification from an accredited practitioner for an illness over three (3) consecutive days by the member may be required by the Superintendent of Schools. After five (5) consecutive days, certification is required. In case of frequent application for sick leave, the Superintendent or appropriate Administrator may require submission of a statement from a physician or submission to a physical examination by the school physician.
  3. Members who are absent because of a personal illness shall be reimbursed according to the following schedule:
    - a) There shall be no deductions in salary for the use of a substitute for the total earned cumulative days.
    - b) A member who has used the total cumulative days shall have the rate of a substitute deducted from their salary, up to and including a terminal date established by the Board of Education.
  4. Records of absence because of personal illness will be maintained by the Board Secretary.
  5. Members shall be notified of unused sick leave per current policy.
- B.
1. In accordance with Senate No. 12, Chapter 34, Laws of 1961, approved May 31, 1961, the Board of Education shall grant full transfer credit for unused sick leave days which have been accumulated in another New Jersey State School District.
  2. This policy shall pertain to all members so affected in accordance with the following:
    - a) A member desiring to transfer unused accumulated sick leave days shall submit to the Superintendent of Schools, within one (1) year of the date of new employment in Neptune Township, a certificate from the original employer stating such member's unused accumulation of sick leave days as of the date of job termination.

- b) The accumulation of sick leave days from another district shall be credited upon receipt of the certificate of the prior employer. The days of sick leave so credited may be used immediately, or if not so used, shall be accumulated for additional leave thereafter as may be necessary. The number of such days when granted shall be irrevocable by the Board of Education of the School District of Neptune Township.
- C. All members' unused Personal Business Days will be transferred to sick bank annually.
- D. Unused Sick Leave on Retirement
  - 1. Teachers
    - a) All teachers upon retirement after fifteen (15) years of service in the District, shall be paid in lieu of accumulated sick leave at the rate of one (1) day's pay for every four (4) days of accumulated sick leave to a maximum of \$20,000 in 2006-2007; \$21,000 in 2007-2008; and \$22,000 in 2008-2009.
    - b) The daily compensation shall be at the daily rate of pay which they earned in the year of retirement. The calculation shall be as follows:  
  
10 month contract – 1/200 of annual salary  
11 month contract – 1/220 of annual salary  
12 month contract – 1/240 of annual salary
    - c) Written notice of intention to retire is to be submitted to the Superintendent of Schools three (3) months before the final budget submission date. If notice is not received within the above time frame, compensation will be paid no later than September 30 of the subsequent school year.
  - 2. Support Staff - All other unit members shall be paid in lieu of accumulated sick leave at the rate of one (1) day's pay for every four (4) days of accumulated sick leave to a maximum of \$11,000 in 2006-2007; \$12,000 in 2007-2008; and \$13,000 in 2008-2009, upon retirement after fifteen (15) years of service in the District.

3. All payments for unused sick leave shall be made to a 403B plan over a two-year period subject to federal regulations.

#### ARTICLE XIV – TEMPORARY LEAVES OF ABSENCE

##### A. PERSONAL BUSINESS

1. Four (4) days per school year (only three (3) may be used consecutively) may be granted to a member as a “Personal Business Day” to be without loss of pay. Request for such leave must be made to the Superintendent and their permission must be secured.
2. This policy shall be administered under the following provisions:
  - a) The request shall be made, in writing, on the form provided for this purpose.
  - b) The request form be delivered to the Building Principal or other designated Immediate Superior at least five (5) calendar days in advance of the Personal Business Day. All other requests not falling within this period of time shall be deemed as “emergencies”, and the responsible Administrator shall use their discretion in approving or disapproving the request. When request is denied, the reason for denial shall be written on Personal Business Request form and returned to the applicant.
  - c) Only the form (Request Form For Personal Business Day) secured from the Office of the responsible Administrator will be used for the purpose of making such requests. The form shall be completed in triplicate and routed through the responsible Administrator to the Superintendent of Schools. Forms containing both approval and disapproval will be forwarded to the Superintendent for appraisal and action.
  - d) Leave will not be granted the day preceding or the day following a Board-approved holiday, recess or in-service workshop, except in case of religious observance.
3. Religious Holidays - In accordance with statutes, the Board of Education shall

approve for each school year, a “Religious Holiday Calendar”. No exceptions shall be made to granting absences with pay for days other than those which are listed on the approved calendar.

**B. ILLNESS IN FAMILY**

Members may use a total of three (3) days, annually not cumulative, upon approval of the Superintendent of Schools for absence due to illness in the member’s immediate and step-family, which includes wife, husband, child, mother, father, mother-in-law, father-in-law, sister or brother. Members may be granted one (1) or more days absence, at the discretion of the Superintendent of Schools, for illness of a person not included in the specific immediate and step-family as listed. Verification of this illness shall be submitted on forms provided for this purpose and a certificate signed by the attending physician may be required by the Superintendent of Schools for illness requiring absence beyond one (1) day but shall be mandatory for three (3) consecutive days. Any payroll deductions made in accordance with this provision will be applied pursuant to Section E of this Article.

**C. DEATH IN FAMILY**

Members may use a total of five (5) days, per occurrence, not cumulative, upon approval of the Superintendent of Schools in the event of death in the immediate and step-family, which includes wife, husband, child, mother, father, mother-in-law, father-in-law, sister or brother. Members may be granted one (1) or more days absence, at the discretion of the Superintendent of Schools for death of a person not included in the specific immediate and step-family as listed. Verification of the reasons for such request may be required by the Superintendent of Schools. Any payroll deduction made in accordance with this provision will be applied pursuant to Section E of this Article.

**D. ABSENCE FOR JURY DUTY OR COURT SUMMONS**

Absence for Jury Duty or Court Summons (which is school-connected) shall not count in calculating absence limitations of the member, nor shall the days be deducted from accrued leave or the four (4) day Personal Business Leave. The salary paid by the Neptune Township Board of Education during such absence shall be at the regular rate of pay.

E. REASONS OTHER THAN THE PREVIOUS

Members who are absent, for reasons other than personal illness, personal business, illness or death in the immediate and step family, jury duty or school connected court summons, or who are assigned to an approved school system responsibility, shall have deducted from their salaries, the amount paid the substitute (if any is used). Advance notice to the appropriate official is required for such absences. Up to five (5) days without pay for the purpose of marriage and honeymoon, or up to one (1) day, without pay for the purpose of attending the marriage of a member of the immediate and step family may be granted.

F. POLICIES GUIDING THE ADMINISTRATION OF ALL LEAVES AND ABSENCES

1. The final decision of all cases of absences shall be made by the Superintendent of Schools, subject to the confirmation of the Board of Education.

2. In every contract, unless otherwise stated and specified, a month shall be construed and taken to be twenty (20) school days or four (4) weeks, five (5) school days each. (Revised Statutes 18:13-7). Therefore, deductions for absence shall be the contract salary per month divided by twenty (20) and multiplied by the number of days absent.

3. Full pay shall be deducted for absences occurring directly preceding or following vacations and holidays upon recommendation of the Superintendent of Schools and the approval of the Board of Education.

4. The Board of Education may require an examination by the school system physician after lengthy leaves of absences for illness at its discretion.

G. PRO-RATING

Pro-rating of the following leave days for newly hired members for the contractual year for which they are hired will be as follows:

1. Personal Business Days and Illness in Family Days

a) Twelve-Month Employees hired after 7/30 - One (1) day for each

remaining two (2) month period or fraction thereof from the date of hire to contract renewal date of June 30th, not to exceed the negotiated amount.

- b) Ten-Month Employees hired after 9/30 - One (1) day for each remaining two (2) month period or fraction thereof from the date of hire to contract renewal date of June 30th, not to exceed the negotiated amounts.

2. Vacation - Secretaries and Custodians hired after 7/30 - One (1) day per month or fraction thereof from the date of hire to June 30th, not to exceed the yearly vacation total.

## ARTICLE XV – EXTENDED LEAVES OF ABSENCE

### A. MATERNITY LEAVE

It is recognized that a member's maternity leave application involves both a disability and a child-care phase. The disability phase is that period of time, both six weeks pre-natal and six weeks postnatal, during which a physician certifies inability to work. The child-care phase is that period of time selected by the member, in accordance with A. 2 below, which follows the disability phase during which time the member voluntarily suspends their career to care for the newborn child.

1. **DISABILITY PHASE** Any tenured or non-tenured member seeking a leave of absence on the basis of medical reasons associated with pregnancy or birth shall apply to the Board of Education. Application shall be made to the Board at least sixty (60) days prior to the commencement of leave. In making application for leave, the member shall specify in writing the date on which they wish to return to work after the birth, if physically able, but not to exceed (a period of disability of) six (6) weeks without a physician's written statement. In the case of stillbirth the member may elect to return to work at an earlier date.

2. **CHILD-CARE PHASE** Where the requested leave dates are beyond the period of disability associated with pregnancy and is for child-care purposes, as defined above, the tenured member shall be granted, at their discretion, a leave without pay for (a) the balance of the school year in which the birth occurred, or (b) the balance of the school year in which the birth occurred and the entire following school year. Members on maternity leave desiring to switch from option (a) to option (b) shall notify the

Superintendent at least ten (10) school days prior to the intended return date, except in cases of emergency or extenuating circumstances. Any further extensions of child-care leave shall be discretionary with the Board of Education.

- a) Non-tenured members may request child-care leave for the balance of the current contractual school year.
- b) No tenured or non-tenured member shall be barred from returning to work after the birth of their child solely on the ground that there has not been a stated or prescribed lapse of time between that birth and their desired date of return, provided sixty (60) days notice is given as is provided in #1 above.
- c) A member returning from pregnancy leave of absence shall be entitled to all benefits to which members returning from other types of sick or disability leave would be entitled.
- d) In order to be eligible for the regular salary increment upon the return of the member who is granted a leave, the teacher must have been in their sixth month of teaching during the school year that said leave was granted. All other members must have been in fifth month of employment during school year that said leave was granted.
- e) Any member adopting an infant child may receive leave which shall commence upon their receiving de facto custody of said infant, or earlier if necessary to fulfill the requirements of the adoption.
- f) No member on maternity leave (excluding the disability phase) shall, on the basis of said leave, be denied the opportunity to substitute in the school system in the area of their certification or competence.
- g) Maternity Leave – the entire above Section “A” is subject to any and all modifications as statutorily required.
- h) Child bearing leave will be granted to any regular member covered under this Agreement in accordance with the statutes of the State of New Jersey.

B. LEAVE FOR PERSONAL REASONS DURING A SCHOOL TERM

The Board of Education shall not honor any request from a member for a leave during a school term for personal reasons, such as travel or for any similar reason.

C. MILITARY LEAVE

1. Any regular members of the Neptune Township Public School System who may enlist or be conscripted into the defense forces of the United States for service or training shall make application for military leave. They shall be reinstated to their position in this school system with full credit, including the annual increment under the salary schedule, upon written request supported by competent proof, that said applicant is fully qualified to perform the duties of said position.

Said application for reinstatement shall be made within a reasonable time after discharge or release from military service and not later than ninety (90) days from the date of said honorable release or discharge.

2. While member is on said leave, it is mandatory that the Board of Education keep up their annual payment to the member's appropriate pension fund.

D. LEAVE OF ABSENCE DUE TO ILL HEALTH, INJURY OR OTHER EQUALLY GRAVE EMERGENCY

1. A member in this school system may be granted a leave of absence for a maximum of one (1) school year for reasons of personal illness, accident, other equally grave emergency, and/or for rest and recuperation.

2. Written application for such leave shall be made by the member to the Superintendent of Schools, who shall, upon receipt of same, make such investigation as they may deem necessary to determine to the best of their ability if the granting of said leave would serve not only the interest of the member, but also those of pupils and/or school district. They shall then make a recommendation to the Personnel Committee of the Board of Education, who in turn shall present such request before the full Board of Education.



3. In computing service to determine the member's position on the salary schedule at expiration of leave, time spent on leave shall not be counted as active service in this School District.

4. Leave of Absence shall be without compensation, except as may be provided by applicable law.

5. Whenever a leave of absence is granted for personal health reasons, said member must give acceptable professional evidence of recovered health before being permitted to return to duties in this School System.

6. A person on leave of absence shall return upon the expiration of leave whenever it is possible, to the position occupied prior to the leave. Application to return from a leave of absence should be filed with the Superintendent of Schools within sixty (60) days prior to the expected return.

7. The Board of Education, depending upon the nature of the reasons for the requested leave and/or in light of a short term leave, may extend the period of leave without loss of salary in the case of a member who has rendered long and/or outstanding service to the School System.

#### E. PROFESSIONAL LEAVE WITHOUT PAY

1. Leave of absence without pay may be granted by the Board of Education to teachers for the following reasons:

a) Approved study.

b) Approved travel.

c) Exchange with teacher in another school system.

d) Service in a N.J. State College Demonstration School.

e) Participation in a Fellowship of a National Science foundation or related organization.

f) Service in the Peace Corps.

2. Leaves of absence without pay shall pertain only to those teachers in the Neptune Township School System who have attained tenure status and whose proficiency and efficiency ratings entitle said teacher to such consideration.

3. Request for LEAVE WITHOUT PAY shall be made to the Superintendent of Schools in writing stating full particulars of the request, no later than March 1st of the school year previous to the school year for which the leave is requested, excepting where emergency conditions prevail, and in such instances the Superintendent of Schools shall exercise their discretion in granting approval.

4. Such LEAVE WITHOUT PAY, when granted, shall not exceed a maximum period of one (1) school year.

5. All requests for LEAVE WITHOUT PAY when properly submitted and when judged to meet the requirements as set forth in this policy section shall be approved by the Superintendent of Schools and recommended to the Personnel Committee of the Board of Education for action.

6. A teacher returning from leave for any of the above reasons shall be placed on the step of the salary schedule they would have attained had they remained in the school system.

7. Such leave when granted shall not constitute a lapse of tenure service, providing that the policy as set forth in the above rules is fully complied with.

F. Any member granted an extended leave without pay shall be required to enter into a contractual agreement with the Board of Education whereby the member shall reimburse the Board for all medical benefit premiums paid by said Board during the course of the leave if the member fails to return from said leave for reasons other than medical.

ARTICLE XVI – SABBATICAL LEAVES – TEACHERS

A. STATEMENT OF PURPOSE AND INTENT

1. Sabbatical Leave is not granted as a reward for work already performed, but rather as an opportunity to prepare for improved service in the schools of Neptune Township. A professional member may be granted a sabbatical leave of absence if it is deemed that it will increase their professional competency in a specific teaching area and the general efficiency of the school system will be benefited.

B. ELIGIBILITY

1. Permanent certified members who have completed not fewer than seven (7) consecutive years of service in this District shall be eligible for Sabbatical Leave.

2. Teachers whose evaluation are listed “ACCEPTABLE” in the areas of Personal Factors, General Classroom Environment, Professional Attitude and Public Relations are eligible to make application if they meet the qualifications of length of service in the District and hold permanent teaching certificates.

C. QUALIFYING RULES AND REGULATIONS

1. Application for SABBATICAL LEAVE may be made for the purpose of:

- a) Professional study in an approved institution.
- b) A problem or project pursued individually with the sanction of an approved graduate school.
- c) Approved travel related to professional competency.

2. The number of certified employees on SABBATICAL LEAVE in any one (1) year is not to exceed one (1) percent of all educational staff members.

3. The priorities established in considering application are:

- a) The priority of applications.
- b) Reasonable distribution of applicants by schools.
- c) Relative merits of reasons for desiring leave.
- d) Previous leave of the member.
- e) Seniority.

4. A teacher on SABBATICAL LEAVE shall receive a salary equal to one-half the annual salary to which they would have been entitled had they remained in the school system that year.

5. If the SABBATICAL LEAVE is granted for the purpose of study at the under graduate level or for a master's degree, the teacher must complete 12 hours of work during each semester for which the leave is granted. Work beyond the master's degree requires 9 hours of credit each semester.

6. Members on SABBATICAL LEAVE shall retain employment status while on leave, relating to salary step placement, membership in the retirement system and eligibility for group health insurance coverage. At the expiration of the leave, the member shall be reinstated in their former assignment unless the position is not available. If former position is not available a consultation shall be arranged after which the Superintendent of Schools shall recommend to the Board an assignment in the best interest of the member and/or school.

7. Staff members on SABBATICAL LEAVE shall not engage in teaching or other remunerative occupations. An exception to this rule may be made in an instance where an assistant or a fellowship is offered in which the experience would be directly applicable to the field in which the staff member is assigned or for which they are preparing.

#### D. APPLICATION REQUIREMENTS AND PROCEDURES

1. Requests for SABBATICAL LEAVE shall be made before November 1st of the school year previous to the school year for which the leave is requested.

2. Formal written application shall be submitted to the Superintendent of Schools describing, in full, the details as outlined in this policy. The Superintendent of Schools will make such recommendations as determined after study of the application to the Personnel Committee of the Board of Education. The Committee shall then present the application before the entire Board of Education for action.

3. Interruption of the SABBATICAL LEAVE program by serious accident or illness shall not affect the sabbatical leave contract providing satisfactory evidence is presented to the Superintendent of Schools within twenty (20) days of such accident or illness.

4. Obligations: A member granted a SABBATICAL LEAVE must return to the System and serve for a period of not less than one (1) year following the completion of the leave. If unwilling to meet the obligation of returning to the System for a one (1) year period, the member shall immediately forfeit all rights of tenure and automatic increases in salary rating.

5. Return to Service: A member on SABBATICAL LEAVE must notify the Superintendent of Schools, in writing, of their intention to resume duties in the System at least sixty (60) days prior to the expiration of said leave. Upon return from SABBATICAL LEAVE, a teacher shall be placed on the salary schedule at the level which they would have achieved had they remained actively employed in the system during the period of their absence.

#### ARTICLE XVII – PROTECTION OF MEMBERS

- A. Members shall immediately report cases of assault suffered by them in connection with their employment to their Principals or other Immediate Supervisor, in writing.
- B. The Board agrees to provide legal counsel to defend any member in any action brought against any such member alleging that they committed assault in connection with their employment, or in any situation arising out of a claim, demand, suit or judgment, by reasons of alleged negligence or other act, resulting in accidental bodily injury or to the death of any person or in accidental damage to or destruction of property within or without the school building, provided such member at the time of the accident resulting in such injury, damage or destruction was acting in the discharge of their duties within the scope of their employment under the direction of the Board. If the Board does not

provide such counsel, and a member prevails in the proceedings, then the Board shall reimburse the member for reasonable counsel fees incurred by them in defending the proceedings. If the member is found guilty in cases of criminal proceedings, such findings of guilt shall constitute a cause for dismissal from the school system, and the member involved shall reimburse the Board for costs of furnishing counsel.

- C. Whenever a member is absent from school as a result of personal injury caused by unjustified assault or acts arising out of such assault, and in the course of their employment, no part of such absence shall be charged to their annual or accumulated sick leave.
  
- D. Protection of Members - The Board recognizes its responsibility to maintain safe and healthful working conditions for its staff and will continue to make every practical effort in that regard. Except in acute emergencies which might jeopardize the health or safety of the pupils, the Board will not require any member to engage in a recognizable unsafe or unhealthy task. All members, therefore, shall be required to observe the direction of the Building Principal when encountering situations that a member might regard as hazardous or unhealthful. Should a member object to any such assignment and leave their building during the work day they will be considered as having the status of suspension without pay, pending the proceeding of a grievance. The Board agrees that any such grievance will be processed expeditiously at the Superintendent's level initially.

#### ARTICLE XVIII – DEDUCTION FROM SALARY

- A. According to State Law.
  
- B. Credit Union Deduction Plan.
  - 1. Will be administered by the First Financial Federal Credit Union under the following conditions.
    - a) The sum to be deducted shall be authorized by the member.
  
    - b) The authorization shall be executed and forwarded to the Credit Union, at the same time a member signs their contract for the forthcoming year.

- c) An authorization cannot be revoked for the term of the school year.

C. Tax Sheltered Annuity plans

1. The Board shall provide access to voluntary 403(b) tax sheltered annuity products from the following vendors, with contributions funded through payroll deductions:

- a) AXA/Equitable
- b) Fidelity
- c) The Seely Agency
- d) NEA Valuebuilder Program

ARTICLE XIX – COUNCIL FOR ACADEMIC ADVISEMENT

A. The Board of Education and the Association agree that annually there are many items and subjects of mutual interest which may be more fruitfully developed in a Council for Academic Advisement. These subjects will include, but not be limited to:

- Class Size
- Specialists
- Non-Teaching Duties
- Teacher Employment
- Teacher-Administration Liaison
- Professional Development and Education Improvement
- Maintenance of Classroom Control and Discipline
- Personal and Academic Freedom

B. The Council for Academic Advisement shall have its first meeting no later than October 30, and shall meet a minimum of ten (10) times during the school year. It shall be composed of the Superintendent, three designated administrators of the schools and three (3) NTEA teachers appointed by the Association. The Superintendent and the Committee shall also be empowered to request the presence at Council or subcommittee meeting of expert resource people, whether these be members of the Neptune teaching staff or

outside the school system, provided they will not have a role in the final recommendation preparation.

- C. The Superintendent or their designee, will serve as a non-voting chairperson of the Council and the Association shall appoint the secretary from the three (3) NTEA appointees in the Council.
- D. The Council will meet at regular intervals; scheduling of meetings, as well as rules.
- E. All reports of the Council will be forwarded to the Superintendent who shall evaluate them and either send them on to the Board, or send them back to the Council for further study, together with their personal evaluation. Should a report be sent back to the Council for further study, the Council, in resubmitting the report to the Superintendent, must furnish evidence of having considered the points raised in their prior personal evaluation. The Superintendent, upon receipt of a report for the second time on the same subject, has twenty (20) calendar days in which to review same and send it to the Board, together with their own analysis.
- F. The Board shall have forty-five (45) calendar days to accept, reject or send the report back for additional study. In the event that the report is rejected or returned for study, the Board will transmit to the Council, through the Superintendent, the reasons for its action.
- G. Letters of Intent
  - 1. The Board of Education agrees with the principle that class size is a concept that must be taken into consideration when planning for a positive educational atmosphere.
  - 2. The Board and the Association agree that the Council for Academic Advisement shall continue to review the procedures for student discipline for the duration of the contract.

#### ARTICLE XX – DEGREE INCENTIVE

- A. Upon completion of fifteen (15) approved college credits, a member shall receive reimbursement as a degree incentive, according to the following guidelines:



1. That the fifteen (15) approved credits be earned and accumulated while the member is in the employ of the Neptune Township School District.

2. That the member furnish acceptable evidence to the Superintendent of Schools by December 1st of the previous year that they are officially matriculated at an approved institute of higher learning. An approved institute of higher learning is one that is recognized by the State of New Jersey and is accredited by a nationally recognized entity.

B. A member shall also receive additional sums per fifteen (15) approved college credits, providing the member adheres to Section A.1 and A.2 cited above, to the following maximums:

- 1. Associate's Degree Program.....\$1,000.00 (\$500 per 15 credits)
- 2. Bachelor's Degree Program.....\$1,200.00 (\$600 per 15 credits)
- 3. Master's Degree Program .....\$1,500.00 (\$750 per 15 credits)
- 4. Doctorate Degree Program .....\$2,500.00 (\$1,250 per 15 credits)

Nothing in this Article shall preclude a member from receiving reimbursement for degree incentive, according to the schedule above, for earning additional degrees on the same level. Under extraordinary circumstances, the Superintendent may approve a fractional portion of the money for degree incentive. Members intending to apply for said remuneration shall secure prior approval from the Superintendent of Schools for courses which are to be taken leading to the awarding of said degree. If a course is a part of a previously approved degree program in which the member is enrolled, specific approval for the particular course need not be obtained. The Superintendent shall accept the time lines, or the extension of time lines, for degree completion as established by the institution of higher learning attended by the member.

ARTICLE XXI – MENTORS FOR GRADUATES OF TRADITIONAL TEACHER PREPARATION PROGRAMS

A. Mentors are to provide support to Beginning Teachers who have graduated from traditional teacher preparation programs.

B. Mentor teachers should have, whenever possible, knowledge of the subject field in which the provisional teacher is seeking certification.

- C. Mentor teachers will have at least three (3) years experience in the district. If this criteria can not be met, a teacher with less experience may be selected.
- D. Training will be provided by the school district in accordance with the NTEA/Board of Education Agreement.
- E. Payment for Mentoring Services of \$550 will be paid by the Board of Education to the Mentor at the end of each year of mentoring, or sooner if the Beginning Teacher leaves the school district's employment for any reason.

ARTICLE XXII – CONTINUITY OF OPERATION

- A. The NTEA agrees to abide by the Statutes of New Jersey making strikes by public employees unlawful.
- B. Nothing in this Agreement shall require the Board of Education to keep school open in the event of severe inclement weather or when otherwise prevented by health hazard or Act of God. When schools are closed to students due to such conditions, attendance of members may be required by the Superintendent of Schools.

ARTICLE XXIII – DISTRIBUTION OF AGREEMENT

- A. Copies of this Agreement shall be given to all members employed within the time period covered by the Agreement. This Agreement will be reproduced in full and not attached in or included in any other separate publication of the School District.
- B. The Board of Education and the NTEA shall each assume one half of the cost of the printing of the Agreement.

ARTICLE XXIV – REPRESENTATION FEE

- A. The Association shall, on or before September 30, deliver to the Board, a written statement containing the following:
  - 1. A statement that the Association had determined the amount of representation fee in accordance with the formulated requirements of NJSA 34: 13A-5.4.

2. A statement that the Association has established a “demand and return system” in accordance with the requirements of NJSA 34: 13A-5.4.

3. A statement establishing the amount of yearly representation fees to be deducted from the salary of each non-member. Such representation fee shall not exceed eighty-five (85%) percent.

4. A list of all individuals covered under this Contract, who have failed to arrange for and become members of the Association and a request that the representation fee of such non-member be deducted in accordance with the Agreement.

B. Beginning with the first full pay period in February the Board will commence deductions from salaries of such individuals in accordance with Paragraph C.3 below, of the full amount of the representation fee and will promptly transmit the amount so deducted to the Association.

C. PAYROLL DEDUCTION SCHEDULE

The Board will deduct the representation fee, in equal installments as nearly as possible from the paychecks paid to each member on the aforesaid list, during the remainder of the membership year in question. The deductions will begin with the first paychecks:

1. In February; or

2. Thirty (30) days after the member begins his employment in the bargaining unit position, unless the member previously served in a bargaining unit position or was on lay-off, in which event, the deductions will begin with the first paycheck paid ten (10) days after the resumption of the member’s employment in a bargaining unit position whichever is later. The mechanics for deduction of representation fees and the transmission of such fees due to the Association, as nearly as possible, shall be the same as those used for the deduction of regular membership to the Association.

3. On or about the last day of each month, beginning with the month this Agreement becomes effective, the Board will submit to the Association, a list of all members who began their employment in a bargaining unit position during preceding thirty (30) day period. The list will include names, job titles, and dates of employment for all such

members.

4. The Association hereby agrees to indemnify, defend, and save harmless, the Board from any claim, suit, or action of any nature whatsoever which may be brought at law or in equity, or before any administrative agency with regard to or arising from the deduction from the salaries of any member of any sum of money as a representation fee under the provision of this Article.

ARTICLE XXV – DURATION OF AGREEMENT

This Agreement shall be in effect as of July 1, 2006 and shall continue in effect until June 30, 2009. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

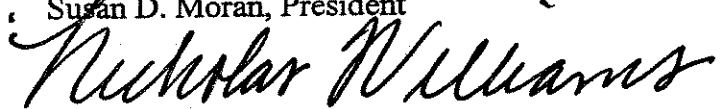
IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be signed by their respective representatives, on this 15<sup>th</sup> day of June, 2007.

FOR THE ASSOCIATION:

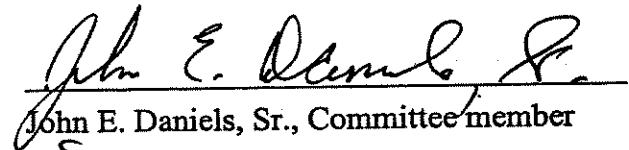


Susan D. Moran, President

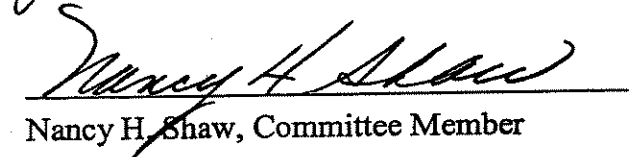
FOR THE BOARD OF EDUCATION:



Nicholas Williams, Negotiations Chair



John E. Daniels, Sr., Committee member



Nancy H. Shaw, Committee Member

BA

Level Yrs/Exp 2005/2006		Level Yrs/Exp 2006/2007		Level Yrs/Exp 2007/2008		Level Yrs/Exp 2008/2009	
1	\$41,300	1	\$43,055	1	\$44,690	1	\$46,295
2	\$41,700	2	\$43,440	2	\$45,075	2	\$46,695
3	\$42,100	3	\$43,825	3	\$45,460	3	\$47,095
4	\$42,600	4	\$44,225	4	\$45,845	4	\$47,495
5	\$44,100	5	\$44,685	5	\$46,245	5	\$47,895
6	\$45,600	6	\$46,185	6	\$46,685	6	\$48,295
7	\$47,100	7	\$47,685	7	\$48,185	7	\$48,705
8	\$49,100	8	\$49,185	8	\$49,685	8	\$50,205
9	\$51,200	9	\$51,250	9	\$51,250	9	\$51,705
10	\$53,300	10	\$53,325	10	\$53,690	10	\$53,710
11	\$56,300	11	\$56,300	11	\$56,330	11	\$56,355
12	\$59,300	12	\$59,300	12	\$59,300	12	\$59,300
13	\$62,300	13	\$62,560	13	\$62,760	13	\$62,790
14	\$65,800	14	\$66,050	14	\$66,550	14	\$66,700
15	\$69,300	15	\$69,740	15	\$70,540	15	\$71,060
16	\$72,800	16	\$73,630	16	\$74,730	16	\$75,620
17	\$76,400	17	\$77,720	17	\$79,120	17	\$80,380
18	\$80,100	18	\$82,010	18	\$83,710	18	\$85,340
19	\$84,500	19	\$86,500	19	\$88,500	19	\$90,500

Newly hired teachers receiving prior credit shall be placed on the same level as teacher with equal teaching experience currently employed in the district.

Level Yrs/Exp 2005/2006		Level Yrs/Exp 2006/2007		Level Yrs/Exp 2007/2008		Level Yrs/Exp 2008/2009	
1	1	\$41,700	\$43,455	1	\$45,090	1	\$46,695
2	2	\$42,100	\$43,840	2	\$45,475	2	\$47,095
3	3	\$42,500	\$44,225	3	\$45,860	3	\$47,495
4	4	\$43,000	\$44,625	4	\$46,245	4	\$47,895
5	5	\$44,500	\$45,085	5	\$46,645	5	\$48,295
6	6	\$46,000	\$46,585	6	\$47,085	6	\$48,695
7	7	\$47,500	\$48,085	7	\$48,585	7	\$49,105
8	8	\$49,500	\$49,585	8	\$50,085	8	\$50,605
9	9	\$51,600	\$51,650	9	\$51,650	9	\$52,105
10	10-15	\$53,700	\$53,725	10	\$54,090	10	\$54,110
11	16	\$56,700	\$56,700	11	\$56,730	11	\$56,755
12	17	\$59,700	\$59,700	12	\$59,700	12	\$59,700
13	18	\$62,700	\$62,960	13	\$63,160	13	\$63,190
14	19-24	\$66,200	\$66,450	14	\$66,950	14	\$67,100
15	25-26	\$69,700	\$70,140	15	\$70,940	15	\$71,460
16	27-28	\$73,200	\$74,030	16	\$75,130	16	\$76,020
17	29	\$76,800	\$78,120	17	\$79,520	17	\$80,780
18	30	\$80,500	\$82,410	18	\$84,110	18	\$85,740
19	31	\$84,900	\$86,900	19	\$88,900	19	\$90,900

Newly hired teachers receiving prior credit shall be placed on the same level as teacher with equal teaching experience currently employed in the district.

Level Yrs/Exp 2005/2006		Level Yrs/Exp 2006/2007		Level Yrs/Exp 2007/2008		Level Yrs/Exp 2008/2009	
1	\$42,300	1	\$44,055	1	\$45,690	1	\$47,295
2	\$42,700	2	\$44,440	2	\$46,075	2	\$47,695
3	\$43,100	3	\$44,825	3	\$46,460	3	\$48,095
4	\$43,600	4	\$45,225	4	\$46,845	4	\$48,495
5	\$45,100	5	\$45,685	5	\$47,245	5	\$48,895
6	\$46,600	6	\$47,185	6	\$47,685	6	\$49,295
7	\$48,100	7	\$48,685	7	\$49,185	7	\$49,705
8	\$50,100	8	\$50,185	8	\$50,685	8	\$51,205
9	\$52,200	9	\$52,250	9	\$52,250	9	\$52,705
10	\$54,300	10	\$54,325	10	\$54,690	10	\$54,710
11	\$57,300	11	\$57,300	11	\$57,330	11	\$57,355
12	\$60,300	12	\$60,300	12	\$60,300	12	\$60,300
13	\$63,300	13	\$63,560	13	\$63,760	13	\$63,790
14	\$66,800	14	\$67,050	14	\$67,550	14	\$67,700
15	\$70,300	15	\$70,740	15	\$71,540	15	\$72,060
16	\$73,800	16	\$74,630	16	\$75,730	16	\$76,620
17	\$77,400	17	\$78,720	17	\$80,120	17	\$81,380
18	\$81,100	18	\$83,010	18	\$84,710	18	\$86,340
19	\$85,500	19	\$87,500	19	\$89,500	19	\$91,500

Newly hired teachers receiving prior credit shall be placed on the same level as teacher with equal teaching experience currently employed in the district.

Level Yrs/Exp 2005/2006		Level Yrs/Exp 2006/2007		Level Yrs/Exp 2007/2008		Level Yrs/Exp 2008/2009	
1	1	\$42,800	\$44,555	1	\$46,190	1	\$47,795
2	2	\$43,200	\$44,940	2	\$46,575	2	\$48,195
3	3	\$43,600	\$45,325	3	\$46,960	3	\$48,595
4	4	\$44,100	\$45,725	4	\$47,345	4	\$48,995
5	5	\$45,600	\$46,185	5	\$47,745	5	\$49,395
6	6	\$47,100	\$47,685	6	\$48,185	6	\$49,795
7	7	\$48,600	\$49,185	7	\$49,685	7	\$50,205
8	8	\$50,600	\$50,685	8	\$51,185	8	\$51,705
9	9	\$52,700	\$52,750	9	\$52,750	9	\$53,205
10	10-15	\$54,800	\$54,825	10	\$55,190	10	\$55,210
11	16	\$57,800	\$57,800	11	\$57,830	11	\$57,855
12	17	\$60,800	\$60,800	12	12-17	12	\$60,800
13	18	\$63,800	\$64,060	13	18	13-18	\$64,290
14	19-24	\$67,300	\$67,550	14	19	14	\$68,200
15	25-26	\$70,800	\$71,240	15	20	15	\$72,560
16	27-28	\$74,300	\$75,130	16	21-26	16	\$77,120
17	29	\$77,900	\$79,220	17	27-28	17	\$81,880
18	30	\$81,600	\$83,510	18	29-30	18	\$86,840
19	31	\$86,000	\$88,000	19	31	19	\$92,000

Newly hired teachers receiving prior credit shall be placed on the same level as teacher with equal teaching experience currently employed in the district.



Level Yrs/Exp 2005/2006		Level Yrs/Exp 2006/2007		Level Yrs/Exp 2007/2008		Level Yrs/Exp 2008/2009	
1	Didn't Exist	1	\$47,055	1	\$48,690	1	\$50,295
2	Didn't Exist	2	\$47,440	2	\$49,075	2	\$50,695
3	Didn't Exist	3	\$47,825	3	\$49,460	3	\$51,095
4	Didn't Exist	4	\$48,225	4	\$49,845	4	\$51,495
5	Didn't Exist	5	\$48,685	5	\$50,245	5	\$51,895
6	Didn't Exist	6	\$50,185	6	\$50,685	6	\$52,295
7	Didn't Exist	7	\$51,685	7	\$52,185	7	\$52,705
8	Didn't Exist	8	\$53,185	8	\$53,685	8	\$54,205
9	Didn't Exist	9	\$55,250	9	\$55,250	9	\$55,705
10	Didn't Exist	10	\$57,325	10	\$57,690	10	\$57,710
11	Didn't Exist	11	\$60,300	11	\$60,330	11	\$60,355
12	Didn't Exist	12	\$63,300	12	\$63,300	12	\$63,300
13	Didn't Exist	13	\$66,560	13	\$66,760	13	\$66,790
14	Didn't Exist	14	\$70,050	14	\$70,550	14	\$70,700
15	Didn't Exist	15	\$73,740	15	\$74,540	15	\$75,060
16	Didn't Exist	16	\$77,630	16	\$78,730	16	\$79,620
17	Didn't Exist	17	\$81,720	17	\$83,120	17	\$84,380
18	Didn't Exist	18	\$86,010	18	\$87,710	18	\$89,340
19	Didn't Exist	19	\$90,500	19	\$92,500	19	\$94,500

Newly hired teachers receiving prior credit shall be placed on the same level as teacher with equal teaching experience currently employed in the district.

## Custodians

Level	2005/2006	2006/2007	2007/2008	2008/2009
1	\$35,337	\$36,487	\$37,637	\$38,787
2	\$35,637	\$36,787	\$37,937	\$39,087
3	\$35,937	\$37,087	\$38,237	\$39,387
4	\$36,237	\$37,387	\$38,537	\$39,687
5	\$36,537	\$37,687	\$38,837	\$39,987
6	\$36,837	\$37,987	\$39,137	\$40,287
7	\$37,137	\$38,287	\$39,437	\$40,587
8	\$37,437	\$38,587	\$39,737	\$40,887
9	\$37,737	\$38,887	\$40,037	\$41,187
10	\$38,037	\$39,187	\$40,337	\$41,487
11	\$38,337	\$39,487	\$40,637	\$41,787
12	\$38,637	\$39,787	\$40,937	\$42,087
13	\$38,937	\$40,087	\$41,237	\$42,387
14	\$39,237	\$40,387	\$41,537	\$42,687
15	\$39,537	\$40,687	\$41,837	\$42,987

All custodians at the 16th step and above will receive the following sums over their previous year's salary

2006/2007	plus \$1,450
2007/2008	plus \$1,450
2008/2009	plus \$1,450

Black Seal				
2005/2006	2006/2007	2007/2008	2008/2009	
\$779	\$779	\$779	\$779	

Head custodian-high school and middle school				
2005/2006	2006/2007	2007/2008	2008/2009	
\$2,730	\$2,730	\$2,730	\$2,730	

Elementary custodian - Head night custodian at the middle school and high school				
2005/2006	2006/2007	2007/2008	2008/2009	
\$2,145	\$2,145	\$2,145	\$2,145	

Longevity  
 After 15 years in Neptune (16th step) plus \$300  
 After 20 years in Neptune (21st step) plus an additional \$200 for a total of \$500

## District Technology Technician

2005/2006

\$36,636

2006/2007

\$38,450

2007/2008

\$40,354

2008/2009

\$42,352

All terms and conditions of employment shall be that  
of the Twelve(12) Month Secretaries

## Educational Interpreters

Level	2006/2007	2007/2008	2008/2009
1	\$34,444	\$35,752	\$37,036
2	\$34,752	\$36,060	\$37,356
3	\$35,060	\$36,368	\$37,676
4	\$35,380	\$36,676	\$37,996
5	\$35,748	\$36,996	\$38,316

## N.J.R.O.T.C.

### NJROTC Naval Science Instructor

2005/2006  
\$61,347  
2006/2007  
\$64,384 \*  
2007/2008  
\$67,572 \*\*  
2008/2009  
\$70,917 \*\*\*

### NJROTC Naval Science Assistant Instructor

2005/2006  
\$66,808  
2006/2007  
\$70,115 \*  
2007/2008  
\$73,586 \*\*  
2008/2009  
\$77,229 \*\*\*

\* 4.95% increase over 2005-2006 salary,  
not to be less than increase stated by Armed Forces  
\*\* 4.95% increase over 2006-2007 salary,  
not to be less than increase stated by Armed Forces  
\*\*\* 4.95% increase over 2007-2008 salary,  
not to be less than increase stated by Armed Forces

## Paraprofessionals

Level	2005/2006	2006/2007	2007/2008	2008/2009
1	\$15,150	\$16,050	\$16,950	\$17,850
2	\$15,350	\$16,250	\$17,150	\$18,050
3	\$15,550	\$16,450	\$17,350	\$18,250
4	\$15,750	\$16,650	\$17,550	\$18,450
5	\$15,950	\$16,850	\$17,750	\$18,650

Above level 5

2006/2007 2005/2006 salary plus \$1100

2007/2008 2006/2007 salary plus \$1100

2008/2009 2008/2009 salary plus \$1100

## Parent Liaison

Level	2005/2006	2006/2007	2007/2008	2008/2009
1	\$15,150	\$16,150	\$17,150	\$18,150
2	\$15,350	\$16,250	\$17,250	\$18,250
3	\$15,550	\$16,450	\$17,350	\$18,350
4	\$15,750	\$16,650	\$17,550	\$18,450
5	\$15,950	\$16,850	\$17,750	\$18,650

### Above level 5

2006/2007 2005/2006 salary plus \$1100

2007/2008 2006/2007 salary plus \$1100

2008/2009 2007/2008 salary plus \$1100

## School Safety Officers

Level	2005/2006	2006/2007	2007/2008	2008/2009
1	\$23,600	\$24,600	\$25,600	\$26,600
2	\$23,900	\$24,900	\$25,900	\$26,900
3	\$24,200	\$25,200	\$26,200	\$27,200
4	\$24,500	\$25,500	\$26,500	\$27,500
5	\$24,800	\$25,800	\$26,800	\$27,800

### Above level 5

**2006/2007** 2005/2006 salary plus \$1300

**2007/2008** 2006/2007 salary plus \$1300

**2008/2009** 2008/2009 salary plus \$1300



## Secretaries Guide

Level	2005/2006	2006/2007	2007/2008	2008/2009
1	\$27,100	\$28,550	\$30,000	\$31,450
2	\$27,400	\$28,850	\$30,300	\$31,750
3	\$27,700	\$29,150	\$30,600	\$32,050
4	\$28,000	\$29,450	\$30,900	\$32,350
5	\$28,300	\$29,750	\$31,200	\$32,650
6	\$28,600	\$30,050	\$31,500	\$32,950
7	\$28,900	\$30,350	\$31,800	\$33,250
8	\$29,200	\$30,650	\$32,100	\$33,550
9	\$29,600	\$30,950	\$32,400	\$33,850
10	\$30,000	\$31,350	\$32,700	\$34,150
11	\$30,400	\$31,750	\$33,100	\$34,450
12	\$30,900	\$32,150	\$33,500	\$34,850
13	\$31,500	\$32,650	\$33,900	\$35,250
14	\$32,320	\$33,250	\$34,400	\$35,650
15	\$32,600	\$34,070	\$35,000	\$36,150

Above level 15

2006/2007 2005/2006 salary + \$1800

2007/2008 2006/2007 salary + \$1800

2008/2009 2007/2008 salary + \$1800

Longevity

For service in Neptune School District

\$500 after 15 years of service

\$500 after 20 years of service

All 12 month secretaries shall be moved from the current guide (05/06) and placed on this guide at a salary equal to or greater than their current salary.

## Sign Language Interpreters

Level	2005/2006	2006/2007	2007/2008	2008/2009
1	\$26,600	\$27,600	\$28,600	\$29,600
2	\$27,100	\$27,900	\$28,900	\$29,900
3	\$27,600	\$28,400	\$29,200	\$30,200
4	\$28,100	\$28,900	\$29,700	\$30,500

### Above level 4

2006/2007 2005/2006 salary plus \$1300  
2007/2008 2006/2007 salary plus \$1300  
2008/2009 2007/2008 salary plus \$1300

## Stipends

	2005/2006	2006/2007	2007/2008	2008/2009
Guidance Counselors	\$503	\$528	\$553	\$578
Social workers/LDS/Speech Language Specialist	+\$215			

Stipend salaries shall be paid in two equal payments on December 15th and the last payday in June

## Advisors Salary Guide

Position	05/06	06/07	07/08	08/09
Blazer	\$5,973	\$6,173	\$6,373	\$6,573
Middle School Times	\$4,979	\$5,179	\$5,379	\$5,579
Trident	\$8,259	\$8,459	\$8,659	\$8,859
Currents	\$5,188	\$5,388	\$5,588	\$5,788
Band	\$7,303	\$7,503	\$7,703	\$7,903
Assistant Band	\$4,635	\$4,835	\$5,035	\$5,235
Debate-High School	\$6,483	\$6,683	\$6,883	\$7,083
Debate-Middle School	\$3,915	\$4,115	\$4,315	\$4,515
Director Student Activities H.S.	\$16,400	\$16,600	\$16,800	\$17,000
Middle School Student Government	\$3,867	\$4,067	\$4,267	\$4,467
Cheerleaders High School	\$8,473	\$8,673	\$8,873	\$9,073
Cheerleaders Middle School	\$3,080	\$3,280	\$3,480	\$3,680
Musical High School	\$9,014	\$9,214	\$9,414	\$9,614
Drama Middle School	\$4,560	\$4,760	\$4,960	\$5,160
Triton	\$3,808	\$4,008	\$4,208	\$4,408
Proteus	\$5,227	\$5,427	\$5,627	\$5,827
9th Grade Advisor	\$3,869	\$4,069	\$4,269	\$4,469
10th Grade Advisor	\$4,103	\$4,303	\$4,503	\$4,703
11th Grade Advisor	\$4,345	\$4,545	\$4,745	\$4,945
12th Grade Advisor	\$5,188	\$5,388	\$5,588	\$5,788
Color Guard-Dolphins	\$4,236	\$4,436	\$4,636	\$4,836
Tall Flags-Twirlers-Flag Twirlers	\$4,236	\$4,436	\$4,636	\$4,836
Math Club	\$3,301	\$3,501	\$3,701	\$3,901
African Student Union	\$3,927	\$4,127	\$4,327	\$4,527
Child Birth Educator	\$3,999	\$4,199	\$4,399	\$4,599
A.V.A. High School	\$4,067	\$4,267	\$4,467	\$4,667
A.V.A. Middle School	\$3,387	\$3,587	\$3,787	\$3,987
National Honor Society	\$3,927	\$4,127	\$4,327	\$4,527
Scarlet Key	\$3,927	\$4,127	\$4,327	\$4,527
F.B.L.A.	\$2,889	\$3,089	\$3,289	\$3,489
N.J.R.O.T.C.	\$7,234	\$7,434	\$7,634	\$7,834
DECA	\$2,889	\$3,089	\$3,289	\$3,489
Students Against Destructive Decisions	\$2,889	\$3,089	\$3,289	\$3,489
High School Renaissance Activities	\$2,650	\$2,850	\$3,050	\$3,250
High School Renaissance Activities	\$2,650	\$2,850	\$3,050	\$3,250
<b>Varsity Club (3 individuals)</b>				
One	\$1,768	\$1,968	\$2,168	\$2,368
Two	\$1,768	\$1,968	\$2,168	\$2,368
Three	\$1,768	\$1,968	\$2,168	\$2,368

## Advisors Salary Guide

Position	05/06	06/07	07/08	08/09
Project Bus. Jr. Achievement	\$995	\$1,195	\$1,395	\$1,595
Girls' Intramural Basketball	\$995	\$1,195	\$1,395	\$1,595
Boys' Intramural Basketball	\$995	\$1,195	\$1,395	\$1,595
Girls' Intramural Outdoor Track	\$995	\$1,195	\$1,395	\$1,595
Boys' Intramural Outdoor Track	\$995	\$1,195	\$1,395	\$1,595
Middle School Swim Club	\$995	\$1,195	\$1,395	\$1,595
Sailing Club (per season)	\$995	\$1,195	\$1,395	\$1,595
Language Club		\$1,195	\$1,395	\$1,595
Chess Club		\$1,195	\$1,395	\$1,595
Science Club		\$1,195	\$1,395	\$1,595
Dance Club		\$1,195	\$1,395	\$1,595
Choral Club		\$1,195	\$1,395	\$1,595

### Middle School Clubs

Band	\$995	\$1,195	\$1,395	\$1,595
Tennis	\$995	\$1,195	\$1,395	\$1,595
Sewing & Crafts	\$995	\$1,195	\$1,395	\$1,595
Arts & Crafts	\$995	\$1,195	\$1,395	\$1,595
Computers	\$995	\$1,195	\$1,395	\$1,595
Sign Language	\$995	\$1,195	\$1,395	\$1,595
Chess and Games	\$995	\$1,195	\$1,395	\$1,595
Library	\$995	\$1,195	\$1,395	\$1,595
Choral	\$995	\$1,195	\$1,395	\$1,595
Fitness and Aerobics	\$995	\$1,195	\$1,395	\$1,595
Golf	\$995	\$1,195	\$1,395	\$1,595

Advisors shall be a certified staff member.

Advisors shall be paid in two equal payments on Dec. 15th and the last payday in June.

## Coaches Salary Guide

Sport	Position	Step 1-06/07	Step 2-06/07	Step 3-06/07
Football	Head	\$9,476	\$9,676	\$9,926
Football	Assistant	\$7,734	\$7,934	\$8,234
Football	Assistant	\$7,734	\$7,934	\$8,234
Football	Assistant	\$7,734	\$7,934	\$8,234
Football	Assistant	\$7,734	\$7,934	\$8,234
Football	Assistant	\$7,734	\$7,934	\$8,234
Football	Assistant	\$7,734	\$7,934	\$8,234
Football	Assistant	\$7,734	\$7,934	\$8,234
Football	Assistant	\$7,734	\$7,934	\$8,234
Football	Scout/Video Oper.	\$6,700	\$6,900	\$7,200
Soccer	Head Boys'	\$9,476	\$9,676	\$9,926
Soccer	Asst. Boys'	\$7,734	\$7,934	\$8,234
Soccer	Asst. Boys'	\$7,734	\$7,934	\$8,234
Soccer	Asst. Boys'	\$7,734	\$7,934	\$8,234
Soccer	Asst. Boys'	\$7,734	\$7,934	\$8,234
Soccer	Asst. Boys'	\$7,734	\$7,934	\$8,234
Soccer	Asst. Boys'	\$7,734	\$7,934	\$8,234
Soccer	Head Girls'	\$9,476	\$9,676	\$9,926
Soccer	Asst. Girls'	\$7,734	\$7,934	\$8,234
Soccer	Asst. Girls' 7/8	\$7,734	\$7,934	\$8,234
Cross Country	Head	\$7,963	\$8,063	\$8,333
Cross Country	Assistant	\$6,926	\$7,026	\$7,226
Gymnastics	Head	\$9,476	\$9,676	\$9,926
Gymnastics	Assistant	\$7,734	\$7,934	\$8,234
Field Hockey	Head	\$9,476	\$9,676	\$9,926
Field Hockey	Assistant	\$7,734	\$7,934	\$8,234
Field Hockey	Assistant	\$7,734	\$7,934	\$8,234
Field Hockey	Assistant	\$7,734	\$7,934	\$8,234
Tennis	Head Girls'	\$7,963	\$8,063	\$8,333
Basketball	Head Girls'	\$9,476	\$9,676	\$9,926
Basketball	Assistant	\$7,734	\$7,934	\$8,234
Basketball	Assistant	\$7,734	\$7,934	\$8,234
Basketball	Assistant	\$7,734	\$7,934	\$8,234
Basketball	Assistant	\$7,734	\$7,934	\$8,234
Bowling	Head Boys'	\$7,963	\$8,063	\$8,333
Bowling	Head Girls'	\$7,963	\$8,063	\$8,333
Basketball	Head Boys'	\$9,476	\$9,676	\$9,926
Basketball	Assistant	\$7,734	\$7,934	\$8,234
Basketball	Assistant	\$7,734	\$7,934	\$8,234
Basketball	Assistant	\$7,734	\$7,934	\$8,234
Basketball	Assistant	\$7,734	\$7,934	\$8,234
Wrestling	Head	\$9,476	\$9,676	\$9,926
Wrestling	Assistant	\$7,734	\$7,934	\$8,234
Wrestling	Assistant	\$7,734	\$7,934	\$8,234
Wrestling	Assistant	\$7,734	\$7,934	\$8,234

## Coaches Salary Guide

Sport	Position	Step 1-06/07	Step 2-06/07	Step 3-06/07
Track	Head Boys' Indoor	\$9,476	\$9,676	\$9,926
Track	Asst. Boys' Indoor	\$7,734	\$7,934	\$8,234
Track	Head Girls' Indoor	\$9,476	\$9,676	\$9,926
Track	Asst. Girls' Indoor	\$7,734	\$7,934	\$8,234
Swimming	Head	\$9,476	\$9,676	\$9,926
Swimming	Assistant	\$7,734	\$7,934	\$8,234
Softball	Head	\$9,476	\$9,676	\$9,926
Softball	Assistant	\$7,734	\$7,934	\$8,234
Softball	Assistant	\$7,734	\$7,934	\$8,234
Softball	Assistant	\$7,734	\$7,934	\$8,234
Baseball	Head	\$9,476	\$9,676	\$9,926
Baseball	Assistant	\$7,734	\$7,934	\$8,234
Baseball	Assistant	\$7,734	\$7,934	\$8,234
Baseball	Assistant	\$7,734	\$7,934	\$8,234
Baseball	Assistant	\$7,734	\$7,934	\$8,234
Track	Head Girls' Outdoor	\$9,476	\$9,676	\$9,926
Track	Asst. Girls' Outdoor	\$7,734	\$7,934	\$8,234
Track	Asst. Girls' Outdoor	\$7,734	\$7,934	\$8,234
Golf	Head	\$7,963	\$8,063	\$8,333
Golf	Assistant	\$6,926	\$7,026	\$7,226
Tennis	Head Boys'	\$7,963	\$8,063	\$8,333
Track	Head Boys' Outdoor	\$9,476	\$9,676	\$9,926
Track	Asst. Boys' Outdoor	\$7,734	\$7,934	\$8,234
Track	Asst. Boys' Outdoor	\$7,734	\$7,934	\$8,234
Track	Asst. Boys' Outdoor	\$7,734	\$7,934	\$8,234
Intramural	Basketball	\$3,772		
Intramural	Bowling	\$2,416		
Intramural	Bowling	\$2,416		
Trainer	Annual	\$28,025	\$28,625	\$29,375
Equip. Mngr.	Annual	\$17,551	\$17,699	\$18,151
Strength Coach	Annual	\$18,481	\$18,881	\$19,281
	Summer	\$3,055		
	Fall	\$3,742		
	Winter	\$3,742		
	Spring	\$3,742		

Educational/Sign Language Interpreters for Bowling, Tennis, Golf and X-Country shall receive salary at the rate of 88% of the Head Coaches salary. Educational/Sign Language Interpreters for all other sports shall receive salary at the rate of the Assistant Coaches salary for that sport.

Coaches in season shall be paid in two equal payments during the season as follows:

Fall	October 15th and November 30th
Winter	December 15th and February 28th
Spring	April 15th and May 31st

## Coaches Salary Guide

Sport	Position	Step 1-07/08	Step 2-07/08	Step 3-07/08
Football	Head	\$9,676	\$9,876	\$10,126
Football	Assistant	\$7,934	\$8,134	\$8,434
Football	Assistant	\$7,934	\$8,134	\$8,434
Football	Assistant	\$7,934	\$8,134	\$8,434
Football	Assistant	\$7,934	\$8,134	\$8,434
Football	Assistant	\$7,934	\$8,134	\$8,434
Football	Assistant	\$7,934	\$8,134	\$8,434
Football	Assistant	\$7,934	\$8,134	\$8,434
Football	Assistant	\$7,934	\$8,134	\$8,434
Football	Scout/Video Oper.	\$6,900	\$7,100	\$7,400
Soccer	Head Boys'	\$9,676	\$9,876	\$10,126
Soccer	Asst. Boys'	\$7,934	\$8,134	\$8,434
Soccer	Asst. Boys'	\$7,934	\$8,134	\$8,434
Soccer	Asst. Boys'	\$7,934	\$8,134	\$8,434
Soccer	Asst. Boys'	\$7,934	\$8,134	\$8,434
Soccer	Asst. Boys'	\$7,934	\$8,134	\$8,434
Soccer	Head Girls'	\$9,676	\$9,876	\$10,126
Soccer	Asst. Girls'	\$7,934	\$8,134	\$8,434
Soccer	Asst. Girls' 7/8	\$7,934	\$8,134	\$8,434
Cross Country	Head	\$8,163	\$8,263	\$8,533
Cross Country	Assistant	\$7,126	\$7,226	\$7,426
Gymnastics	Head	\$9,676	\$9,876	\$10,126
Gymnastics	Assistant	\$7,934	\$8,134	\$8,434
Field Hockey	Head	\$9,676	\$9,876	\$10,126
Field Hockey	Assistant	\$7,934	\$8,134	\$8,434
Field Hockey	Assistant	\$7,934	\$8,134	\$8,434
Field Hockey	Assistant	\$7,934	\$8,134	\$8,434
Tennis	Head Girls'	\$8,163	\$8,263	\$8,533
Basketball	Head Girls'	\$9,676	\$9,876	\$10,126
Basketball	Assistant	\$7,934	\$8,134	\$8,434
Basketball	Assistant	\$7,934	\$8,134	\$8,434
Basketball	Assistant	\$7,934	\$8,134	\$8,434
Basketball	Assistant	\$7,934	\$8,134	\$8,434
Bowling	Head Boys'	\$8,163	\$8,263	\$8,533
Bowling	Head Girls'	\$8,163	\$8,263	\$8,533
Basketball	Head Boys'	\$9,676	\$9,876	\$10,126
Basketball	Assistant	\$7,934	\$8,134	\$8,434
Basketball	Assistant	\$7,934	\$8,134	\$8,434
Basketball	Assistant	\$7,934	\$8,134	\$8,434
Basketball	Assistant	\$7,934	\$8,134	\$8,434
Wrestling	Head	\$9,676	\$9,876	\$10,126
Wrestling	Assistant	\$7,934	\$8,134	\$8,434
Wrestling	Assistant	\$7,934	\$8,134	\$8,434
Wrestling	Assistant	\$7,934	\$8,134	\$8,434



## Coaches Salary Guide

Sport	Position	Step 1-07/08	Step 2-07/08	Step 3-07/08
Track	Head Boys' Indoor	\$9,676	\$9,876	\$10,126
Track	Asst. Boys' Indoor	\$7,934	\$8,134	\$8,434
Track	Head Girls' Indoor	\$9,676	\$9,876	\$10,126
Track	Asst. Girls' Indoor	\$7,934	\$8,134	\$8,434
Swimming	Head	\$9,676	\$9,876	\$10,126
Swimming	Assistant	\$7,934	\$8,134	\$8,434
Softball	Head	\$9,676	\$9,876	\$10,126
Softball	Assistant	\$7,934	\$8,134	\$8,434
Softball	Assistant	\$7,934	\$8,134	\$8,434
Softball	Assistant	\$7,934	\$8,134	\$8,434
Baseball	Head	\$9,676	\$9,876	\$10,126
Baseball	Assistant	\$7,934	\$8,134	\$8,434
Baseball	Assistant	\$7,934	\$8,134	\$8,434
Baseball	Assistant	\$7,934	\$8,134	\$8,434
Baseball	Assistant	\$7,934	\$8,134	\$8,434
Track	Head Girls' Outdoor	\$9,676	\$9,876	\$10,126
Track	Asst. Girls' Outdoor	\$7,934	\$8,134	\$8,434
Track	Asst. Girls' Outdoor	\$7,934	\$8,134	\$8,434
Golf	Head	\$8,163	\$8,263	\$8,533
Golf	Assistant	\$7,126	\$7,226	\$7,426
Tennis	Head Boys'	\$8,163	\$8,263	\$8,533
Track	Head Boys' Outdoor	\$9,676	\$9,876	\$10,126
Track	Asst. Boys' Outdoor	\$7,934	\$8,134	\$8,434
Track	Asst. Boys' Outdoor	\$7,934	\$8,134	\$8,434
Track	Asst. Boys' Outdoor	\$7,934	\$8,134	\$8,434
Intramural	Basketball	\$3,972		
Intramural	Bowling	\$2,616		
Intramural	Bowling	\$2,616		
Trainer	Annual	\$28,225	\$28,825	\$29,575
Equip. Mngr.	Annual	\$17,751	\$17,899	\$18,351
Strength Coach	Annual	\$18,681	\$19,081	\$19,481
	Summer	\$3,255		
	Fall	\$3,942		
	Winter	\$3,942		
	Spring	\$3,942		

Educational/Sign Language Interpreters for Bowling, Tennis, Golf and X-Country shall receive salary at the rate of 88% of the Head Coaches salary. Educational/Sign Language Interpreters for all other sports shall receive salary at the rate of the Assistant Coaches salary for that sport.

Coaches in season shall be paid in two equal payments during the season as follows:

Fall	October 15th and November 30th
Winter	December 15th and February 28th
Spring	April 15th and May 31st

## Coaches Salary Guide

Sport	Position	Step 1-08/09	Step 2-08/09	Step 3-08/09
Football	Head	\$9,876	\$10,076	\$10,326
Football	Assistant	\$8,134	\$8,334	\$8,634
Football	Assistant	\$8,134	\$8,334	\$8,634
Football	Assistant	\$8,134	\$8,334	\$8,634
Football	Assistant	\$8,134	\$8,334	\$8,634
Football	Assistant	\$8,134	\$8,334	\$8,634
Football	Assistant	\$8,134	\$8,334	\$8,634
Football	Assistant	\$8,134	\$8,334	\$8,634
Football	Assistant	\$8,134	\$8,334	\$8,634
Football	Scout/Video Oper.	\$7,100	\$7,300	\$7,600
Soccer	Head Boys'	\$9,876	\$10,076	\$10,326
Soccer	Asst. Boys'	\$8,134	\$8,334	\$8,634
Soccer	Asst. Boys'	\$8,134	\$8,334	\$8,634
Soccer	Asst. Boys'	\$8,134	\$8,334	\$8,634
Soccer	Asst. Boys'	\$8,134	\$8,334	\$8,634
Soccer	Asst. Boys'	\$8,134	\$8,334	\$8,634
Soccer	Head Girls'	\$9,876	\$10,076	\$10,326
Soccer	Asst. Girls'	\$8,134	\$8,334	\$8,634
Soccer	Asst. Girls' 7/8	\$8,134	\$8,334	\$8,634
Cross Country	Head	\$8,363	\$8,463	\$8,733
Cross Country	Assistant	\$7,326	\$7,426	\$7,626
Gymnastics	Head	\$9,876	\$10,076	\$10,326
Gymnastics	Assistant	\$8,134	\$8,334	\$8,634
Field Hockey	Head	\$9,876	\$10,076	\$10,326
Field Hockey	Assistant	\$8,134	\$8,334	\$8,634
Field Hockey	Assistant	\$8,134	\$8,334	\$8,634
Field Hockey	Assistant	\$8,134	\$8,334	\$8,634
Tennis	Head Girls'	\$8,363	\$8,463	\$8,733
Basketball	Head Girls'	\$9,876	\$10,076	\$10,326
Basketball	Assistant	\$8,134	\$8,334	\$8,634
Basketball	Assistant	\$8,134	\$8,334	\$8,634
Basketball	Assistant	\$8,134	\$8,334	\$8,634
Basketball	Assistant	\$8,134	\$8,334	\$8,634
Bowling	Head Boys'	\$8,363	\$8,463	\$8,733
Bowling	Head Girls'	\$8,363	\$8,463	\$8,733
Basketball	Head Boys'	\$9,876	\$10,076	\$10,326
Basketball	Assistant	\$8,134	\$8,334	\$8,634
Basketball	Assistant	\$8,134	\$8,334	\$8,634
Basketball	Assistant	\$8,134	\$8,334	\$8,634
Basketball	Assistant	\$8,134	\$8,334	\$8,634
Wrestling	Head	\$9,876	\$10,076	\$10,326
Wrestling	Assistant	\$8,134	\$8,334	\$8,634
Wrestling	Assistant	\$8,134	\$8,334	\$8,634
Wrestling	Assistant	\$8,134	\$8,334	\$8,634

## Coaches Salary Guide

Sport	Position	Step 1-08/09	Step 2-08/09	Step 3-08/09
Track	Head Boys' Indoor	\$9,876	\$10,076	\$10,326
Track	Asst. Boys' Indoor	\$8,134	\$8,334	\$8,634
Track	Head Girls' Indoor	\$9,876	\$10,076	\$10,326
Track	Asst. Girls' Indoor	\$8,134	\$8,334	\$8,634
Swimming	Head	\$9,876	\$10,076	\$10,326
Swimming	Assistant	\$8,134	\$8,334	\$8,634
Softball	Head	\$9,876	\$10,076	\$10,326
Softball	Assistant	\$8,134	\$8,334	\$8,634
Softball	Assistant	\$8,134	\$8,334	\$8,634
Softball	Assistant	\$8,134	\$8,334	\$8,634
Baseball	Head	\$9,876	\$10,076	\$10,326
Baseball	Assistant	\$8,134	\$8,334	\$8,634
Baseball	Assistant	\$8,134	\$8,334	\$8,634
Baseball	Assistant	\$8,134	\$8,334	\$8,634
Baseball	Assistant	\$8,134	\$8,334	\$8,634
Track	Head Girls' Outdoor	\$9,876	\$10,076	\$10,326
Track	Asst. Girls' Outdoor	\$8,134	\$8,334	\$8,634
Track	Asst. Girls' Outdoor	\$8,134	\$8,334	\$8,634
Golf	Head	\$8,363	\$8,463	\$8,733
Golf	Assistant	\$7,326	\$7,426	\$7,626
Tennis	Head Boys'	\$8,363	\$8,463	\$8,733
Track	Head Boys' Outdoor	\$9,876	\$10,076	\$10,326
Track	Asst. Boys' Outdoor	\$8,134	\$8,334	\$8,634
Track	Asst. Boys' Outdoor	\$8,134	\$8,334	\$8,634
Track	Asst. Boys' Outdoor	\$8,134	\$8,334	\$8,634
Intramural	Basketball	\$4,172		
Intramural	Bowling	\$2,816		
Intramural	Bowling	\$2,816		
Trainer	Annual	\$28,425	\$29,025	\$29,775
Equip. Mngr.	Annual	\$17,951	\$18,099	\$18,551
Strength Coach	Annual	\$18,881	\$19,281	\$19,681
	Summer	\$3,455		
	Fall	\$4,142		
	Winter	\$4,142		
	Spring	\$4,142		

Educational/Sign Language Interpreters for Bowling, Tennis, Golf and X-Country shall receive salary at the rate of 88% of the Head Coaches salary. Educational/Sign Language Interpreters for all other sports shall receive salary at the rate of the Assistant Coaches salary for that sport. Coaches in season shall be paid in two equal payments during the season as follows:

Fall	October 15th and November 30th
Winter	December 15th and February 28th
Spring	April 15th and May 31st