

4-0405

THIS DOES NOT
CIRCULATE

AGREEMENT

between

RANCOCAS VALLEY REGIONAL HIGH SCHOOL

and

THE TEACHERS ASSOCIATION OF
RANCOCAS VALLEY REGIONAL HIGH SCHOOL

7/1/77 - 6/30/79

1977-78 - 1978-79

SCHOOL YEAR

LIBRARY
Institute of Management and
Labor Relations

JAN 26 1979

RUTGERS UNIVERSITY

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CONTRACT

THIS AGREEMENT, made this 20th day of October 1977, between RANCOCAS VALLEY REGIONAL HIGH SCHOOL, a body politic and corporate of the State of New Jersey, with its principal place of business in Mount Holly, County of Burlington and State of New Jersey, party of the first part, and THE TEACHERS ASSOCIATION OF RANCOCAS VALLEY REGIONAL HIGH SCHOOL, a non-profit corporation of the State of New Jersey, also situate in Mount Holly, aforesaid, party of the second part, WITNESSETH:

The parties do hereby enter into this contract pursuant to the provisions of Chapter 123 of the Public Laws of 1975.

ARTICLE I.

RECOGNITION OF UNIT

The Board of Education of Rancocas Valley Regional High School has heretofore recognized and does hereby confirm its recognition of the Teachers Association of Rancocas Valley Regional High School, a non-profit corporation of the State of New Jersey, as the Representative for the purposes of collective negotiations by the following groups of employees of the Rancocas Valley Regional High School:

- 1) Classroom teachers
- 2) Nurses
- 3) Guidance Counselors
- 4) Librarians
- 5) School Psychologist
- 6) Department Heads
- 7) Social Worker
- 8) Learning Disabilities Specialist

The Board will continue to recognize the Rancocas Valley Teachers Association as the exclusive representative of Department Heads and Coordinators.

The Board, however, reserves the right to abolish the position or positions provided the position is replaced by one requiring a Supervisor's Certificate and which position will carry tenure status--and provided further that such replacement position shall conform to the Statutory description of a Supervisor (Chapter 123 Laws of 1975) and shall have the power to recommend to hire, and discharge, and to discipline and evaluate teachers--or to completely eliminate the Department Head's position without any form of replacement after due discussion with the Department Head.

Should the Board elect to so change the Department Head's position, same will be dropped from the unit, without the necessity of an application before PERC.

ARTICLE II.

GRIEVANCE PROCEDURE

The parties hereto agree to resolve grievances affecting the employees of the party of the first part, who are represented for the purposes of collective negotiation by the party of the second part, as follows:

DEFINITION Category A - A grievance under this category shall mean a complaint by an employee as defined in Article I of this Agreement that there has been a violation, misinterpretation, or inequitable application of any of the provisions of this Agreement and may be processed through Step IV.

Category B - A grievance under this category shall mean a complaint by an employee as defined in Article I of this Agreement that there has been a violation, misinterpretation, or inequitable application of established Board Policies or Administrative decision and may be processed through Step III.

A grievance shall not apply to any matter to which (a) a method of review is prescribed by law, or any rule or regulation of the New Jersey State Commissioner of Education; (b) a complaint of a non-tenure teacher which arises by reason of his not being re-employed.

PROCEDURE

Step I. The aggrieved teacher shall submit his grievance to the Principal of Rancocas Valley Regional High School within 14 calendar days of the occurrence in an attempt to resolve the grievance informally through personal conference with grievant.

The Principal's disposition of the grievance must be made within 14 calendar days following the submission of the grievance.

Step II. The Principal's disposition of the grievance may be appealed within 14 calendar days to the Superintendent of Rancocas Valley Regional High School. This appeal shall be submitted in written form, shall completely state the grievance, and shall state the Principal's disposition of the grievance. After meeting with grievant the Superintendent shall inform the aggrieved teacher in writing of the Superintendent's disposition of the grievance within 14 days of the Superintendent's receipt of the appeal.

Step III. The Superintendent's disposition of the grievance may be appealed to the Board of Education of Rancocas Valley Regional High School.

This appeal must be submitted within 14 calendar days of the teacher's receipt of the Superintendent's written disposition of the grievance. The appeal shall be submitted with all pertinent data, in writing to the President of the Rancocas Valley Regional High School Board of Education. The Board of Education shall meet with

the aggrieved teacher within 14 calendar days of the Board President's receipt of the aggrieved teacher's appeal.

The President of the Board of Education shall notify the aggrieved teacher, in writing, of the Board of Education's disposition of the grievance within 14 calendar days after the hearing of the aggrieved teacher's appeal.

STEP IV. In the event that a "Category A" grievance cannot be resolved by both parties it may be submitted to advisory arbitration within 14 calendar days after Step III notification.

Within 14 calendar days after such a notice of submission to advisory arbitration, the Board and the Association shall attempt to agree upon a mutually acceptable arbitrator to serve. If the parties are unable to agree upon an arbitrator, a request for a list of arbitrators may be made to the American Arbitration Association by either party. If the parties are unable to determine a mutually satisfactory arbitrator from the submitted list, they may request the American Arbitration Association to submit a second roster of names. If the parties are still unable to determine a mutually satisfactory arbitrator from the second list, the American Arbitration Association may be requested by either party to designate an arbitrator.

The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses and the cost of the hearing room shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring same.

The Association shall be considered as a proper party to file a grievance where a group of teachers is involved.

The Teachers Association of Rancocas Valley Regional High School may provide two representatives for the aggrieved employee as defined in this contract for the procedure set forth in Step II, III, and Step IV of this Agreement. The time limits stated in Steps II, III, and IV may be extended when necessary and when mutually agreed upon by the parties to this Agreement. A request for such an extension shall be made in writing addressed to the President of the Teachers Association of Rancocas Valley Regional High School and to the Superintendent of Rancocas Valley Regional High School.

ARTICLE III

SALARY SCHEDULE

It is further agreed between the parties hereto that the Salary Schedules annexed hereto and made a part hereof and marked Exhibit "A-1" are hereby adopted for the school years 1977-1978 and 1978-1979, for the employees represented for the purposes of collective negotiation by the party of the second part, excepting non-degree Nurses, whose schedule is annexed as Exhibit "A-2".

All persons entitled to increment will be advanced one step on the salary guide.

ARTICLE IV

LONGEVITY PROVISIONS

A. 1977-1978

A longevity increase will be granted to every teacher who has been under tenure for 5 years.

1. One year after reaching the top step - \$100.
2. Five years after reaching the top step - \$500.

An additional \$500 will be granted at the beginning of every sixth year thereafter.

B. 1978-1979

A longevity increase will be granted to every teacher who has been under tenure for 5 years..

1. One year after reaching the top step - \$100.
2. Two years after reaching the top step - \$200.
3. Five years after reaching the top step - \$500.

An additional \$500 will be granted at the beginning of every sixth year thereafter.

ARTICLE V

ISSUING CONTRACTS

Provided the School Budget has been approved and adopted by the voters, all employees of the party of the first part represented by the party of the second part shall receive no later than April 30, 1978. written notification of their reappointment to any position, except Spring Athletic positions which will receive reappointment notice by June 15 for the 1978-1979 school year, which must be accepted and executed by the employee within fifteen days thereafter.

Provided the School Budget has been approved and adopted by the voters, all employees of the party of the first part represented by the party of the second part shall receive no later than April 30, 1979 written notification of their reappointment to any position, except Spring Athletic positions which will receive reappointment notice by June 15 for the 1979-1980 school year, which must be accepted and executed by the employee within fifteen days thereafter.

ARTICLE VI

HOSPITALIZATION PAYMENTS

A. 1977-1978

The party of the first part agrees to provide for all of its employees a \$50,000 Major Medical and the #750 Blue Cross/Blue Shield basic Health and Accident Insurance Plan and to pay the full premium coverage.

B. 1978-1979

The party of the first part agrees to provide for all of its employees a \$50,000. Major Medical and the "UCR" Blue Cross/Blue Shield Health and Accident Insurance Plan and to pay the full premium coverage.

ARTICLE VII

NOTIFICATION OF DEGREES AND CREDITS

All employees of the party of the first part who anticipate an award of a higher degree or additional credits that will cause a change in their position on the Salary Guide, must notify the Superintendent of the Rancocas Valley Regional High School, in writing, on or before December 1st preceding the award.

ARTICLE VIII

LEAVE POLICY

Association members will be entitled to the following non-accumulative leave of absence with full pay during the school year 1977-1978 and school year 1978-1979.

1. Death in Immediate Family. 3 days will be allowed per death in the immediate family. Immediate family shall consist of parent, child, spouse, brother, sister, grandchild, spouse's parents, or relative in the employee's home.
2. Serious Illness of Spouse or Child. A maximum of 2 days per year will be allowed for serious illness of spouse or child. Serious illness is considered to be one requiring hospitalization, and/or major surgery. When possible, request for this leave should be made 24 hours in advance of the date requested.
3. Personal Business. A maximum of 2 days per school year will be allowed for the transaction of personal business that cannot be conducted at a time other than the school day. Such leave shall, except as specifically approved by the Superintendent, not be preceding or succeeding a holiday. An employee, when applying for such leave, shall, except in case of emergency, file a request at least 2 days in advance.

The present contractual provision for Personal Leave Days shall be enlarged to include Religious Holy Days as reasons for same.

Those persons electing to use a Religious Holy Day as a Personal Leave Day, must give advance notice of such intention to the Superintendent in writing, at least 30 days in advance of the Holy Day, or if the Holy Day falls within the first 30 days of the term, on the first day of school.

Should, in the Board's discretion, an excessive number of persons apply for a particular Religious Holy Day, the Board shall have the right to cancel school for such a day, and re-schedule same.

Personal business days are not accruable from one school year to another.

ARTICLE IX

SPECIAL LEAVE OF ABSENCE

Special leave(s) of absence may be requested in writing addressed to the Superintendent of Schools. Such leave may be granted with or without full salary, or with partial salary, and the determination for such leave and reimbursement, if any, shall reside with the Board. Only tenure personnel shall be considered for such leave, and those personnel granted such leave shall contract with the Board for one year following such leave, or reimburse the Board for any financial benefits paid during the term of such leave.

ARTICLE X

EXTRA-CURRICULAR ACTIVITIES

It is further agreed between the parties hereto that fees for extra-curricular activities for the 1977-1978 and 1978-1979 school years will be in accordance with Schedule B annexed hereto.

It is further agreed between the parties hereto that the following procedure will be followed relative to the consideration of new positions to be added:

- A. A teacher who feels the need to seek consideration for a new position will compile all data to present to the Principal and Superintendent.

- B. The Superintendent will then present this request and information to the Board of Education for study.
- C. The Board of Education and Superintendent will then give said teacher their reply to the request as soon as a reasonable time for study has elapsed.

ARTICLE XI

SUMMER SCHOOL FEES

It is further agreed between the parties hereto that fees for Summer School will be in accordance with the following schedule:

Fee Schedule

<u>Step</u>	<u>Fee</u>
1	\$725
2	750
3	775
4	800
5	825

ARTICLE XII

INSTRUCTIONAL LIAISON COUNCIL

A committee comprised of one or more members of the Board of Education of Rancocas Valley Regional High School, the Superintendent of said School or his nominee who shall act as Chairman, three members of the administrative staff chosen by the Superintendent of Schools and three representatives of the Teachers Association of Rancocas Valley Regional High School or their alternates chosen by said Association shall meet on three occasions during the school year in October, January and April respectively. Initiation may be made by either party in writing requesting a date(s) convenient to both parties and such letter of initiation shall suggest agenda items of mutual concern for discussion.

Attendance of a Board Member at the meetings of the Instructional Liaison Council shall be voluntary on the part of such member. A Board member will attend Instructional Liaison Council meetings when requested to by either party of the Instructional Liaison Council.

This Committee is advisory in nature. All reports of the Committee shall be forwarded to the Board who may accept, reject or send back a report for further study. In the event a report is rejected or returned, it shall not be re-submitted without substantial modification. It is also understood that any disposition by the Board concerning this matter, by commission or omission, shall not be grievable.

ARTICLE XIII

DEPARTMENT HEADS

It is agreed between the parties hereto that fees for Department Heads for the 1977-1978 and 1978-1979 school years will be as follows:

\$500	Base
50	Per Department Teacher
	Assistant Salary \$500

Any changes contemplated under ARTICLE I relating to Department Heads and Coordinators shall be discussed with all respective Department Heads or Coordinators prior to any affirmative action by the Board.

ARTICLE XIV

PARA PROFESSIONAL ASSISTANCE

1. Rancocas Valley Regional High School agrees to furnish the equipment including an electric typewriter for clerical assistance in the teachers' room and to hire a para-professional to perform such clerical services under the supervision of the Board of Education of Rancocas Valley Regional High School for a full day Monday through Friday inclusive during the school year.
2. It is further agreed between the parties to continue the Aides in 1977-1978 and 1978-1979 for the purpose of corridor supervision or cafeteria supervision.

ARTICLE XV

MATERNITY LEAVE

A. Natural Birth

The Board shall grant maternity leave without pay to any teacher upon request subject to the following stipulations and limitations:

- (1) A teacher shall notify the Superintendent of her pregnancy as soon as it is medically confirmed.
- (2) At the time of application for leave, which shall be made upon reasonable notice to the Board, the teacher shall specify in writing the date on which she wishes to commence leave and the date on which she wishes to return to work after birth.

The Board will require any teacher to submit a certificate from her physician in support of the requested leave dates.

- (3) Where medical opinion is supportive of the leave dates requested, such requested leave shall be granted by the Board, except that the Board may change the requested dates upon a finding that the grant of a leave for those dates would interfere with the normal administration of the school.
- (4) Nothing in this policy shall obligate the Board to grant maternity leaves of absence without pay to non-tenured employees beyond the end of their contract period.

B. Adoption

Any teacher adopting an infant child shall be entitled to the provisions as outlined in the leave without pay "A Section" above.

ARTICLE XVI

MISCELLANEOUS PROVISIONS

A. Meetings

Department Meetings, Faculty Meetings, or Staff Meetings shall be limited to two per month during the first five months of the term and one each month thereafter. Said meetings shall not exceed one (1) hour duration.

B. Teaching Day

The length of the teachers day shall be 7 1/2 hours.

C. Work Year

The teachers work year shall be 182 days plus a conference day and plus 1 additional day for new hirees.

D. Assignments

Teachers can be assigned to a total of six daily assignment periods covering teaching and/or duty.

Whenever clubs or activities are held teachers will follow "Club or Activity Day Schedules", with shortened periods. Study Hall supervision will be assigned, on a rotating basis, to teachers who are not sponsoring Clubs.

E. Personal File

Teachers shall have the right on written notice of 24 hours to view their personal file, in the presence of a Rancocas Valley Teachers Association representative, if same is desired by the teacher.

"Confidential Recommendation" shall not be viewable by the teacher.

No material shall be placed in the teacher's personal file without affording the teacher an opportunity to sign same. Such signing shall merely indicate knowledge of placement in the file, not agreement with the content thereof.

Teachers shall be permitted to respond in writing to any materials placed in their personal file.

F. Substituting

Every effort will be made to equitably distribute any substituting outside of one's discipline amongst the entire teaching staff.

G. Summer Curriculum Work

When a teacher is requested by administration to work during the summer, in a curriculum position other than classroom teaching, compensation shall be set on a pro rata basis against his or her annual salary.

H. Lunch

The teachers uninterrupted lunch period shall be of length equal to that of the students.

ARTICLE XVII

DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 1977 and shall continue in effect until June 30, 1979.

This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

It is understood and agreed that the provisions of this contract have no bearing on any employees of Rancocas Valley Regional High School not in the negotiating unit as defined in Article I herein.

IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed by their respective Presidents, attested by their respective Secretaries and have hereunto affixed their respective corporate seals, the day and year first above written.

RANCOCAS VALLEY REGIONAL HIGH SCHOOL

Attest:

(Seal) Robert C. Schmitt Secretary by: W. J. [Signature] President

THE TEACHERS ASSOCIATION OF RANCOCAS VALLEY REGIONAL HIGH SCHOOL

Attest:

(Seal) Thomas W. [Signature] Secretary by: Thelma B. [Signature] President

Date: 11/16/77

EXHIBIT A-1

RANCOCAS VALLEY REGIONAL HIGH SCHOOL
MOUNT HOLLY, NEW JERSEY

TEACHER'S SALARY GUIDE 1977-1978

Step	B.S.	B.S. 15	Master's Degree (A)	Master's Degree (B)	Master's 15	Master's 30	Doctor's Degree
1	10400 - 1.00	10712 - 1.030	11024 - 1.060	11232 - 1.080	11336 - 1.090	11648 - 1.120	12480-1.200
2	10816 - 1.04	11138 - 1.071	11461 - 1.102	11679 - 1.123	11788 - 1.1335	12116 - 1.165	12979-1.248
3	11232 - 1.08	11570 - 1.1125	11908 - 1.145	12126 - 1.166	12246 - 1.1775	12584 - 1.210	13478-1.296
4	11648 - 1.12	11996 - 1.1535	12345 - 1.187	12584 - 1.210	12693 - 1.2205	13042 - 1.254	13978-1.344
5	12272 - 1.18	12636 - 1.215	13000 - 1.250	13250 - 1.274	13374 - 1.286	13749 - 1.322	14726-1.416
6	12896 - 1.24	13281 - 1.277	13666 - 1.314	13926 - 1.339	14066 - 1.3515	14446 - 1.389	15475-1.488
7	13520 - 1.30	13926 - 1.339	14331 - 1.378	14602 - 1.404	14737 - 1.417	15142 - 1.456	16224-1.560
8	14144 - 1.36	14570 - 1.401	14997 - 1.442	15278 - 1.469	15418 - 1.4825	15839 - 1.523	16973-1.632
9	14768 - 1.42	15210 - 1.4625	15652 - 1.505	15954 - 1.534	16094 - 1.5475	16536 - 1.590	17722-1.704
10	15392 - 1.48	15855 - 1.5245	16318 - 1.569	16619 - 1.598	16780 - 1.6135	17243 - 1.658	18470-1.776
11	16016 - 1.54	16494 - 1.586	16973 - 1.632	17295 - 1.663	17456 - 1.6785	17940 - 1.725	19219-1.848
12	16640 - 1.60	17139 - 1.648	17638 - 1.696	17971 - 1.728	18138 - 1.744	18637 - 1.792	19968-1.920
13	17264 - 1.66	17784 - 1.710	18304 - 1.760	18647 - 1.793	18819 - 1.8095	19334 - 1.859	20717-1.992
14						20030 - 1.926	21466-2.064
TAX.							

RANCOCAS VALLEY REGIONAL HIGH SCHOOL
Mount Holly, New Jersey

TEACHERS' SALARY GUIDE - 1978-1979.

B.S.	B.S. + 15	Master's Degree (A)	Master's Degree (B)	Master's + 15	Master's + 30	Doctor's Degree
11,050 - 1.000	11,382 - 1.030	11,713 - 1.060	11,934 - 1.080	12,045 - 1.090	12,376 - 1.120	13,260 - 1.20
11,492 - 1.040	11,835 - 1.071	12,177 - 1.102	12,409 - 1.123	12,525 - 1.1335	12,873 - 1.165	13,790 - 1.24
11,934 - 1.080	12,293 - 1.1125	12,652 - 1.145	12,884 - 1.166	13,011 - 1.1775	13,371 - 1.210	14,321 - 1.29
12,376 - 1.120	12,746 - 1.1535	13,116 - 1.187	13,371 - 1.210	13,487 - 1.2205	13,857 - 1.254	14,851 - 1.34
13,039 - 1.160	13,426 - 1.215	13,813 - 1.250	14,078 - 1.274	14,210 - 1.286	14,608 - 1.322	15,647 - 1.41
13,702 - 1.240	14,111 - 1.277	14,520 - 1.314	14,796 - 1.339	14,934 - 1.3515	15,348 - 1.389	16,442 - 1.48
14,365 - 1.300	14,796 - 1.339	15,227 - 1.378	15,514 - 1.404	15,658 - 1.417	16,089 - 1.456	17,238 - 1.56
15,028 - 1.360	15,481 - 1.401	15,934 - 1.442	16,232 - 1.469	16,382 - 1.4825	16,829 - 1.523	18,034 - 1.63
15,691 - 1.420	16,161 - 1.4625	16,630 - 1.505	16,951 - 1.534	17,100 - 1.5475	17,570 - 1.590	18,829 - 1.70
16,354 - 1.480	16,846 - 1.5245	17,337 - 1.569	17,658 - 1.598	17,829 - 1.6135	18,321 - 1.658	19,625 - 1.77
17,017 - 1.540	17,525 - 1.586	18,034 - 1.632	18,376 - 1.663	18,547 - 1.6785	19,061 - 1.725	20,420 - 1.84
17,680 - 1.600	18,210 - 1.648	18,741 - 1.696	19,094 - 1.728	19,271 - 1.744	19,802 - 1.792	21,216 - 1.92
18,343 - 1.660	18,896 - 1.710	19,448 - 1.760	19,813 - 1.793	19,995 - 1.8095	20,542 - 1.859	22,012 - 1.99
					21,282 - 1.926	22,807 - 2.06

EXHIBIT A-2

NURSES NON-DEGREE

<u>Step</u>	<u>1977-78 Salary</u>	<u>1978-79 Salary</u>
1	\$ 8,224	\$ 8,742
2	8,649	9,167
3	9,074	9,592
4	9,499	10,017
5	9,924	10,442
6	10,349	10,867
7	10,774	11,292
8	11,199	11,717
9	11,624	12,142
10	12,049	12,567
11	12,474	12,992
12	12,899	13,417

The number of years in the school district does not coincide with the placement on the salary guide.

EXHIBIT B

ECA FEE SCHEDULE

1977 -- 1979

<u>ACTIVITY</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
<u>ATHLETICS</u>				
<u>Athletic Timers</u>				
Football	300	350	400	450
Basketball	400	450	500	550
Wrestling	300	350	400	450
<u>Equipment Managers</u>				
Boys Athletics	1100	1200	1300	1400
Girls Athletics	600	700	800	900
<u>Baseball - Boys</u>				
Head Varsity	1200	1300	1400	1500
Asst. Varsity	800	900	1000	1100
JV	900	1000	1100	1200
Frosh	800	900	1000	1100
<u>Softball - Girls</u>				
Head Varsity	1100	1200	1300	1400
JV	800	900	1000	1100
Frosh	800	900	1000	1100
<u>Basketball - Boys</u>				
Head Varsity	1600	1700	1800	1900
JV	1100	1200	1300	1400
Frosh	800	900	1000	1100
<u>Basketball - Girls</u>				
Head Varsity	1300	1400	1500	1600
JV	800	900	1000	1100
Frosh	800	900	1000	1100
<u>Cross Country - Boys</u>				
Head Varsity	800	900	1000	1100
Frosh	500	600	700	800

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
<u>Cross Country - Girls</u>				
Head Varsity	700	800	900	1000
<u>Field Hockey - Girls</u>				
Head Varsity	1100	1200	1300	1400
JV	800	900	1000	1100
Frosh	800	900	1000	1100
<u>Football - Boys</u>				
Head Varsity	1800	1900	2000	2100
Asst. Varsity	1300	1400	1500	1600
Head Freshman	1300	1400	1500	1600
Asst. Freshman	1000	1100	1200	1300
<u>Golf - Boys & Girls</u>				
Head Varsity	700	800	900	1000
<u>Gymnastics - Girls</u>				
Head Varsity	1100	1200	1300	1400
Asst. Varsity	800	900	1000	1100
<u>Lacrosse - Girls</u>				
Head Varsity	1100	1200	1300	1400
Asst. Varsity	800	900	1000	1100
<u>Soccer - Boys</u>				
Head Varsity	1100	1200	1300	1400
JV	800	900	1000	1100
Frosh	800	900	1000	1100
<u>Tennis - Boys</u>				
Head Varsity	900	1000	1100	1200
<u>Tennis - Girls</u>				
Head Varsity	900	1000	1100	1200

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
<u>Track & Field - Boys</u>				
Head Varsity	1200	1300	1400	1500
Asst. Varsity	900	1000	1100	1200
JV Head	800	900	1000	1100
JV Assistant	700	800	900	1000
Frosh Head	800	900	1000	1100
Frosh Assistant	700	800	900	1000
<u>Track & Field - Girls</u>				
Head Varsity	1000	1100	1200	1300
Asst. Varsity	700	800	900	1000
<u>Winter Track - Boys</u>				
Head Varsity	900	1000	1100	1200
Asst. Varsity	600	700	800	900
<u>Winter Track - Girls</u>				
Head Varsity	600	700	800	900
<u>Wrestling - Boys</u>				
Head Varsity	1600	1700	1800	1900
JV	1100	1200	1300	1400
Frosh	1100	1200	1300	1400
<u>Girls Athletics</u>				
Coordinator	1300	1400	1500	1600
<u>NON-ATHLETICS</u>				
<u>Band</u>				
Director	1000	1100	1200	1300
Asst. Director	800	900	1000	1100
Asst. Band Front	900	1000	1100	1200
Asst. Supervision	700	800	900	1000
Stage Band	300	400	500	600
<u>Cheerleaders</u>				
Head Advisor	800	900	1000	1100
Asst. Advisor	700	800	900	1000

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
<u>Forensics</u>				
Director	600	700	800	900
Ass't. Director	\$ 20. per after school trip --			
	\$ 30. Saturdays			
<u>Class Advisors</u>				
Seniors (2)	200			
Juniors (1)	150			
Sophomores (1)	100			
Freshman (1)	100			
<u>School Publicity</u>	500	500	550	550
<u>Yearbook Advisor</u>	900	1000	1100	1200
<u>School Newspaper</u>	600	700	800	900
<u>Student Council</u>	600	700	800	900
<u>Trouble Shooting</u>	600	700	800	900
<u>Non-Class Dances</u>				
Dance Chairman	\$ 15. per Dance			
Chaperones	15. per Dance			
<u>Supervision</u>				
Before School	\$ 5. per day			
After School - Bus	5. per day			
Detention P.M.	4. per day			
Saturday	6. per hour			