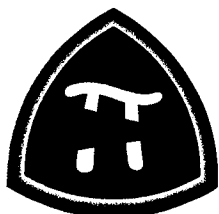


**Middle Township
Education Association
And
Middle Township
Board Of Education
Contract
2006-2009**



**MTEA...
Preserving the Past...
Lighting the Future!**

An affiliate of NEA & NJEA

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PREAMBLE

This Agreement entered into this sixteenth day of November, 2006, by and between the Board of Education of Middle Township of Cape May County, New Jersey, hereinafter called the "Board" and the Middle Township Education Association, hereinafter called the "Association".

ARTICLE I

RECOGNITION

- A. The Board recognizes the Middle Township Education Association as the exclusive representative pursuant to the provisions of NJSA 34:13A-1 et seq., for collective negotiations concerning the terms and conditions of employment for all certified Classroom Teachers, Nurses, Librarians, Child Study Teams, Counselors, Department Chairpersons and Chairpersons of Guidance but excluding supervisory personnel having the power to hire, discharge, discipline or to effectively recommend the same such as but not limited to Superintendent, Assistant Superintendent, Business Administrator, Principals, Directors and all other personnel such as office, clerical, maintenance, operational and per diem or hourly employees.
- B. Unless otherwise indicated, the term "Teachers" when used hereafter in this agreement shall refer to all employees of the Board represented by the Association in the negotiating unit as above defined. All references to male persons shall include female persons.
- C. Unless otherwise indicated the term "School District" when used hereafter in this agreement shall refer to the Middle Township School District.

ARTICLE II

NEGOTIATION OF SUCCESSOR AGREEMENT

- A. The Board and the Association agree to enter into collective negotiations over a successor agreement in accordance with NJSA 34:13A-1 et seq., in a good faith effort to reach agreement on all matters concerning the terms and conditions of teacher employment.
- B. During negotiations, the Board and the Association and/or their representatives shall present relevant data, exchange points of view and make proposals and counter-proposals.
- C. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party.

ARTICLE III

GRIEVANCE PROCEDURE

A. Definition

A "grievance" shall mean a complaint by an employee or group of employees of the Public School System that there has been to him a personal loss, injury, or inconvenience because of a violation, misinterpretation, or inequitable application of Board policies and agreements or administration decisions except that the term "grievance" shall not apply to:

- (a) any matter for which a method of review is prescribed by law or
- (b) any rule or regulation of the State Commissioner of Education
- (c) any matter which according to law is either beyond the scope of Board authority or limited to unilateral action by the Board alone
- (d) a complaint of a non-tenured teacher which arises by reason of his not being re-employed
- (e) or a complaint by any certified personnel occasioned by appointment to or lack of appointment to, retention in or lack of retention in any position for which tenure is either not possible or not required.

A grievance to be considered under this procedure must be initiated by the employee or group of employees within twenty (20) working days of its occurrence.

B. Year-End Grievances

In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, and if left unresolved until the beginning of the following school year, could result in irreparable harm to the party in interest, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon as is practicable.

C. Procedure

1. Any member of the staff shall have the right to present a complaint as specified herein.
2. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved employee to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within specified time limits shall mean the grievance has been dropped.

3. It is understood that employees shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been fully determined.
4. All meetings and hearings under this procedure shall be conducted in private session and shall include only such parties as are designated or heretofore referred to in this grievance procedure.
5. All documents, communications, and records dealing with the processing of a grievance shall be kept in a separate grievance file.
6. On or before September 15, the President shall supply names of each building grievance representative to the Superintendent.
7. Each school building shall have a minimum number of one designated grievance representative appointed by the Association. The building grievance representative(s) shall be informed by the grievant and have the right to be present and assist in the grievance procedure at any level beyond the informal level.

Step 1 – Principal

Any employee who has a grievance shall discuss it first with his Principal (or immediate superior or department head, if applicable) in an attempt to resolve the matter informally at that level.

If as a result of the discussion, the matter is not resolved to the satisfaction of the employee within five (5) school days, he shall set forth his grievance in writing and present it to the Principal on the appropriate form specifying:

1. The specific nature of the grievance.
2. The nature and extent of the injury, loss or inconvenience.
3. The date and time of presentation.
4. The results of previous discussions.
5. The relief sought.

The Principal shall communicate his decision to the employee in writing within seven (7) school days of the receipt of the written grievance.

Step 2—Superintendent

The employee, no later than five (5) school days after receipt of the Principal's decision, may appeal the Principal's decision to the Superintendent of Schools. The appeal to the Superintendent must be made in writing reciting the matter submitted to the Principal as

specified above and his or her dissatisfaction with decisions previously rendered. The Superintendent shall attempt to resolve the matter as quickly as possible but within a period not to exceed ten (10) school days. The Superintendent shall communicate his decision in writing to the employee and the Principal.

Step 3—Board of Education

If the grievance is not resolved to the employee's satisfaction, he may no later than five (5) school days after receipt of the Superintendent's decision, request a review by the Board of Education. 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 of Education. The Board, or a committee thereof, shall review the grievance and shall, at the option of the Board, hold a hearing with the employee and render a decision in writing within thirty-five (35) calendar days of receipt of the grievance by the Board or of the date of the hearing with the employee, whichever comes later.

Step 4—Arbitration

If the aggrieved is dissatisfied with the decision at the Board level, the aggrieved may petition the Association to file for arbitration. A copy of the aggrieved's petition shall be forwarded to the Board. The Association shall determine whether or not to file for arbitration. If the Association decides to request arbitration, such request shall be made known to the Superintendent no later than two weeks after the previous written decision of the Board of Education was made known. The following procedure will be used to secure the services of an arbitrator:

1. A joint request will be made to the Public Employment Relations Commission (PERC) to submit a roster of persons qualified to function as an arbitrator in the dispute in question.
2. If the parties are unable to determine a mutually satisfactory arbitrator from the submitted list, they will request that PERC submit a second list of names.
3. If the parties are unable to determine, within ten (10) school days of the initial request for arbitration, a mutually satisfactory arbitrator from the second submitted list, PERC may be requested by either party to designate an arbitrator. The arbitrator shall limit himself to the issues submitted to him and shall consider nothing else. He can add nothing to, nor subtract anything from the Agreement between the parties or any policy of the Board of Education. The recommendations of the arbitrator shall be binding. Only the Board and the aggrieved and his representatives shall be given copies of the arbitrator's report of findings and recommendations. This shall be accomplished within thirty (30) days of the completion of the arbitrator's hearings.

D. Costs

1. Each party will bear the total costs incurred by themselves.

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 employee due to arbitration proceedings necessitating the retention of a substitute, the Board will pay only the cost of the substitute. If the arbitrator rules favorably for the employee, the Board of Education will pay the salary for the time lost; if the ruling is against the employee, time lost must be without pay.

ARTICLE IV

TEACHERS' RIGHTS

The Board will respect all Teachers' rights and privileges as outlined in NJSA 34:13A-1 et seq.

ARTICLE V

ASSOCIATION RIGHTS AND PRIVILEGES

- A. The Board agrees to furnish to the Association in response to reasonable requests, information concerning audits, tentative budgets, list of names and addresses of all Board members, Administrators, Faculty Members, Clerical Employees and Nurses. The Association has the right to read minutes of Board meetings. Any information of non-confidential nature will be available for their reading upon request.
- B. The Board of Education will grant to the Association upon request the use of school buildings at reasonable hours for meetings. The Principal of the building in question shall be asked two (2) days in advance of time and place of all meetings to determine if the building is available. If the building is desired for use for other than or in addition to the MTEA, permission should be obtained from the Superintendent of Schools. No meetings on Sunday. Periods when not covered by janitorial staff should also be cleared through the Superintendent of Schools. The two (2) day notice shall be waived for emergency meetings.
- C. The Board will grant to the Association, use of school equipment, including typewriters, mimeograph machines, other duplication equipment, calculating machines at reasonable times, when such equipment is not otherwise in use and upon approval of the Principal. In buildings where pay phones have not been installed, the Association shall have the use of office phones provided that such use does not interfere with the operation of the office and provided that all toll calls made by the Association are paid by the Association.
- D. Representatives of the Association, the New Jersey Education Association and the National Education Association shall be permitted to transact official Association business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations.

- E. The Association shall have the exclusive of a bulleting board in each faculty lounge of each school building. All material being placed on this bulletin board shall either be signed or bear the Association monogram. The Association agrees to accept the responsibility for monitoring such bulleting boards.
- F. The Association shall have the right to use the inter-school mail facilities and school mail boxes as it deems necessary and without the approval of the Building Principal or other members of the Administration for identified Association communications.
- G. Association representatives shall have the right to use the intercommunications systems in the various schools to make announcements of the Association providing such announcements are made within fifteen (15) minutes after the students have been dismissed.
- H. The Association President shall be released from his/her teaching responsibilities to attend to matters of mutual interest to both the Association and the Board. The released time shall be subject to the Superintendent's approval.
- I. Teachers shall receive their teaching schedule by August 15 of each school year. The schedules may be changed. The Association President shall receive a copy of the master schedule for each building by August 15 of each school year.

ARTICLE VI

TEACHER WORK YEAR

- A. 1. The work year will consist of the following work days: One hundred and eighty (180) teaching, two (2) full in-service days and one (1) orientation day before school opens. New Teachers may be required to attend three (3) additional orientation days. Teachers who are transferred between buildings may be required to attend the in-building portion on one (1) of the three (3) orientation days.
- 2. a. Effective July 1, 2007, in addition to the work year set forth in Section A.1. child study team members and high school guidance counselors may be required to work fourteen (14) additional days. The fourteen additional days will be scheduled by the Superintendent or his/her designee not later than May 15th of each school year. The additional days will include at least ten (10) days during July and August.
- b. Child Study Team members and High School guidance counselors who were employed in this capacity prior to July 1, 2006, may elect to not work the extra ten (10) days during the months of July and August. The Director of Special Services or the Chairperson of Guidance must be notified of the individual's choice not later than April 1st of each school year.
- 3. Effective January 1, 2007, each CST member or High School guidance counselor

shall indicate his/her preference for either compensatory time off or pensionable salary at the rate of three hundred twenty-five dollars (\$325) per day for the ten (10) days in July and August. The Board office must be notified of the member's or counselor's preference prior to July 1st of each school year. The summer compensation will be added to the member's or counselor's salary and paid in accordance with the regular ten month pay schedule.

- B. The Association shall have the opportunity to make recommendations concerning the school calendar for the consideration of the Board. The Association President shall have the right to submit a written proposal on the calendar to the Superintendent on or before March 1 of the preceding year.

ARTICLE VII

TEACHING HOURS AND TEACHING LOAD

A. Teacher Day

1. Teachers shall be required to report for duty at the time specified for each school building and shall be permitted to leave at the time specified for each school building except on early dismissal days. On early dismissal days teachers shall be required to remain until the regularly scheduled departure time for educationally related activities except on early student dismissal days preceding holidays and vacations when the teacher may leave fifteen (15) minutes after the students depart.
2. The total in-school day for all Teachers shall consist of not more than seven (7) hours and fifteen (15) minutes, which shall include a duty-free lunch period of not less than thirty (30) minutes except in the high school when the individual agrees to less. When less than thirty (30) minutes, the teacher lunch period shall be at least equal to the students' lunch period.
 - a. All High School Teachers shall have one preparation period for a full school day which shall be the equivalent of a class period or two mods. High school teachers who have four (4) or more preparations shall have an additional prep period for a full school day and no assigned duties. Note: Home Room and Bus Supervision are not duties.
 - b. All teachers in the Middle School shall have one (1) preparation period for a full school day, which shall be forty-four (44) minutes in length.
 - (1) Effective September 1, 2007, all academic teachers in the Middle School shall have an additional planning period for a full day for the purpose of team planning. Middle School academic teachers are defined as teachers who are assigned to a specific academic team including special education teachers. Special education teachers who are assigned to more than one academic team will have weekly planning time that is equivalent to that of an academic

teacher and may be divided among two (2) or more academic teams.

- (2) The maximum instructional load in the Middle School shall not exceed two hundred and sixty-four (264) minutes per full length school day.
 - c. The Building Principal shall schedule a minimum of forty (40) minutes of scheduled preparation time for a full school day for elementary teachers.
 - d. Preparation time for special subject teachers shall be equal in length to the weekly preparation time for classroom teachers in the building where the special subject teacher spends the majority of his/her time or if the time is equally divided, the preparation time shall correspond to the building where the teacher is assigned in the morning.
 - e. Pre-school and Kindergarten teachers working in half-day programs shall have two hundred (200) minutes of preparation time per week. This preparation time may be scheduled in periods of twenty (20) or more minutes and may occur before or after the students' day.
3. Chaperone duty shall be on a voluntary basis. Teachers shall only be compensated at the chaperone rate of pay for activities or functions that occur after the teacher's departure time. If there are insufficient volunteers, chaperones shall be drawn on a rotating basis within each school building for the function in that building. No compensation will be paid for chaperone duty for class trips or other than Board sponsored activities. Chaperones participating in the senior class trip are on a strictly volunteer basis.
 4. Teachers may be required to attend up to four (4) after school curriculum, professional development, in-service or other educational related meetings per year. These meetings shall begin not later than ten (10) minutes after the latest student dismissal time and may last as long as seventy-five (75) minutes. Teachers may stay later if they so desire.
 5. The Board reserves the right to require Teachers to attend two (2) faculty meetings per month which take place after the regular pupil school day. Faculty meetings shall commence ten (10) minutes after the student dismissal time and will have a maximum duration of one (1) and one-quarter (1/4) hours. However, except in cases of emergency, teachers will be informed forty-eight (48) hours in advance of such meetings. Faculty meetings involving personnel from more than one building shall commence no later than fifteen (15) minutes after the latest student dismissal in the buildings involved.
 6.
 - a. The Board reserves the right to schedule Parent-Teacher Conferences during both the Fall and Spring. Fall conferences will be held on two (2) evenings and one (1) afternoon. Spring conferences will be held on one

(1) evening and two (2) afternoons. Evening conferences shall not be scheduled on Fridays or Mondays. Students will be dismissed early on conference days.

- b. In the event that additional conferences are deemed necessary for Kindergarten classes, Teachers will be released from their morning or afternoon assignments and conferences will not exceed the contractual school day.
 - c. All teachers will be present for the full duration of the evening parent conferences.
7. No district-wide faculty meetings shall be held except in an emergency.
 8. All teachers shall be required to attend one back-to-school night each school year. The date for back-to-school night for each building will be included in the school calendar. The scheduled date for each building will only be changed in emergency situations. Teachers may be excused by the Superintendent for course work, educational training, and/or family emergency. Denials shall be subject to the grievance procedure.
 9. Meetings requiring teacher attendance shall not be scheduled after the school day on Fridays or the day before a scheduled "No School" day, except in emergencies.
 10. To the extent possible home instructors shall be volunteers. When volunteers are not available appropriately certificated teachers will be assigned based on rotating seniority within the department or elementary building. Where the home instructor and the Superintendent/designee agree that the student's home environment is unsuitable for instruction the student will be transported to an appropriate location for instruction unless the student cannot be transported for medical reasons. Home instructors shall be paid fifty dollars (\$50) per hour.

B. Teacher Load

The standard teaching load for high school teachers shall consist of either five (5) or six (6) teaching periods. High school teachers who are assigned to teach six (6) periods will be released from duty assignments.

C. Zero Period

1. The "zero" teaching period shall be filled first by volunteers.
2. Volunteers shall commit to the schedule for the instructional year unless a change is mutually agreed upon by the parties.
3. If there is an insufficient number of volunteers appropriately certified, staff shall be assigned on a seniority basis least senior staff to be assigned according to date of hire.

4. "Zero" period teachers shall be exempt from the contractual starting time prior to the student day and subsequent of the student day.
5. The work day for "zero" period teachers shall commence at 6:54 a.m. and end at 2:09 p.m.
6. "Zero" period teachers shall attend meetings as provided for in the negotiated agreement (i.e.—faculty meetings).
7. Any teacher agreeing to teach a class (17th and 18th mod) in conjunction with "zero period" day, shall be paid seven thousand (\$7,000) dollars for the additional instructional time.
8. If a teacher who is assigned to the "zero period" plans to be absent he/she must telephone the substitute caller prior to 5:30 a.m. and must telephone the vice-principal by 6:30 a.m.

ARTICLE VIII

CLASS SIZE

The Board agrees to continue its present practice of attempting to keep class size at an acceptable number considering financial conditions in the district, available facilities and qualified faculty and in the best interest of the district as viewed administratively feasible.

ARTICLE IX

TRANSFERS AND REASSIGNMENTS

- A. The Superintendent of Schools shall notify, in writing, the Association President and post in all school buildings a list of the known vacancies which shall occur during the school year, not later than May 15 of each school year. Vacancies occurring after May 15 will be posted as they occur.
- B. Teachers who desire a change in grade and/or assignment or who desire to transfer to another building may file a written statement of such desire with the Superintendent and their Principal. Such statement shall include the grade and/or subject to which the teacher desires to be assigned and the school or schools to which he desires to be transferred, in order of preference. No requested transfer shall be denied arbitrarily or capriciously. Requests must be submitted not later than June 1 of each school year.
- C. Teachers in one building shall have the right to be considered for positions involving athletics and other extra-curricular activities in another building in the district.

ARTICLE X

PROMOTIONS

- A. When positions on the administrator-supervisory levels of responsibility including but not limited to positions such as Superintendent, Assistant Superintendent, Principal, Assistant Principal, Guidance Counselor, Chairman of Guidance, and Department Chairperson become vacant, such vacancies shall be posted on the faculty or office bulletin board in each building in the district and a copy sent to the Association. All qualifications for the positions shall be posted. Open positions shall be posted for ten (10) calendar days.
- B. All qualified Teachers shall be given adequate opportunity to make application for such positions. In filling vacancies, due consideration shall be given to qualified Teachers already employed by the Board.
- C. A letter of rejection shall be sent to each applicant not promoted.

ARTICLE XI

SICK LEAVE

- A. All Teachers shall be entitled to eleven (11) sick leave days each school year, as of the first day of the school year, whether or not they report for duty on that day. Unused sick leave days shall be accumulated from year to year with no maximum limit.

ARTICLE XII

PERSONAL LEAVE DAYS

- A. Teachers shall be entitled to a total of three (3) personal leave days with full pay each school year. It is the intent of the parties that these days will be for obligations which cannot be met except during school hours. No more than one (1) such personal leave day may be taken on a Monday, Friday, in-service day or preceding or following a holiday.
- B. Written notice for such leave shall be made to the building principal at least three (3) days before taking leave under this Article, except in the case of emergencies where oral notice will suffice.
- C. In the event of death in the immediate family, the days given for this purpose shall be over and above the number of days given for Personal Leave as pursuant to Section B. "Immediate family" shall be spouse, child, step-child, parent, step-parent, sibling, grandparent, parent, child, and sibling in-laws, or other members of the immediate household. The Superintendent shall grant death leave in the following amounts.
 - 1. Up to a maximum of five (5) days per occurrence for spouse, child, step-child, parent, step-parent, sibling, grandchild and other members of the immediate household.

2. Up to a maximum of three (3) days per occurrence for grandparents, and parent-in-laws, child and sibling in-laws.

Death leave shall be taken immediately after the death occurs unless other arrangements are made immediately after the death.

- D. At the end of each school year any unused temporary leave of absence days provided in Section A. of this Article shall be converted to sick leave days.

ARTICLE XIII

EXTENDED LEAVES OF ABSENCE

- A. The Board agrees that up to two (2) Teachers designated by the Association shall, upon request, be granted a leave of absence without pay for up to one year for the purpose of engaging in activities of the Association or its affiliates.
- B. A leave of absence without pay of up to one year shall be granted to any Teacher who joins the Peace Corps, Vista, National Teacher Corps, or serves as an exchange teacher or overseas teacher, and is a full-time participant in such programs, or accepts a Fulbright Scholarship.
- C. The Board shall grant a leave of absence for a period of one (1) school year, without pay, to any Teacher to campaign for or serve in a public office or to campaign for a public office. The Teacher shall have the right to request an additional one (1) year prior to April 30, or to fill the term of office to which he has been elected or appointed.
- D. All benefits to which a Teacher was entitled at the time the leave of absence commenced, including unused sick leave and credits toward sabbatical eligibility shall be restored to him upon his return, and he shall be assigned to the same position which he held at the time said leave commenced, if available, or if not, to a substantially equivalent position.
- E. Other leaves of absence without pay may be granted by the Board of Education and increment credit may or may not be given by the Board, such time shall not count toward fulfillment of tenure requirements.
- F. All extensions or renewals of leaves shall be applied for and granted in writing at least ninety (90) days prior to the expiration date of the leave, except in the case of emergency.
- G. Child bearing and child rearing leave shall be granted in accordance with applicable statutes and the directives of the New Jersey Division of Civil Rights. Child rearing leaves that extend beyond either the period of disability or the expiration of a State Family Leave Act leave or the expiration of a Federal Family and Medical Leave Act leave shall terminate at the beginning of a marking period.
- H. Leaves pursuant to both the New Jersey Family Leave Act and the Federal Family and

Medical Leave Act will be granted based on all of the provisions of the Act being utilized.

ARTICLE XIV

SABBATICAL LEAVES

- A. A sabbatical leave shall be granted to a Teacher by the Board for study, and may be granted for other reasons of value to the school system.
- B. Sabbatical leave shall be granted subject to the following conditions:
 - 1. Applications for sabbaticals shall be submitted by the applicants and passed upon by the Board of Education.
 - 2. Requests for sabbatical leave must be received by the Superintendent in writing no later than January 31, and action must be taken on all requests no later than April 1 of the school year preceding the school year for which the sabbatical leave is requested.
 - 3. The Teacher has completed at least six (6) consecutive years of service in the Middle Township School District.
 - 4. Accompanying the application will be approved course of study from a recognized college or university, if applicable.
 - 5. The applicant receiving a sabbatical will agree in writing to return to the service of the district for a period of two (2) years following the completion of his sabbatical and will execute a promissory note to return all money if he does not so return to the district.
 - 6. A Teacher on sabbatical leave for a full school year shall be paid by the Board at fifty percent (50%) of the salary rate which he would have received had he remained on active duty.
 - 7. The Board will reimburse a maximum of twelve (12) credits subject to conditions stated in Article XV.
 - 8. Upon return from sabbatical leave, a Teacher will be placed on the salary schedule at the level which he would have achieved had he remained actively employed in the system during the period of his absence.

ARTICLE XV

EDUCATIONAL IMPROVEMENT

- A. Tuition Reimbursement

The Board will reimburse full cost for tuition for graduate, undergraduate, and on-line/ distance learning courses offered by accredited colleges or universities that are completed between July 1 and June 30 in a given year based on the prevailing New Jersey State college rate per credit. The maximum reimbursement is the tuition charged at Rutgers, the State University for the same credits regardless of where the courses are taken.

1. When the Teacher submits the bill after the course or courses have been successfully completed, the Teacher must be under contract and have full intention to continue teaching in the Middle Township School District. In the event that the Teacher voluntarily terminates his/her employment in the Middle Township Schools the Teacher will be required to repay the tuition cost to the Board based on the years of service provided to the Board by the Teacher following the Teacher's completion of the course. The Teacher shall repay the Board for 50% of his/her reimbursement for a period of less than one full academic year (July 1 to June 30).

Example: If a teacher completes a course in December, the teacher is obligated to remain in the district for one school year from the following July 1 to June 30. If a teacher completes a course in June, the teacher is obligated to remain in the district for one school year from the following July 1 to June 30.

2. The repayment to the Board shall be by payroll deduction from the last four (4) Teacher's paychecks. When the last four (4) paychecks are either insufficient to cover the cost of the tuition reimbursement received by the Teacher or were issued before the Teacher notified the Board of his/her intention to resign, the Teacher will be required to submit repayment to the Board within sixty (60) days of receipt of notice from the Board of the amount due. The Board may initiate action in Superior Court to collect the repayment of monies.
3. The Superintendent must approve the course or courses before the course is taken by the Teacher. At the close of the course, proof of the credit earned must be submitted to the Superintendent.
4. Courses required to meet minimum certification requirements for alternate route and/or less than full certified teachers will not be eligible for reimbursement.
5. This action is intended to be an encouragement to teachers to improve in their field, but it is not to be construed that the Board of Education sponsors the courses taken. This matter is entirely a Teacher responsibility.
6. The maximum annual expenditure for tuition reimbursement shall be \$60,000. During the school years when the requests for tuition reimbursement will exceed the \$60,000 limit the \$60,000 distributed based on district seniority with the most senior being first and least senior being last.

7. The available dollars per trimester will be divided on the basis of equal dollars per credit among the successful applicants who satisfactorily complete the courses. The dollars per credit payment shall not be less than eighty percent (80%) of the Rutgers University graduate tuition rate.
 8. The sixty thousand dollars (\$60,000) shall be disbursed based on three trimesters from September through December, January through May, and June through August. Unexpended funds from each trimester will be carried forward to the next trimester for the duration of this contract (2006-2009).
 9.
 - a. There will be a two (2) week window to apply for tuition reimbursement for each trimester. For the 2006 summer trimester the application period shall be April 17 through 4:00 p.m. on April 28. These dates are subject to mutual agreement between the parties for subsequent years.
 - b. Applications for the fall trimester will be submitted between 8:30 a.m. on the Monday nearest to June 1 and 4:00 p.m. on the second Friday thereafter. Applications for the spring trimester will be submitted as stated above starting on the Monday nearest October 1.
 10. Within one week of the close of the application period not more than two (2) representatives from each side will meet to determine the dollars per credit that will be distributed to each successful applicant.
 11. Within one week of the announcement of the dollars per credit that will be awarded any teacher who chooses to withdraw from tuition reimbursement must notify the Association and the Business Office of his/her decision to withdraw. Candidates who withdraw will be replaced by the next most senior applicant on the list.
 12. Monies designated for any successful applicant who does not satisfactorily complete the course(s) and who has not notified the Association and the Business Office within ten (10) calendar days of the first day of the trimester will be forfeited.
- B. The Board and Association agree to reopen negotiations when requested by either party for the purpose of negotiating terms and conditions of employment related to the State mandated one hundred (100) hours of teacher training.

ARTICLE XVI

INSURANCE PROTECTION

- A. The Board shall pay the full premium for each Teacher and his or her dependents under the New Jersey State Health Benefits Plan.

- B. The Board shall provide a medical insurance program that permits employees to be reimbursed for their prescription drug expenses in accordance with the terms of the major medical provisions of the medical insurance program.
- C. The Board shall pay the full premium for each Teacher and his or her dependents for the Delta Dental II-A plan.

ARTICLE XVII

TEACHER EMPLOYMENT

- A. A Teacher's contract shall stipulate for all Teachers with one or more years service the following:
 - 1. Salary
 - 2. That the Teacher will teach in his or her areas of certification where administratively feasible.
- B. Teachers who will not be offered a contract shall be so notified in writing prior to May 16.
- C. Non-tenure personnel shall be notified by the Superintendent of recommendation for non-re-employment at least forty-eight (48) hours prior to the public Board meeting at which action or re-employment will be taken.

ARTICLE XVIII

TEACHER EVALUATION

- A. Performance/classroom observation will be conducted by a supervisor, followed by a written evaluation report from the evaluator to the evaluatee, and shall be followed by an evaluation conference within fifteen (15) working days of the evaluation. Both parties to such a conference will sign the written evaluation report and retain a copy for his/her records. Teacher signatures indicate only that they have read the reports. Copies shall be given to the Superintendent, Assistant Superintendent, Teacher, Principal, and/or Supervisor. Should said conference not be held within fifteen (15) working days following the evaluation, due to cancellation/postponement by either party, all parties involved shall be required to present justifiable reasons to the Superintendent.
- B. Written responses pertaining to Teacher performance evaluations shall be submitted not later than ten (10) school days after the post-evaluation conference is held. Such responses shall contain the date of the evaluation, date of the responses, the signature of the evaluator, and the evaluatee, and copies shall be attached to the evaluation report. It is recommended that items be referred to be letter and/or number according to the evaluation instrument used.

- C. Evaluations will not strengths and/or weaknesses and will contain positive recommendations for improvement of weaknesses. A Teacher encountering difficulties which could possible result in withholding of increment or non-renewal shall receive increased observation and supervision with the intent of improving the weaknesses.
- D. Teachers shall receive a copy of the written evaluation report at least two (2) days prior to any conference concerning the written evaluation unless both parties agree to a lesser period of time. A conference shall be held whenever a classroom evaluation is followed by a written evaluation report.
- E. The Annual Written Performance Report will be issued no later than ten (10) working days before the last day of school. The report will be signed within five (5) days of the review of said report.
- F. A Summary of additional data may be attached to the annual performance report by the employee within ten (10) working days of the annual conference. This data will be supplied by the teaching staff member upon request of the supervisor.
- G. In the event that any new evaluation form is to be designed, a committee composed of three (3) members appointed by the Board and four (4) members selected by the Association shall be consulted before the new evaluation form is adopted. Any new evaluative forms will be distributed to teachers at least ten (10) days prior to implementation.
- H. The instructor shall not be evaluated during the alternative program as a part of the normal instructional day evaluation process.

ARTICLE XIX

DEPARTMENT CHAIRPERSONS

- A. The present practice regarding the assignment of Department Chairpersons instruction-supervision periods and being excused from study hall and homeroom assignments shall be continued during the term of this contract.
- B. Department Chairpersons with a supervisor's certificate shall receive a stipend of \$325 per teacher, including the Department Chairperson, up to six (6) teachers supervised, and \$150 for each teacher over six (6). Department Chairpersons without a supervisor's certificate shall receive a stipend of \$250 per teacher up to six (6) teachers supervised, and \$125 for each over six (6).

ARTICLE XX

GUIDANCE DEPARTMENT

- A. Effective July 1, 2004, the Chairperson of the Guidance Department shall be employed on a ten (10) month basis. The Chairperson shall work in accordance with the school calendar when school is in session. The Chairperson shall work a total of twenty (20) days during the months of July and/or August. These days shall be scheduled by mutual

- agreement between the Chairperson, the Principal and the Superintendent.
- B. The Guidance Chairperson shall be paid at the rate of one hundred and ten percent (110%) of his/her step on the teacher salary guide. Paychecks shall be issued on the same dates that paychecks are issued for all other ten (10) month teaching staff members. In the event that a newly hired Guidance chairperson is employed on a date that precludes fulfilling the twenty (20) day obligation in July/August the Chairperson's salary will be proportionally reduced for that school year.

ARTICLE XXI

TEACHER –ADMINISTRATION LIAISON

A. Building-Level Faculty Council

1. Organization

The Association shall select a Faculty Council for each school building which shall meet with the Principal at least once a month after the school day for the school year. Said Council shall consist of not more than one (1) member for every eight (8) Teachers in the school building, but shall in no event have less than six (6) members.

2. Areas for Faculty Council consideration shall include but not be limited to school building level decisions regarding:
- a. Facilitation of programs and recommendations of the Instructional Council.
 - b. Revisions and development of building policies and practices.

ARTICLE XXII

MISCELLANEOUS PROVISIONS

- A. The Board reserves to itself sole jurisdiction and authority over matters of policy and retains the right, subject only to the limitations imposed by language of this agreement, in accordance with applicable laws and regulations:
- 1. to direct employees of school district;
 - 2. to hire, rehire, promote, transfer, assign, and retain employees in positions in the school district, and for just cause to suspend, demote, discharge or take any other disciplinary action against employees;
 - 3. to maintain efficiency of school district operations entrusted to them;
 - 4. take whatever actions that may be necessary to accomplish the mission of the

school district in situations of emergency.

- B. It is understood by all parties that under the courts of New Jersey and the State Commissioner of Education, the Board of Education is forbidden to waive any rights or powers granted it by law.
- C. This agreement constitutes the entire agreement between the Board of Education and the Teachers Association and settles all demands and issues with respect to all matters subject to negotiations. Nothing in this agreement which changes pre-existing Board policy or rules and regulations shall operate retroactively unless expressly so stated herein. This agreement shall not be altered, amended, or changed except in writing after mutual agreement of the parties and after ratification by duly authorized groups and signed by both the Board and the Association which writing shall be appended hereto and become part of this agreement. In the event that any provision or portion of this agreement is ultimately ruled invalid for any reasons by an authority of established and competent legal jurisdiction, the balance and remainder shall remain in full force and effect.
- D. Copies of this Agreement shall be printed within thirty (30) days after the Agreement is signed and presented to all teachers now employed. Cost of printing shall be shared equally by the Board and the Association.
- E. The Board, the Administration and the Association agree 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 teachers or in the application or administration of this agreement on the basis of race, creed, color, religion, national origin, sex, domicile, or marital status.
- F. This Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiation. During the term of this Agreement, neither party shall be required to negotiate with respect to any such matter whether or not covered at the Agreement, and whether or not within the knowledge or contemplation of either of both parties at the time they negotiated or executed this Agreement.
- G. 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.
- H. Except as this Agreement shall hereinafter otherwise provide, all terms and conditions of employment applicable on the effective date of this Agreement to employees covered by this Agreement shall continue to be so applicable during the term of this Agreement. Unless otherwise provided in this Agreement nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce or otherwise detract from any teacher benefit existing prior to its effective date.

ARTICLE XXIII

SALARIES, STIPENDS, AND EXTRA CURRICULAR

- A. 1. All salaries of all teachers covered by this Agreement are set forth in Schedule

“A” for each of the three (3) years of this Agreement. Schedules “A” are attached hereto and made a part hereof. This includes salary guides for 2006-2007 and 2007-2008 and 2008-2009. All Teachers shall advance and/or be placed on their appropriate experience step on each year’s salary guide unless an increment is withheld as per 18A:29-14.

2. Eligibility for step advancement on the salary guide shall require a minimum of ninety-three days on the payroll.
 3. Teachers serving as instructors in the after school alternative program shall be compensated at either thirty dollars (\$30.00) per hour or their Schedule A hourly rate, whichever is greater.
- B. An optional summer payment plan whereby the Teacher empowers and directs the Secretary of the Board to deduct and withhold an amount equal to ten (10%) percent of each semi-monthly salary installments which is to be paid in two (2) equal installments on July 15th and August 15th or upon death or termination of employment if earlier will continue to be available to teachers.
- C.
1. Teachers performing any tutorial services shall be paid at the rate of thirty dollars (\$30.00) per hour.
 2. Department Chairperson and teachers required to work more than the number of days specified in Article VI will be compensated at their per diem rate to be prorated on an hourly basis for each Teacher working less than a normal school day.
 3. Teacher participation in extra-curricular activities for which chaperones are needed and teachers who participate in field trips which extend beyond the normal school day shall be compensated at the rate of twenty-one dollars (\$21.00) per hour.
 4. Teachers shall not be required to drive students to activities which take place away from the school building. A teacher may do so voluntarily, however, with the advance approval of his Principal or immediate supervisor. He shall be compensated at the prevailing IRS rate for mileage for the use of his automobile.
- D. The member of the Child Study team shall be compensated on the following basis provided the individual continuously held the position since June 30, 1992. Individuals who join the team after July 1, 1992, shall not receive this additional compensation.
1. Team Chairman--\$500
 2. Psychologist—Step on salary guide (Schedule “A”) plus \$2500.
 3. Learning Disability Specialist—Step on salary guide (Schedule “A”) plus \$500.

- E. Compensation for all extra-curricular activities shall be as set forth in Schedule "B" which is attached hereto and made a part hereof.
- F. 1. All credits obtained after September 1, 1978, in order to apply for salary classification changes above the Bachelor's level, must carry graduate credit. Anyone having credits beyond his/her Bachelor's degree prior to September 1, 1978, may count them for BA+15 and BA+30 salary classification and any teacher having achieved a salary classification prior to September 1, 1978, shall retain it. Exceptions to the graduate credit requirement of this section may be made by the Superintendent for courses taken after September 1, 1978. The courses must be approved in advance for salary classification change by the Superintendent. The Superintendent's determination shall not be grievable. A maximum of six (6) undergraduate credits may be used for salary classification change.
2. Salary changes will occur only on September 1st or February 1st of each year. Teachers anticipating a salary change must notify the Superintendent of the anticipated change no later than January 31st of the preceding school year for the change to be effective on the above dates. Teachers hired after the deadline will give notice as soon as possible.
- G. New positions/stipends for Schedule B shall be created via the following procedure:
1. Submission of request from activity advisor/coach to the Building Principal shall be made via the Head Representative. Requests should include brief job description and/or stipend requested.
 2. If approved, the Principal then recommends the position/stipend to the Superintendent.
 3. If approved, the Superintendent then recommends the position/stipend to the Extra-Curricular Committee.
 4. If approved, the Board will add said position/stipend to Schedule B (or change the existing stipend).
 5. The decision will not be grievable.

H. Teachers Used As Substitutes

The parties agree to the following terms and conditions regarding the assignment of teachers to cover classes in the absence of a substitute:

1. The district shall make every reasonable effort to acquire substitutes for absent staff.
2. If a substitute is not available, no teacher shall be assigned without seeking a volunteer.

3. If teachers are willing to volunteer, they shall submit their names to the building principal. If there is more than one volunteer available, the coverage shall be offered on a rotating basis.
4. Reimbursement shall be at the current rate of tutorial pay pro-rated according to the length of the instructional and/or duty period.
5. Teachers shall be reimbursed when covering an instructional period during their duty and/or preparation period and when assigned to cover a duty period during a preparation period.
6. Teachers shall not receive a formal evaluation when operating in this program outside of their contractual job description.

I. Athletic Trainer

The athletic trainer will be compensated at 1.15 times the appropriate step on the salary guide.

ARTICLE XXIV

INSTRUCTIONAL MATERIALS AND SUPPLIES

Teachers shall have the right and the opportunity to consult with the Building Principal concerning the expenditure of funds in the instructional material and instructional equipment line items of the final approved budget for the school district. Teachers shall have the right to recommend possible substitutions or deletions after expenditures have been reduced.

ARTICLE XXV

ACCUMULATED SICK LEAVE DAYS

- A. Upon retirement from Middle Township in accordance with TP&AF guidelines, any teacher who has been employed at least seven (7) years in the district shall receive payment for accumulated sick days (Article XI) up to a maximum of two hundred twenty-five (225) times fifty dollars (\$50) per day.
- B. Teachers who plan to retire between the close of the school year and December 31 shall be paid in accordance with the above formula within thirty (30) days following retirement provided the teacher has notified the Board of his/her intention to retire prior to January 1. Teachers who retire at other times and teachers who fail to give the required advance notice shall be paid during the month of July in the fiscal year that begins no less than six (6) months after the teacher retires.

ARTICLE XXVI

REPRESENTATION FEE

Purpose of Fee

If an employee does not become a member of the Association during any membership year, which is covered in whole or in part by this Agreement, said employee will be required to pay a representation fee to the Association for that membership year. The purpose of this fee will be to offset the employee's per capita cost of services rendered by the Association as majority representative.

ARTICLE XXVII

DURATION OF AGREEMENT

- A. This agreement shall be effective as of July 1, 2006, and shall continue in effect until June 30, 2009. Subject to the Association's right to continue as a majority representative and negotiate over a successor agreement. This agreement shall not be extended orally, and it expressly understood that it shall expire on the date indicated.
- B. On witness whereof the parties hereto have caused this Agreement to be signed by their respective Presidents, attested by the respective secretaries, and their corporate seals to be placed hereon, all on the day and year first written above.

**MIDDLE TOWNSHIP
BOARD OF EDUCATION**

Calvin S. Bueh

Walter F. Landry

Date 7/19/07

**MIDDLE TOWNSHIP
EDUCATION ASSOCIATION**

Charlotte Jello, Pres.

Guy Wynn, VP

Date July 19, 2007

TEACHER SALARY GUIDE

2006-2007

<u>Step</u>	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>	<u>PhD</u>
1	42,165	42,743	43,301	43,859	44,417	44,975	45,533
2	42,365	42,943	43,501	44,059	44,617	45,175	45,733
3	42,565	43,143	43,701	44,259	44,817	45,375	45,933
4	42,765	43,343	43,901	44,459	45,017	45,575	46,133
5	42,985	43,543	44,101	44,659	45,217	45,775	46,333
6	43,185	43,743	44,301	44,859	45,417	45,975	46,533
7	43,385	43,943	44,501	45,059	45,617	48,175	46,733
8	43,585	44,143	44,701	45,259	45,817	46,375	46,933
9	43,824	44,382	44,940	45,498	46,056	46,614	47,172
10	44,190	44,748	45,306	45,864	46,422	46,980	47,538
11	46,355	46,913	47,471	48,029	48,587	49,145	49,703
12	49,255	49,813	50,371	50,929	51,487	52,045	52,603
13	52,155	52,713	53,271	53,829	54,387	54,945	55,503
14	55,055	55,613	56,171	56,729	57,287	57,845	58,403
15	58,055	58,613	59,171	59,729	60,287	60,845	61,403
16	61,055	61,613	62,171	62,729	63,287	63,845	64,403
17	64,055	64,613	65,171	65,729	66,287	66,845	67,403
18	67,355	67,913	68,471	69,029	69,587	70,145	70,703
19	71,000	71,558	72,116	72,674	73,232	73,790	74,348

NOTE: Non-degree teaching staff members earn six hundred and twenty-five dollars (\$625) less than the step on the BA Guide.

TEACHER SALARY GUIDE

2007-2008

<u>Step</u>	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>	<u>PhD</u>
1	43,805	44,383	44,941	45,499	46,057	46,615	47,173
2	44,005	44,583	45,141	45,699	46,257	46,815	47,373
3	44,205	44,783	45,341	45,899	46,457	47,015	47,573
4	44,405	44,983	45,541	46,099	46,657	47,215	47,773
5	44,625	45,183	45,741	46,299	46,857	47,415	47,973
6	44,825	45,383	45,941	46,499	47,057	47,615	48,173
7	45,025	45,583	46,141	46,699	47,257	47,815	48,373
8	45,225	45,783	46,341	46,899	47,457	48,015	48,573
9	45,464	46,022	46,580	47,138	47,696	48,254	48,812
10	45,830	46,388	46,946	47,504	48,062	48,620	49,178
11	47,985	48,543	49,101	49,659	50,217	50,775	51,333
12	50,985	51,543	52,101	52,659	53,217	53,775	54,333
13	53,985	54,543	55,101	55,659	56,217	56,775	57,333
14	56,985	57,543	58,101	58,659	59,217	59,775	60,333
15	59,985	60,543	61,101	61,659	62,217	62,775	63,333
16	62,985	63,543	64,101	64,659	65,217	65,775	66,333
17	66,055	66,613	67,171	67,729	68,287	68,845	69,403
18	69,355	69,913	70,471	71,029	71,587	72,145	72,703
19	73,000	73,558	74,116	74,674	75,232	75,790	76,348

NOTE: Non-degree teaching staff members earn six hundred and twenty-five dollars (\$625) less than the step on the BA Guide.

TEACHER SALARY GUIDE

2008-2009

<u>Step</u>	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>	<u>PhD</u>
1	45,620	46,198	46,756	47,314	47,872	48,430	48,988
2	45,820	46,398	46,956	47,514	48,072	48,630	49,188
3	46,020	46,598	47,156	47,714	48,272	48,830	49,388
4	46,220	46,798	47,356	47,914	48,472	49,030	49,588
5	46,440	46,998	47,556	48,114	48,672	49,230	49,788
6	46,640	47,198	47,756	48,314	48,872	49,430	49,988
7	46,840	47,398	47,956	48,514	49,072	49,630	50,188
8	47,040	47,598	48,156	48,714	49,272	49,830	50,388
9	47,279	47,837	48,395	48,953	49,511	50,069	50,627
10	47,645	48,203	48,761	49,319	49,877	50,435	50,993
11	49,955	50,513	51,071	51,629	52,187	52,745	53,303
12	52,955	53,513	54,071	54,629	55,187	55,745	56,303
13	55,955	56,513	57,071	57,629	58,187	58,745	59,303
14	58,955	59,513	60,071	60,629	61,187	61,745	62,303
15	61,955	62,513	63,071	63,629	64,187	64,745	65,303
16	64,955	65,513	66,071	66,629	67,187	67,745	68,303
17	68,025	68,583	69,141	69,699	70,257	70,815	71,373
18	71,325	71,883	72,441	72,999	73,557	74,115	74,673
19	75,000	75,558	76,116	76,674	77,232	77,790	78,348

NOTE: Non-degree teaching staff members earn six hundred and twenty-five dollars (\$625) less than the step on the BA Guide.

SCHEDULE B

2006-2009

<u>School</u>	<u>Title</u>	<u>Position</u>	<u>06-07</u>	<u>07-08</u>	<u>08-09</u>
Elementary #1	Coordinator	Audio Visual	\$1,815.00	\$2,008.00	\$2,210.00
Elementary #1	Coach	Dance/Step Team	\$2,349.00	\$2,542.00	\$2,744.00
Elementary #2	Coordinator	Audio Visual	\$1,815.00	\$2,008.00	\$2,210.00
Elementary #2	Director	Band	\$3,207.00	\$3,400.00	\$3,602.00
Elementary #2	Director	Choir	\$3,206.00	\$3,399.00	\$3,601.00
Elementary #2	Director	Choir	\$3,206.00	\$3,399.00	\$3,601.00
Elementary #2	Coach	Dance/Step Team	\$2,349.00	\$2,542.00	\$2,744.00
Elementary #2	Coordinator	Reading	\$3,546.00	\$3,739.00	\$3,941.00
Elementary #2	Advisor	Yearbook	\$1,556.00	\$1,749.00	\$1,951.00
Middle School	Accountant	Activities	\$3,070.00	\$3,263.00	\$3,465.00
Middle School	Advisor	Aquaculture Club	\$3,500.00	\$3,693.00	\$3,895.00
Middle School	Coordinator	Athletic	\$4,570.00	\$4,763.00	\$4,965.00
Middle School	Director	Band	\$3,630.00	\$3,823.00	\$4,025.00
Middle School	Head Coach	Baseball	\$3,339.00	\$3,532.00	\$3,734.00
Middle School	Head Coach	Basketball (Boys)	\$3,339.00	\$3,532.00	\$3,734.00
Middle School	Assist. Coach	Basketball (Boys)	\$1,000.00	\$1,193.00	\$1,395.00
Middle School	Head Coach	Basketball (Girls)	\$3,339.00	\$3,532.00	\$3,734.00
Middle School	Advisor	Cheerleading	\$3,303.00	\$3,496.00	\$3,698.00
Middle School	Director	Choir	\$3,206.00	\$3,399.00	\$3,601.00
Middle School	Coach	Dance/Step Team	\$2,349.00	\$2,542.00	\$2,744.00
Middle School	Head Coach	Field Hockey	\$3,339.00	\$3,532.00	\$3,734.00
Middle School	Director	School Musical	\$5,493.00	\$5,686.00	\$5,888.00
Middle School	Production/Band	School Musical	\$2,634.00	\$2,827.00	\$3,029.00
Middle School	Choreography	School Musical	\$4,666.00	\$4,859.00	\$5,061.00
Middle School	Production/Vocal	School Musical	\$2,634.00	\$2,827.00	\$3,029.00
Middle School	Head Coach	Soccer (B)	\$3,339.00	\$3,532.00	\$3,734.00
Middle School	Head Coach	Soccer (G)	\$3,339.00	\$3,532.00	\$3,734.00
Middle School	Head Coach	Softball	\$3,339.00	\$3,532.00	\$3,734.00
Middle School	Director	Stage Band	\$3,456.00	\$3,649.00	\$3,851.00
Middle School	Head Coach	Wrestling	\$3,339.00	\$3,532.00	\$3,734.00
Middle School	Advisor	Yearbook	\$2,286.00	\$2,479.00	\$2,681.00
High School	Accountant	Activities	\$6,261.00	\$6,454.00	\$6,656.00
High School	Advisor	Aquaculture Club	\$3,500.00	\$3,693.00	\$3,895.00
High School	Director	Band	\$6,256.00	\$6,449.00	\$6,651.00
High School	Asst. Director	Band	\$4,728.00	\$4,921.00	\$5,123.00
High School	Advisor	Band Front .	\$4,469.00	\$4,662.00	\$4,864.00
High School	Asst. Coach	Baseball	\$4,794.00	\$4,987.00	\$5,189.00
High School	Asst. Coach	Baseball	\$4,794.00	\$4,987.00	\$5,189.00
High School	Head Coach	Baseball	\$5,563.00	\$5,756.00	\$5,958.00
High School	Asst. Coach	Basketball (Boys)	\$5,297.00	\$5,490.00	\$5,692.00

<u>School</u>	<u>Title</u>	<u>Position</u>	<u>06-07</u>	<u>07-08</u>	<u>08-09</u>
High School	Head Coach	Basketball (Boys)	\$6,345.00	\$6,538.00	\$6,740.00
High School	Asst. Coach	Basketball (Boys)	\$5,297.00	\$5,490.00	\$5,692.00
High School	Head Coach	Basketball (Girls)	\$6,345.00	\$6,538.00	\$6,740.00
High School	Asst. Coach	Basketball (Girls)	\$5,297.00	\$5,490.00	\$5,692.00
High School	Asst. Coach	Basketball (Girls)	\$5,297.00	\$5,490.00	\$5,692.00
High School	Coach	Cheerleading - Fall	\$2,622.00	\$2,815.00	\$3,017.00
High School	Coach	Cheerleading - Winter	\$3,622.00	\$3,815.00	\$4,017.00
High School	Director	Choir	\$4,091.00	\$4,284.00	\$4,486.00
High School	Head Coach	Cross Country (Boys)	\$5,047.00	\$5,240.00	\$5,442.00
High School	Head Coach	Cross Country (Girls)	\$5,047.00	\$5,240.00	\$5,442.00
High School	Sponsor	Dance Team	\$2,349.00	\$2,542.00	\$2,744.00
High School	Coach	Drama	\$3,775.00	\$3,968.00	\$4,170.00
High School	Asst. Coach	Field Hockey	\$4,794.00	\$4,987.00	\$5,189.00
High School	Head Coach	Field Hockey	\$5,563.00	\$5,756.00	\$5,958.00
High School	Asst. Coach	Field Hockey	\$4,794.00	\$4,987.00	\$5,189.00
High School	Advisor	Fitness	\$1,330.00	\$1,523.00	\$1,725.00
High School	Asst. Coach	Football	\$5,297.00	\$5,490.00	\$5,692.00
High School	Asst. Coach	Football	\$5,297.00	\$5,490.00	\$5,692.00
High School	Asst. Coach	Football	\$5,297.00	\$5,490.00	\$5,692.00
High School	Asst. Coach	Football	\$5,297.00	\$5,490.00	\$5,692.00
High School	Head Coach	Football	\$6,558.00	\$6,751.00	\$6,953.00
High School	Asst. Coach	Football	\$5,297.00	\$5,490.00	\$5,692.00
High School	Club Sponsor	Future Business			
		Leaders of America	\$2,877.00	\$3,070.00	\$3,272.00
High School	Head Coach	Golf	\$5,047.00	\$5,240.00	\$5,442.00
High School	Club Sponsor	Journalism	\$3,842.00	\$4,035.00	\$4,237.00
High School	Advisor	Junior Class	\$3,842.00	\$4,035.00	\$4,237.00
High School	Advisor	Key Club	\$3,842.00	\$4,035.00	\$4,237.00
High School	Asst Coach	Lacrosse (B)	\$4,794.00	\$4,987.00	\$5,189.00
High School	Head Coach	Lacrosse (B)	\$5,563.00	\$5,756.00	\$5,958.00
High School	Asst Coach	Lacrosse (B)	\$4,794.00	\$4,987.00	\$5,189.00
High School	Head Coach	Lacrosse (G)	\$5,563.00	\$5,756.00	\$5,958.00
High School	Asst Coach	Lacrosse (G)	\$4,794.00	\$4,987.00	\$5,189.00
High School	Asst Coach	Lacrosse (G) F	\$4,794.00	\$4,987.00	\$5,189.00
High School	Director	Musical Band	\$4,515.00	\$4,708.00	\$4,910.00
High School	Director	Musical Choir	\$5,493.00	\$5,686.00	\$5,888.00
High School	Director	Musical Choreography	\$2,426.00	\$2,619.00	\$2,821.00
High School	Director	Musical Choreography	\$2,426.00	\$2,619.00	\$2,821.00
High School	Director	Musical Production	\$5,493.00	\$5,686.00	\$5,888.00
High School	Advisor	Mock Trial		\$5,541.00	\$5,743.00
High School	Club Sponsor	National Honor Society	\$2,877.00	\$3,070.00	\$3,272.00
High School	Club Sponsor	School Store	\$3,663.00	\$3,856.00	\$4,058.00
High School	Advisor	Senior Class	\$3,842.00	\$4,035.00	\$4,237.00
High School	Head Coach	Soccer (Boys)	\$5,563.00	\$5,756.00	\$5,958.00

<u>School</u>	<u>Title</u>	<u>Position</u>	<u>06-07</u>	<u>07-08</u>	<u>08-09</u>
High School	Asst. Coach	Soccer (Boys)	\$4,794.00	\$4,987.00	\$5,189.00
High School	Asst. Coach	Soccer (Boys)	\$4,794.00	\$4,987.00	\$5,189.00
High School	Head Coach	Soccer (Girls)	\$5,563.00	\$5,756.00	\$5,958.00
High School	Asst. Coach	Soccer (Girls)	\$4,794.00	\$4,987.00	\$5,189.00
High School	Head Coach	Softball	\$5,563.00	\$5,756.00	\$5,958.00
High School	Asst. Coach	Softball	\$4,794.00	\$4,987.00	\$5,189.00
High School	Asst. Coach	Softball	\$4,794.00	\$4,987.00	\$5,189.00
High School	Director	Stage Band	\$4,469.00	\$4,662.00	\$4,864.00
High School	Club Sponsor	Student Council	\$3,968.00	\$4,161.00	\$4,363.00
High School	Head Coach	Swimming	\$5,563.00	\$5,756.00	\$5,958.00
High School	Asst. Coach	Swimming	\$4,794.00	\$4,987.00	\$5,189.00
High School	Head Coach	Tennis (Boys)	\$5,047.00	\$5,240.00	\$5,442.00
High School	Head Coach	Tennis (Girls)	\$5,047.00	\$5,240.00	\$5,442.00
High School	Head Coach	Track (Boys)	\$5,563.00	\$5,756.00	\$5,958.00
High School	Asst. Coach	Track (Boys)	\$4,794.00	\$4,987.00	\$5,189.00
High School	Head Coach	Track (Girls)	\$5,563.00	\$5,756.00	\$5,958.00
High School	Asst. Coach	Track (Girls)	\$4,794.00	\$4,987.00	\$5,189.00
High School	Advisor	United Young Generation	\$3,968.00	\$4,161.00	\$4,363.00
High School	Head Coach	Volleyball (G)	\$5,563.00	\$5,756.00	\$5,958.00
High School	Asst. Coach	Volleyball (G)	\$4,794.00	\$4,987.00	\$5,189.00
High School	Asst. Coach	Volleyball (G)	\$4,794.00	\$4,987.00	\$5,189.00
High School	Supervisor	Weight Training (Spring)	\$1,493.00	\$1,686.00	\$1,888.00
High School	Supervisor	Weight Training (Summer)	\$1,493.00	\$1,686.00	\$1,888.00
High School	Supervisor	Weight Training (Winter)	\$1,493.00	\$1,686.00	\$1,888.00
High School	Advisor	Winter Guard	\$3,745.00	\$3,938.00	\$4,140.00
High School	Head Coach	Winter Track	\$5,563.00	\$5,756.00	\$5,958.00
High School	Asst. Coach	Winter Track	\$4,794.00	\$4,987.00	\$5,189.00
High School	Asst. Coach	Wrestling	\$4,794.00	\$4,987.00	\$5,189.00
High School	Head Coach	Wrestling	\$5,563.00	\$5,756.00	\$5,958.00
High School	Advisor	Yearbook	\$5,541.00	\$5,734.00	\$5,936.00