

# AGREEMENT

between

THE AVON-BY-THE-SEA

BOARD OF EDUCATION

and

THE AVON-BY-THE-SEA

EDUCATION ASSOCIATION

JULY 1, 2007 - JUNE 30, 2010

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## **PREAMBLE**

This Agreement is entered into by and between the Board of Education of the Borough of Avon-by-the-Sea, hereinafter referred to as the "Board" and the Avon Education Association, hereinafter referred to as the "Association".

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

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

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

**ARTICLE #1**  
**RECOGNITION**

- A. The Board hereby recognizes the Association as the exclusive and sole representative for collective bargaining for the terms and conditions of employment for all certified personnel whether under contract, or on leave, employed by the Board. This includes full and part time teachers, but excludes personnel on a per diem basis and others excluded by law.
  
- B. Unless otherwise indicated, the term "teacher", when used hereinafter, shall refer to all professional employees represented by the Association in the negotiations unit defined above.

**ARTICLE #2**  
**NEGOTIATION OF SUCCESSOR AGREEMENT**

- A. The parties agree to enter into collective negotiations over a successor agreement in accordance with Chapter 123, Public Laws of 1974, and shall meet within reasonable time and negotiate in good faith with respect to grievances and terms and conditions of employment. Such negotiations shall begin not later than October 1, (unless extended by mutual consent) of the calendar year preceding the calendar year in which this Agreement expires. Any agreement negotiated shall be reduced to writing, signed by the Board and the Association, and be ratified by the Board and the Association.
  
- B. 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.
  
- C. Neither party, in any negotiations, shall have control over the selection of the negotiating representatives of the other party.

**ARTICLE #3**  
**GRIEVANCE PROCEDURE**

- A. A grievance shall mean a complaint by an employee or representatives of employees concerning the interpretation, application, or violation of this contract.
- B. With respect to the grievance, the employee shall be assured freedom from restraint, interference, coercion, discrimination, or reprisal in presenting the appeal. The employee shall have the right to present their own appeal or designate the representatives of the Association, or any other representative of their own choosing, to appear with them or for them at any step in the appeal after the informal meeting with the Superintendent, up to and including Step 4 outlined in the following procedures:

C. PROCEDURE

STEP 1 Any employee who has a grievance shall discuss it first with the Superintendent (within five (5) business days of the occurrence of the incident) in an attempt to resolve the matter informally at that level.

STEP 2 If, as a result of this discussion, the matter is not resolved to the satisfaction of the employee within ten (10) or less business days, the employee may set forth the complaint in writing to the Superintendent. This letter shall contain a request for a meeting with the Superintendent within ten (10) business days after the receipt of this complaint. The employee may request representation at this meeting by any member of the Association. Following this meeting, the Superintendent shall communicate the decision to the employee in writing within five (5) business days.

STEP 3 If the grievance is not resolved to the employee's satisfaction, the employee may request a review by the Board. The request for review shall be submitted in writing through the Superintendent who shall attach all related papers and forward the request to the Board. The Board shall, before the next regular Board meeting, or within fifteen (15) business days of the receipt of the request, review the grievance, hold a hearing with the employee(s) if requested, and render a decision as quickly as possible, but within a period not to exceed thirty (30) business days from the date the request was submitted.

STEP 4 If the grievance involves the interpretation of the language of this contract, the grievant may submit said grievance to binding arbitration within fifteen (15) business days after receipt of the decision of the Board. Within (10) ten business days, after such written notice of submission to binding arbitration, the Board and the grievant and/or the representative, shall attempt to agree upon a mutually acceptable

arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within a specified period, a request for a list of arbitrators shall be made to the American Arbitration Association by either party. The parties then shall be bound by the rules of the American Arbitration Association in selection of an arbitrator. The arbitrator so selected shall confer with the representatives of the Board and grievant and shall hold hearing promptly. The arbitrator shall be requested to issue the decision not later than thirty (30) business days from the date of the close of hearing, or if the oral hearings have been waived, then from the date the final statements and proofs on the issues are submitted to him/her. The arbitrator's decision shall be in writing and shall set forth the findings, reasoning, and conclusions on the issues submitted. The arbitrator shall be without power to make any decision, which required the commission of an act prohibited by law or which violates the terms of this Agreement. The decision of the arbitrator shall be final and binding upon the parties. The cost for services of the arbitrator shall be shared equally by the Board and the grievant and any other expenses incurred shall be paid by the party incurring same.

- D. All employees shall continue to be subject to the direction of the Superintendent until a decision is reached on the grievance. If the grievance is decided in favor of the employee, the Board shall reinstate any withheld back pay due to suspension.
- E. For this article, a business day is defined as any day in which the school business office is open. The school business office is open during the school year on days in which the teachers are required to be present, as per the Avon Elementary Annual School Calendar. During the summer months, the business office is open and the Board of Education will notify the Association by May 31 of that year as to what the days and hours of operation will be.

**ARTICLE #4**  
**TEACHING HOURS AND LOAD**

- A. No teacher shall be required to report for duty earlier than five (5) minutes before the opening of the pupil's school day, and shall be permitted to leave fifteen (15) minutes after the close of the pupil's school day, with the exception of days on which the normal schedule had been altered to accommodate testing, workshops, parent - teacher conferences, curriculum, or similar days.
- B. Teachers will arrive no later than 8:05 a.m. and may leave the building at the end of the school day at 3:12 p.m. Non-instructional time shall be five (5) minutes before school and fifteen (15) minutes after school for teachers. Pupil contact time will remain five (5) hours and thirty-five (35) minutes.
- C. Teachers may leave the building without requesting permission during their scheduled duty free lunch periods.
- D. Classroom teachers shall have two (2) daily preparation periods in addition to their lunch period in which they shall not be assigned to any other duties. Teachers are required to receive prior approval from the superintendent should they want to leave the building during a prep time. Requests shall not be unreasonably denied. Teachers are to remain in the building if not approved to leave.
- E. Substitute teachers shall be provided for all subject area teachers when they are absent. In the event that a substitute is not obtained and a teacher is required to cover a class, such teacher shall be reimbursed at the rate of \$20.90 in the first year, \$21.88 in the second year and \$22.89 in the third year for a missed preparation period.
- F. Teachers will be assigned to playground/lunchroom supervision duty for a total of 60 minutes per week and not more than 3 days per week.
- G. Unit members shall not be required to drive students to activities, which take place away from the school building.
- H. The Superintendent, with Board approval, will compensate teachers for extra duties performed voluntarily outside the scope of the normal work day and not previously compensated under the other provisions of the collective bargaining agreement at the rate of \$36.00, \$37.50, and \$39.00 per hour, which would include preparation and presentation time as mutually agreed upon.
- I. Teachers requested by the Superintendent to attend professional workshops, which are outside of the contractual workday, shall be reimbursed at the rate of \$100.00 for a full day's attendance.



- J. All teachers must attend Back - To - School Night and evening Parent - Teacher Conferences, as has been past practice. Supervising teacher(s) shall be required as has been past practice, to attend the following listed activities after school and/or evenings; Gym Show, Holiday Program, Science Fair, Art Show, Spring Musical, Graduation.
- K. Evening conferences shall be set aside for the convenience for parents who are unable to attend day sessions. These terms must be mutually agreeable to parents, teachers, and the Superintendent.
- L. Staff meetings will be held once a month. There will be five half (1/2) hour meetings per school year and five one hour meetings per school year.
- M. Teachers shall report to school 185 days per year, of which 180 days shall be student instructional days and 5 days will be teacher in-service days. The school calendar may reflect more than 185/180 days to include time for emergency closing days. If the scheduled emergency days are utilized, the school calendar will be extended to fulfill the 185 days for teacher reporting and the 180 days of student instruction.
- N. The reimbursement and attendance of part time teachers at a relevant professional development day workshop scheduled on a non-reporting day shall be paid at their per diem rate, if mutually agreeable.

**ARTICLE #5**  
**TEACHER EMPLOYMENT**

- A. The Board agrees when possible, to hire only fully certified teachers holding/appropriate certificates issued by the New Jersey State Board of Examiners for every teacher in assignment.
  
- B. The Board may grant teachers with previous teaching experience in this district, upon returning to the system, credit on the salary guide for Board approved teaching experience. Peace Corps, VISTA, or National Teacher Training Corps, work and time spent on a Fullbright Scholarship up to a maximum set forth in the salary guide.
  
- C. Teachers shall be notified in writing of their contract and salary status for the ensuing year no later than May 15<sup>th</sup>.

**ARTICLE #6**  
**SICK LEAVE AND OTHER LEAVES OF ABSENCE**

- A. All full-time teachers shall be entitled to ten (10) sick leave days per school year, which shall accumulate. These shall be in accordance with N.J.S.A. 18A. In addition, all teachers shall be granted two (2) additional non - accumulative sick leave days during the contract year, but only after ten (10) sick leave days have been used.
- B. Teachers shall be given written account of accumulated sick leave days not later than September 30<sup>th</sup> of each school year.
- C. All teachers shall be entitled to four (4) personal days per school year, or their full time equivalent, for personal, legal business, household or family matters which require absence during school hours. Application to the Superintendent for personal leave shall be made at least (3) days before taking such leave except in an emergency. The Superintendent may require a change of date if granting such leave would result in more than two classroom teachers being absent on the requested day(s). No personal days may be used immediately before or after a school recess. All unused personal leave days shall accumulate as sick days at the end of each school year.
- D. Part time teachers shall receive sick and personal days pro rated as per their full time equivalency rounded to the nearest half (1/2) day.

**ARTICLE #7**  
**TEMPORARY LEAVES OF ABSENCE**

- A. Teachers shall be entitled to the following temporary, non-accumulative leaves absence with full pay:
1. Up to five (5) consecutive days bereavement leave shall be granted for members of the immediate family and three (3) consecutive days for in-laws.
  2. Teachers shall be provided opportunities to visit other schools and to attend meetings or conferences of an educational nature for the development of increased competence beyond that which they may attain through the performance of their assigned duties.
- B. As it is the Board's desire to foster and maintain a caring relationship with the staff of the Avon School, the following and other temporary, non-accumulative leaves with full pay may be granted by formal action of the Board:
1. Up to six (6) days at any one time to care for a serious illness involving the teacher's immediate family or family members living in the same household. Immediate family will include the teacher's spouse, child, parent, or sibling. Both the Superintendent and Board President, prior to any time being taken, must approve the leave. The Board, at their next scheduled business meeting, must ratify the above referenced approval. In the event of an emergency, the teacher will be charged for any sick days used to care for a family member. Those sick days may be reinstated by action of the Board if deemed appropriate at their next regular business meeting.
  2. If additional time is needed, the employee may take an unpaid leave in accordance with the Family Medical Leave Act. Board approval will be needed for use of accumulated sick time.
  3. One (1) day in the event of the death of a teacher's friend or relative outside of the teacher's immediate family. This day will require approval by the Superintendent and Board President, and must be ratified by the Board at their regular business meeting.
  4. In the event of the death of an active teacher, staff member, or student of this system, the Superintendent may grant members of the teaching staff sufficient time off to attend the funeral.

**ARTICLE #8**  
**EXTENDED LEAVES OF ABSENCE**

- A. The following and other leaves of absence without pay may be granted by the Board for good reason:
1. A leave of absence without pay of up two (2) years may be granted to any tenured teacher who joins the Peace Corp, VISTA, National Teacher Corps, Project Hope or serves as an exchange teacher to overseas, and is a full time participant in either.
  2. The Board may grant childcare or adoption leaves of absence without pay or benefits to employees under the following terms and conditions:
    - a. Any tenured or non-tenured employee may request an unpaid leave of absence to care for a newly born or adopted child. If the employee has sick days accumulated, they may be used for this leave until exhausted.
    - b. Teachers should make a request for this leave at least 90 days prior to the commencement date of the leave. This 90 day notification requirement may be reduced by agreement between the teacher and the Superintendent in the case of unforeseen circumstances.
    - c. Any teacher may return to work within the school year in which the leave begins, provided he or she has requested to do so in the original application for this leave, specifying then the date when he or she plans to return. Any change of date of return within the same school year shall be allowed at the discretion of the Board. Such change may be granted for reasons associated with the pregnancy, birth or adoption.
    - d. Any tenured teacher who wishes to extend said leave beyond the school year in which it begins shall make written application to the Board of Education at least 90 days prior to the beginning of the school year.
    - e. Tenured employees shall be granted a child care or adoption leave without pay for not more than two years. When the leave is granted, the teacher will return as a tenured employee to a position for which he or she is certified. The position may not necessarily be the position that the teacher left to take a leave but shall be substantially equivalent.
    - f. Time on leave does not count towards the tenure of non-tenured employees.
    - g. Nothing herein shall be construed to require the Board of Education to grant tenure or to offer a new contract to any non-tenured teacher who would not have otherwise been offered a contract.

- h. Teachers must work at least 90 school days in a given school year before or after their leave in order to be eligible for movement on the salary guide. The use of sick leave days shall not be considered working days for the purpose of determining the number of days worked in a given year.
  - i. Any teacher granted a leave of absence under this Article shall have benefits paid for by the Board of Education as per the mandates of the Family Medical Leave Act, New Jersey Family Leave Act and accompanying regulations.
3. Any teacher shall notify the Superintendent of her condition as soon as possible. If she elects to remain in her position, she may be required to submit periodic certification of her continuing fitness to perform her duties. Notification of any teacher's intention to take leave associated with pregnancy shall be in writing, specifying the date on which she intends to begin her leave(s), maternity/ disability, family leave and childcare leave, and the date on which she wishes to return to work. This notification must be made at least 90 days prior to the beginning of the leave.
- a. During the time a teacher is on leave, be it Maternity Disability, Family Leave or Child Care Leave, the teacher is eligible to use any accumulated sick time. Leave may be taken without pay in the event the teacher does not have accumulated sick leave.
  - b. Should the anticipated period of disability occur early in the school year and therefore could substantially disrupt the educational process, it may be in the best interests of all parties for the leave to start at the beginning of the school year.
  - c. The commencement date of maternity disability leave may be anytime prior to birth. The Board recognizes that pregnancy does not necessarily disable a teacher and thus no teacher will be required to take unpaid leave of absence for pregnancy.
  - d. At the end of the disability period, the teacher may take up to twelve weeks family leave under the New Jersey Family Leave Act.
4. A leave of absence without pay of up to one (1) year may be granted to tenured teachers for reasons of personal or family health. Additional leave may be granted at the discretion of the Board.

- B. In computing service to determine the employee's position on the salary guide at expiration of leave, time spent on leave shall not be counted as active service in this school district.

- C. An employee on leave of absence may return upon expiration of the leave when there is a position available for which the employee is qualified. Application to return from leave of absence should be filed with the Superintendent not later than March 15<sup>th</sup> preceding the September of the year of return.
  
- D. All extensions or renewals of leaves shall be applied for and granted in writing.

**ARTICLE #9**  
**PROFESSIONAL DEVELOPMENT and EDUCATIONAL IMPROVEMENT**

The Board agrees:

- A. To pay the full cost of tuition and other reasonable expenses incurred in connection with any courses, workshops, seminars, conferences, in-service training sessions, or other sessions which a teacher is required and/or requested by the administration to take. To pay the reasonable expenses (including fees, meals, lodging and/or transportation) incurred by teachers who attend such sessions.
- B. The Avon Board of Education recognizes and encourages the pursuit of graduate education related to the professional responsibilities of its teachers. To encourage further professional development, teachers enrolled in an administratively approved course will be paid tuition grants for up to 9 graduate credits per summer session and six graduate credits per fall and spring semester, subject to the following conditions below. Courses must be related to the professional responsibilities of the teacher.
1. All courses must be taken at schools accredited by the New Jersey Department of Education, New Jersey Department of Higher Education, Middle States Association of Colleges and Schools, Commission on Higher Education, or in the case where the institution is in another state, approval of that state's accrediting agency.
  2. Tuition reimbursement is available to all teachers who have served at least one full school year in the district. Teachers must remain in the employ of the Avon Board of Education for 2 years after course completion or reimbursed tuition will be due back to the Avon Board of Education. If the teacher's departure from the district is due to non-renewal of contract by the Board of Education then reimbursed tuition will not be considered due back.
  3. Request in writing must be received on the form designated by the Superintendent and shall include a course description. The Superintendent may request additional information, if necessary. In order to be approved by the Superintendent, requests must be received by:
    - ★ April 15 for the Summer Session
    - ★ August 1 for the Fall semester
    - ★ December 1 for the Spring Semester
  4. Approval by the Superintendent shall be in writing prior to registration. Within 8 days of the above listed dates, teachers will be informed regarding what percentage of reimbursement they will receive, based on the allotted amount and the number of requests.



5. For the duration of this contract, the Board will pay a maximum of the prevailing average of the per credit cost of graduate tuition Rutgers University (New Brunswick), Georgian Court University, and William Paterson University.
  6. The teacher must achieve a minimum grade of a “B” or its equivalent to be eligible for tuition reimbursement.
  7. The total amount to be paid for teachers for the 2007-2008, 2008-2009 and 2009-2010 school years shall be \$12,000 per year. One third of this amount will be encumbered for the summer session, one third for the fall session and one third for the spring session. Teachers will receive a prorated amount per credit, based on the number of requests in any given semester. If requests do not exceed the allotted amount, teachers will receive full reimbursement at the Rutgers/Georgian Court/William Paterson average rate. Any unused amount in any given semester will be divided amongst the remaining sessions within the same fiscal year. If unused funds remained after the final semester of the school year, monies will be equally pro-rated amongst teachers who received less than full reimbursement in previous semesters. Unused funds cannot be carried over from one fiscal year to the next.
  8. Reimbursement can occur only after receipt of the following:
    - a. Receipted bill for tuition (cancelled check, or bill marked “paid.”)
    - b. Official transcript of grade showing a “B” or better as an earned mark.
    - c. Copy of Superintendent’s approval.
    - d. These items must be received by:
      - ★ September 10<sup>th</sup> for Summer courses
      - ★ January 10<sup>th</sup> for Fall courses
      - ★ June 10<sup>th</sup> for Spring courses.
  9. Tuition reimbursement shall be made to the teacher at the payroll following the next Board of Education meeting after the receipt of above records.
  10. It is the teacher’s responsibility to adhere to all deadlines and to provide all necessary documentation.
- C. To cooperate with the Association in arranging in - service courses, workshops, conferences, and programs designed to improve the quality of instruction.
- D. Those teachers who have earned any additional credits or degrees shall be compensated at the rate above the Bachelor Level on the attached salary guide. Teachers earning their MA or M A+30 must submit notification and transcripts to the superintendent's office by August 15 to be eligible for movement on the guide as of September 1. Alternatively, teachers may submit notification and transcripts to the superintendent's office by January 15<sup>th</sup> to be eligible for movement on the guide as of February 1.

**ARTICLE #10**  
**INSURANCE PROTECTION**

Current health benefits pursuant to Article #10 will remain in effect for the duration of the contract, until and unless changed by New Jersey State Health Benefits Program, hereinafter referred to as "N.J.S.H.B.P." Qualified unit member shall mean any employee working over twenty (20) hours per week.

- A. The Board shall pay the family contract cost for the N.J.S.H.B.P. for all qualified unit members. The Board Secretary shall administer the plan.
- B. The Board shall assume the full cost of family co-payment prescription plan from NJSHBP. The Board Secretary shall administer the plan. The co-payments determined by NJSHBP will be the responsibility of the Teacher.
- C. All current eligible employees will maintain their dental coverage as written by Horizon and the Board Secretary shall administer the plan. All employees working over (20) hours per week will be offered dental coverage subject to eligibility requirements of the N.J.S.H.B.P. Single dental coverage will be offered for those employees who are not tenured. Full family dental coverage will be offered once tenure is achieved.
- D. Any employee hired after September 1, 2001 and working less than twenty (20) hours per week will not be eligible for any medical, prescription, or dental coverage.
- E. As to rejoining or adding spouse/dependents to the plan due to a change in circumstance or hardship outside of the open enrollment periods (as specified by NJSHBP) N.J.S.H.B.P. would ask for proof of change or hardship involved and could process the change on a monthly basis, as needed, after receiving proof of the event.
- F. If the Board deems it desirable to change plans, the plan put into place will be equal to or better than the existing plan.

**ARTICLE #11**  
**DEDUCTION FROM SALARY**

- A. All deductions from salary shall be in accordance with and subject to State Law.
- B. The Public Employees Federal Credit Union deduction plan:
  - 1. Shall be administered by Public Employees Federal Credit Union.
  - 2. Shall be voluntarily authorized in writing by the employees.
- C. Staff pay with all deductions shall be figured for the entire school year. This shall then be divided into twenty (20) equal installments to be paid semi - monthly during the school year.

**ARTICLE #12**  
**RETIREMENT**

Employees with twelve (12) or more continuous years of service in the Avon-by-the-Sea School District shall be compensated at \$100 per day multiplied by the accumulated sick leave standing to the credit of the employee upon voluntary retirement. Written notice of retirement must be provided to the Board at least sixty (60) days prior to termination of employment. The amount accruing and payable under the provision shall be reduced by any deduction required by law. The Board has the right to increase the buy back rate without establishing a precedent.

**ARTICLE #13**  
**MISCELLANEOUS PROVISIONS**

- A. If any provisions of the Agreement or any application of this Agreement are held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
  
- B. Any individual contract between the Board and an individual unit member, heretofore and hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If any individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration shall control.
  
- C. Copies of this Agreement shall be printed and expenses shared by the Association and the Board, after agreement with the Association on format, within thirty (30) days after the Agreement is signed. Copies shall be presented to all unit members now employed or hereafter employed.

**ARTICLE #14**  
**SALARY GUIDES**

- A. Salary Guides are attached.
- B. Supplemental Position Schedules are attached.

**ARTICLE #15  
DURATION OF AGREEMENT**

This Agreement is effective from July 1, 2007 to June 30, 2010. It shall not be executed orally and it is expressly understood that it shall expire on the date indicated unless it is extended in writing by both parties.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective representative on this 18th day of July 2007.

**AVON BOARD OF EDUCATION**

**AVON EDUCATION ASSOCIATION**

By: \_\_\_\_\_  
**Robert Shafer**

By: \_\_\_\_\_  
**Natalie Zenkert**

By: \_\_\_\_\_  
**Kenneth Child**

By: \_\_\_\_\_  
**Arelene Ahearn**

By: \_\_\_\_\_  
**Laura Davey**

By: \_\_\_\_\_  
**Joanne Langon**

**Attested by:**

\_\_\_\_\_  
**Amy S. Lerner, Board Secretary**

\_\_\_\_\_  
**John B. Magrini, President**

**Schedule A: Salary Guides**

**2007-2008**

<b>Step</b>	<b>BA</b>	<b>BA +15</b>	<b>MA</b>	<b>MA +30</b>
<b>1</b>	42,382	43,230	44,926	46,626
<b>2</b>	43,442	44,290	45,986	47,686
<b>3</b>	44,528	45,376	47,072	48,772
<b>4</b>	45,641	46,489	48,185	49,885
<b>5</b>	46,782	47,630	49,326	51,026
<b>6</b>	47,951	48,799	50,495	52,195
<b>7</b>	49,150	49,998	51,694	53,394
<b>8</b>	50,379	51,227	52,923	54,623
<b>9</b>	51,638	52,486	54,182	55,882
<b>10</b>	52,929	53,777	55,473	57,173
<b>11</b>	54,253	55,101	56,797	58,497
<b>12</b>	55,609	56,457	58,153	59,853
<b>13</b>	56,999	57,847	59,543	61,243
<b>14</b>	60,419	61,267	62,963	64,663
<b>15</b>	64,044	64,892	66,588	68,288
<b>16</b>	69,808	70,656	72,352	74,052
<b>17</b>	76,091	76,939	78,635	80,335

**Longevity**



0-10 Years	+0
11-15 Years	+\$375
16-20 Years	+\$1,000
21-25 Years	+\$1,500
25+ Years	+\$2,000

**Schedule A: Salary Guides**

**2008-2009**

<b>Step</b>	<b>BA</b>	<b>BA +15</b>	<b>MA</b>	<b>MA +30</b>
<b>1</b>	43,812	44,688	46,442	48,199
<b>2</b>	44,907	45,783	47,537	49,294
<b>3</b>	46,030	46,906	48,660	50,417
<b>4</b>	47,181	48,057	49,811	51,568
<b>5</b>	48,360	49,236	50,990	52,747
<b>6</b>	49,569	50,445	52,199	53,956
<b>7</b>	50,809	51,685	53,439	55,196
<b>8</b>	52,079	52,955	54,709	56,466
<b>9</b>	53,381	54,257	56,011	57,768
<b>10</b>	54,715	55,591	57,345	59,102
<b>11</b>	56,083	56,959	58,713	60,470
<b>12</b>	57,485	58,361	60,115	61,872
<b>13</b>	58,922	59,798	61,552	63,309
<b>14</b>	62,458	63,334	65,088	66,845
<b>15</b>	66,205	67,081	68,835	70,592
<b>16</b>	72,164	73,040	74,794	76,551
<b>17</b>	78,658	79,534	81,288	83,045

**Longevity**

0-10 Years	+0
11-15 Years	+\$375
16-20 Years	+\$1,000
21-25 Years	+\$1,500
25+ Years	+\$2,000

**Schedule A: Salary Guides**

**2009-2010**

<b>Step</b>	<b>BA</b>	<b>BA +15</b>	<b>MA</b>	<b>MA +30</b>
<b>1</b>	45,283	46,189	48,001	49,817
<b>2</b>	46,415	47,321	49,133	50,949
<b>3</b>	47,576	48,482	50,294	52,110
<b>4</b>	48,765	49,671	51,483	53,299
<b>5</b>	49,984	50,890	52,702	54,518
<b>6</b>	51,234	52,140	53,952	55,768
<b>7</b>	52,515	53,421	55,233	57,049
<b>8</b>	53,828	54,734	56,546	58,362
<b>9</b>	55,173	56,079	57,891	59,707
<b>10</b>	56,553	57,459	59,271	61,087
<b>11</b>	57,966	58,872	60,684	62,500
<b>12</b>	59,416	60,322	62,134	63,950
<b>13</b>	60,901	61,807	63,619	65,435
<b>14</b>	64,555	65,461	67,273	69,089
<b>15</b>	68,428	69,334	71,146	72,962
<b>16</b>	74,587	75,493	77,305	79,121
<b>17</b>	81,300	82,206	84,018	85,834

**Longevity**

0-10 Years	+0
11-15 Years	+\$375
16-20 Years	+\$1,000
21-25 Years	+\$1,500
25+ Years	+\$2,000

**Schedule B: Supplemental Position Schedule**

**2007-2008**

Soccer Coach, Boys	\$2,050
Soccer Coach, Girls	\$2,050
Boys Basketball	\$2,800
Girls Basketball	\$2,800
Cheerleading Advisor	\$2,350
Girls Softball Coach	\$2,050
Boys Baseball Coach	\$2,050
Safety Patrol Advisor	\$1,000
Eighth Grade Advisor	\$1,775
Head Teacher	\$1,500
Overnight Field Trip Stipend	\$ 475
Coordinate of CST	\$2,325
Substance Awareness Coordinator	\$1,000
National Junior Honor Society Advisor	\$ 600
Dance Chaperone (per dance)	\$ 75
Technology Coordinator	\$2,750
Athletic Coordinator	\$2,600

**Schedule B: Supplemental Position Schedule**

**2008-2009**

Soccer Coach, Boys	\$2,146
Soccer Coach, Girls	\$2,146
Boys Basketball	\$2,931
Girls Basketball	\$2,931
Cheerleading Advisor	\$2,460
Girls Softball Coach	\$2,146
Boys Baseball Coach	\$2,146
Safety Patrol Advisor	\$1,047
Eighth Grade Advisor	\$1,858
Head Teacher	\$1,570
Overnight Field Trip Stipend	\$ 497
Coordinate of CST	\$2,434
Substance Awareness Coordinator	\$1,047
National Junior Honor Society Advisor	\$ 628
Dance Chaperone (per dance)	\$ 79
Technology Coordinator	\$2,879
Athletic Coordinator	\$2,722

**Schedule B: Supplemental Position Schedule**

**2009-2010**

Soccer Coach, Boys	\$2,246
Soccer Coach, Girls	\$2,246
Boys Basketball	\$3,068
Girls Basketball	\$3,068
Cheerleading Advisor	\$2,575
Girls Softball Coach	\$2,246
Boys Baseball Coach	\$2,246
Safety Patrol Advisor	\$1,096
Eighth Grade Advisor	\$1,945
Head Teacher	\$1,644
Overnight Field Trip Stipend	\$ 520
Coordinate of CST	\$2,547
Substance Awareness Coordinator	\$1,096
National Junior Honor Society Advisor	\$ 657
Dance Chaperone (per dance)	\$ 82
Technology Coordinator	\$3,013
Athletic Coordinator	\$2,849