

AGREEMENT

Between

POMPTON LAKES BOARD OF EDUCATION

- and -

POMPTON LAKES EDUCATION ASSOCIATION

X July 1, 1981 - June 30, 1983

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Labor Relations

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PREAMBLE

The Board of Education of the Borough of Pompton Lakes, County of Passaic, Pompton Lakes, New Jersey (hereinafter called the "Board") and the Pompton Lakes Education Association (hereinafter called the "Association") have negotiated the following agreement pursuant to Chapter 123, Public Laws of 1974 of the State of New Jersey. The parties hereby affirm that this agreement was negotiated in good faith and express their determination to implement it in the same spirit.

ARTICLE 2

NEGOTIATION PROCEDURE

A. The parties agree to enter into collective negotiation over a successor agreement in accordance with Chapter 123, Public Laws of 1974 in a good-faith effort to reach agreement on all matters concerning the terms and conditions of teachers' and custodians' employment.

B. The Association recognizes the right of the Administration to change terms and conditions of employment not contained in the Agreement. The Administration agrees to negotiate any changes in policy regarding terms and conditions of employment not contained in the Agreement.

C. 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.

D. This Agreement incorporates the entire understanding of the parties on all issues which were or could have been the subject of negotiation. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

E. Nothing contained within the Agreement shall be construed to deny or restrict any employee of such terms and conditions of employment as may be guaranteed under New Jersey School Laws and Regulations.

ARTICLE 3 cont'd

GRIEVANCE PROCEDURE

5. The term "employee" shall mean a member of the bargaining unit covered by this Agreement.

B. GENERAL PROCEDURES

1. In the event a grievance is filed so that the sufficient time as stipulated under all the levels of the procedure cannot be provided before the last day of the school year, should it be necessary to pursue the grievance to all levels of the appeals, then said grievance shall be resolved under the terms of this Agreement and this article, and not under the succeeding Agreement.

2. At all levels of a grievance commencing at Level II, at least one representative of the Association shall attend any meetings, hearings, appeals, or other proceedings required to process the grievance.

3. Nothing herein contained will be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the administration, and having the grievance adjusted without intervention of the Association provided the adjustment is not inconsistent with the terms of this Agreement.

4. A Level II grievance shall not be submitted for decision to any supervisory personnel who are themselves members of the PLEA's negotiating unit. Where supervisory personnel are

ARTICLE 3 cont'd

GRIEVANCE PROCEDURE

decision in writing to the appropriate administrator. All pertinent communications shall be attached to the appeal.

(d) The administrator shall hold a hearing within seven (7) days of receipt of the appeal and shall render a decision within five (5) days on the specific topic grieved. A written decision shall be provided to the aggrieved with information copies to the principal, superintendent and Association.

3. Level Three - Superintendent

(a) Appeals to the superintendent shall be heard within fifteen (15) days of receipt of the appeal.

(b) Within ten (10) days of hearing the appeal, the superintendent shall communicate to the aggrieved employee and all other parties officially present at the grievance hearings his/her written decision which shall include supporting reasons.

(c) A copy of the superintendent's decision shall be sent to the president of the Association.

4. Level Four - Arbitration

(a) A grievance dispute which is not resolved at the level of the superintendent under the grievance procedure herein may be submitted by the Association as specified herein to

ARTICLE 3 cont'd

GRIEVANCE PROCEDURE

neither the Board nor the Association nor any grievant shall be permitted to assert any ground in arbitration if such ground was not disclosed to the other parties in interest prior to the decision being appealed to the arbitrator, or to assert any evidence known but not disclosed prior to the decision being appealed.

(e) The arbitrator shall not have the authority to add to or to subtract from the Agreement and shall limit the decision strictly to the application and interpretation of this Agreement and it shall be binding upon all parties involved.

(f) The costs for the services of the arbitrator will be borne equally by the Board and the Association. Each party shall pay all the expenses of preparing and submitting its case.

D. GENERAL PROVISIONS AS TO GRIEVANCES AND ARBITRATION

1. No reprisals of any kind will be taken by the Board, the Association or by any of their representatives against any party in interest, any school representative, any member of the Association or any other participant in the grievance procedure by reason of such participation or lack of participation.

2. The filing or pendency of any grievance shall in no way operate to impede, delay or interfere with the right of the Board to take the action complained of.

ARTICLE 4

RIGHTS OF THE BOARD

A. There is reserved exclusively to the Board all responsibilities, powers, rights and authority expressly or inherently vested in it by the laws and constitutions of New Jersey and of the United States, and by the Charter of the Borough of Pompton Lakes, excepting where expressly and in specific terms limited by the provisions of this Agreement. It is agreed that the Board retains the right to establish and enforce reasonable rules and personnel policies relating to the duties and responsibilities of teachers and their working conditions which are not inconsistent with this Agreement.

B. In addition to the rights otherwise described herein, the Board specifically reserves, but is not limited to the following rights and authorities.

1. The right to supervise the employees of the school district.

2. To hire, promote, transfer, assign and retain employees in positions in the school district and to suspend, demote, discharge or take other disciplinary action against employees.

3. To relieve employees of duty because of lack of work or for other legitimate reasons.

4. To maintain efficiency of the school district operations entrusted to them.

5. To determine the methods, means and personnel by which operations are to be conducted.

6. To take whatever actions may be necessary to carry out the mission of the school district in situations of emergency.

ARTICLE 5 cont'd

ASSOCIATION RIGHTS AND PRIVILEGES

C. The Association shall have the right to use school buildings for professional meetings during times when buildings are manned by the custodial staff and provided also that such use does not interfere with or impair the educational program in any way. Except in emergency, the principal of the building involved must be notified at least five (5) days in advance of the time and place of such meeting. If the use of said school building or buildings by the Association results in any expense to the Board, the Association shall reimburse the Board for such expense.

It is further agreed that the Association will leave any premises used by it in suitable condition for the next year.

D. The Board agrees to permit the Association the use of one-half of one bulletin board in each teacher's room for the purpose of posting official association notices. The authorized Association representative of each building shall be responsible for the posting of all such notices. All notices, prior to posting shall be signed by the authorized Association representative of that building. Copies of all such material will be shown to the principal before posting, but his advance approval of the material will not be required.

No member of the administration will assume responsibility for the preparation, posting, or distribution of material for the Association or for any other competing teacher organizations.

ARTICLE 6

TEACHER WORK YEAR

The length of the teacher work year shall not exceed 186 days. The last two (2) teacher work days shall end at 1:00 PM, provided that on the last day the building principal has approved the teachers' completion of year-end obligations. By January 30th of each year, the Administration shall prepare a tentative calendar for the following year.

At the option of the Association, such calendar may be subject to consultation each year, but only during the period February 1-7. Any such consultation shall constitute an Association waiver of, and not be subject to, any statutory impasse procedures.

ARTICLE 7 continued

TEACHING HOURS AND TEACHING LOAD

2. Department Chairpersons shall not be assigned to more than four (4) class sections per week, and shall normally be excused from study hall duties and homeroom assignments.

3. Teachers shall provide the administration and substitutes with appropriate lesson plans as needed.

4. Teachers who travel between buildings shall receive at least the same number of preparation periods as teachers of similar subjects who do not travel. Because of the unique situation of such traveling teachers, the principal shall work to provide them with additional unassigned time.

As a general rule, academic classroom teachers shall not be scheduled to teach in more than two (2) school buildings on any given day.

C. Teachers may leave the building without requesting permission during their duty free lunch periods provided they leave notice where they can be located and their supervision is not required.

D. 1. Teachers may be required to remain after the normal work day without additional compensation for up to four professional meetings per month (faculty, building, grade level, self-evaluation, departmental, curriculum (not more than one a month) accreditation, etc.). This number may be exceeded in emergencies or for other reasons approved in advance by the Superintendent. The Superintendent will notify the PLEA President in advance, whenever he approves a meeting in excess of the above-referenced number. Insofar as practicable, agendas shall be sub-

ARTICLE 7 continued

TEACHING HOURS AND TEACHING LOAD

I. The Administration shall seek to minimize inequities in the coverage of classes of teachers who are absent. In the case of teachers subject to frequent or continuing inequities, adjustments shall be made by the Administration after consultation with the Association.

J. It is recognized by the Board that it is an important aspect of an effective educational program that teachers have uninterrupted preparation period(s). The Board agrees to continue its efforts to avoid using teachers for the coverage of classes requiring substitutes.

ARTICLE 8

SAFETY AND HEALTH

The Board is bound to meet safety and health standards as provided in applicable law.

ARTICLE 9 cont'd

SABBATICAL LEAVES

have achieved had he/she remained actively employed in the system during the period of absence.

7. No more than one (1) teacher from each grade level or subject department may be granted a sabbatical leave at the same time.

8. Every individual who is granted sbbatical leave must sign and fulfill a contract to return to service as an employee of the Board for at least twice the duration of the sabbatical leave, or reimburse the Board for the amount of salary granted during the leave. Any teacher going on sabbatical leave must accept the reimbursement obligation in writing prior to action on the leave by the superintendent. Any payments made to teachers on sabbatical leave shall be contingent upon adherence to the plan approved as a basis for sabbatical leave, and the Board shall be fully reimbursed for any payments made to a teacher on sabbatical leave not adhering to the approved plan.

ARTICLE 12

TEACHER ASSIGNMENT

A. Teachers shall be given written notice of their tentative class and/or subject assignments for the forthcoming year not later than one (1) week before the end of the school year.

B. In the event that changes in such class and/or subject assignments are made after the notice specified in (A.) above, the teacher affected shall be notified within a reasonable time.

C. Within the discretion of the Board and the Administration, teachers shall be assigned in accordance with State law.

ARTICLE 13

VOLUNTARY TRANSFERS AND REASSIGNMENTS

A. 1. No later than May 1st of each school year, the superintendent shall deliver to the Association a list of the known vacancies which shall occur during the following school year.

2. Teachers who desire to change in grade and/or subject assignment or who desire to transfer to another building may file a written statement of such desire with the superintendent not later than February 1st. 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/she desires to be transferred, in order of preference.

3. As soon as practicable, and no later than the last school day in June, the superintendent shall deliver to the Association a systemwide schedule showing the names of all teachers who have been reassigned or transferred and the nature of such reassignment or transfer.

ARTICLE 15

TEACHER EVALUATION AND TEACHER FILES

A. All monitoring or observation of the work performance of a teacher will be conducted openly by a certified supervisor or administrator.

B. Within seven (7) school days following a teacher observation, the supervisor should send to the teacher a copy of the written performance report, or have a conference with the teacher. If the conference is held first, the written performance report will be sent to the teacher within seven (7) school days following the conference.

C. Teachers will be allowed to review a copy of any evaluation report prepared by their evaluators and will have the right to discuss such reports with their evaluators and initial such reports before the reports are placed in their personnel files. However, teachers will be allowed a minimum of one (1) school day and a maximum of two (2) school days before initialing such reports.

D. Any complaints regarding a teacher, made to the administration by any parent, student, or other person, which is considered in evaluating said teacher's performance, will be promptly called to the teacher's attention.

E. All teacher files shall be maintained by the central administration under the following:

1. No nonconfidential or nonprivileged material derogatory

ARTICLE 15 continued

TEACHER EVALUATION AND TEACHER FILES

to be notified in case of emergency, dependents, etc.) addresses, telephone numbers, marital status, higher education related to professional advancement, health and medical status, pregnancy, and other matters required for good cause in personnel administration.

6. File copies shall not be removed from the offices of the School Administration.

7. A representative of the School Administration shall be present at any inspection or reproduction of a teacher's file.

8. The administration shall provide a facility by which teachers may reproduce material in their files at cost.

9. Upon written request by a teacher stating reasons for deletion, documents shall be reviewed by the Superintendent or his designee to determine whether the deletion should occur.

ARTICLE 17

PERSONAL LEAVE

Leaves - Emergencies of Personal Nature

1. An allowance of up to four (4) days leave without loss of pay to be granted with prior approval by the Superintendent of Schools for reasons such as the following:

- a. Recognition of a religious holiday;
- b. Court subpoena;
- c. Marriage of employee or marriage in the immediate family;
- d. Personal business which cannot be handled outside of school hours;
- e. Any emergency or urgent reason not included in a. to d. above.

2. Personal days may be granted before or after a vacation only if the request states specifically the reason for the request.

3. Whether or not permission is granted will be determined by the Superintendent of Schools.

ARTICLE 19

SALARIES

A. The salaries of all teaches covered by this Agreement are set forth in Schedule "A," which is attached hereto and made a part hereof.

B. The non-athletic salary guide, Schedule "B," annexed hereto and made a part hereof, shall be the salary guide for non-athletic services.

C. The athletic salary guide, Schedule "C," annexed hereto and made a part hereof, shall be the salary guide for athletic services.

D. The custodian, head custodian, maintenance and ground maintenance salary guide, Schedule "D," annexed hereto and made a part hereof, shall be the salary guide for aforesaid personnel.

E. It is understood and agreed that the salary guides in this Agreement are based upon the differences in qualifications required for the positions.

ARTICLE 21

PROFESSIONAL DEVELOPMENT
AND EDUCATIONAL IMPROVEMENT

A. The Board agrees to increase its financial assistance to a maximum of \$250.00 (in 1981-82), \$300 (in 1982-83) per non-tenure teacher at the cost of one-half per credit based on State College credits, subject to existing Board policies concerning eligibility for such assistance.

B. The Board agrees to increase its financial assistance to a maximum of \$300.00 (in 1981-82), \$350.00 (in 1982-83) dollars per tenure teacher at the cost of one-half per credit based on all college credits, subject to existing Board policies concerning eligibility for such assistance.

ARTICLE 22

MAINTENANCE OF CLASSROOM CONTROL
AND DISCIPLINE

A. A written statement of the duties and responsibilities of the professional staff pertaining to student discipline shall be presented to each teacher at the start of the school year.

B. All teachers shall maintain classroom control and environments conducive to effective discipline and shall take whatever steps are necessary to insure this, consistent with the laws of the State of New Jersey, as set forth in Title 18A.

C. Should any student continue to be a disruptive influence, the teacher shall bring the situation to the attention of the appropriate administrative superior, who shall take suitable action in conjunction with the teacher to alleviate the disruptive behavior.

D. Teachers shall provide adequate supervision of aides assigned to their classes.

ARTICLE 25

GUIDANCE COUNSELORS

A. Guidance counselors shall work the same school year as teachers. If, however, the Board requires that guidance counselor/ counselors work beyond the regular teacher year, they shall be paid on the basis of five (5%) percent of their contractual salary for each two (2) week period. Such work shall be appointed no later than June 1st.

B. Guidance counselors shall be available to students and parents on an appointment basis after the daily teacher dismissal time.

ARTICLE 26 continued

CUSTODIAN, MAINTENANCE, AND
GROUND MAINTENANCE PERSONNEL

Independence Day	Good Friday
Labor Day	New Year's Day
Columbus Day	Martin Luther King Day
Veterans' Day	Lincoln's Birthday
Thanksgiving Day and Friday	Washington's Birthday
Christmas Day	Memorial Day

When any of the above days are scheduled as days for pupil attendance, the day shall be worked by custodians without additional pay and a compensating day off shall be scheduled by the Superintendent of Schools.

On the days preceding Christmas and New Year's, custodians shall work six consecutive hours from 7:00 A.M. to 1:00 P.M.

D. Whenever custodians are required to work beyond their regular work schedule, they shall be given as much notice as is reasonably possible. When work beyond the regular work schedule is necessary, the Board/Administration shall first seek volunteers. If there are no volunteers, custodians shall be appointed to work off a rotating list.

E.1 - The following paid vacation schedule shall apply to employees covered under this Article:

Less than 1 year	One day per month; Up to 2 weeks to be taken during the next summer vacation period.
1 - 9 years	2 weeks

ARTICLE 27

DEDUCTION FROM SALARY

The Board agrees to deduct from the salaries of its employees in the negotiating unit dues for the Pompton Lakes Education Association, the Passaic County Education Association, the New Jersey Education Association, and/or the National Education Association as said employees individually and voluntarily authorize the Board to deduct, and to transmit the monies to the Association.

ARTICLE 28

REPRESENTATION FEE

A. Purpose of Fee

If an employee does not become a member of the Association during any membership year (i.e., from September 1 to the following August 31) 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.

B. Amount of Fee

1. Notification

Prior to the beginning of each membership year, the Association will notify the Board in writing of the amount of the regular membership dues, initiation fees and assessments charged by the Association to its own members for that membership year. The representation fee to be paid by nonmembers will be determined by the Association in accordance with the law.

ARTICLE 28 continued

REPRESENTATION FEE

2. Payroll Deduction Schedule

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

- (a) Ten (10) days after receipt of the aforesaid list by the Board; or,
- (b) Thirty (30) days after the employee begins his or her employment in a bargaining unit position, unless the employee previously served in a bargaining unit position and continued in the employ of the Board in a non-bargaining unit position or was on layoff, in which event the deductions will begin with the first paycheck paid ten (10) days after the resumption of the employee's employment in a bargaining unit position, whichever is later.

3. Mechanics

Except as otherwise provided in this Article, the mechanics for the deduction of representation fees and the transmission of such fees to the Association will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Association.

ARTICLE 29

TEACHER-ADMINISTRATION LIAISON

A. At the option of either the Superintendent or the Association, and to facilitate communication and cooperation between the parties, the Superintendent and a representative of the Association shall meet and consult approximately once per month as deemed necessary by the parties on matters pertaining to the administration of this Agreement. These meetings are not intended to bypass the grievance procedure.

B. At the option of either the building principal or the building Association representative and to facilitate communication and cooperation between the parties, the building principal and the building Association representative shall meet and consult approximately once per month as deemed necessary by the parties on matters pertaining to the administration of this Agreement. These meetings are not intended to bypass the grievance procedure.

C. At the option of either party, the monthly consultation meetings cited in Sections A and B, may be devoted to matters other than the interpretation and administration of this Agreement. On such other matters, the parties shall not be limited to one representative but, prior to the meeting, each party shall inform the other of the names of its additional representatives (if any) to be in attendance at said meeting.

D. Each party shall submit to the other at least three days prior to the meeting, if requested by either party, an agenda covering matters they wish to discuss.

ARTICLE 30

MISCELLANEOUS PROVISIONS

A. Despite references herein to the Board, the superintendent and the Association, as such, each reserves the right to act hereunder by committee, or designated representatives except where this Agreement specifically limits this right.

B. This Agreement constitutes Board policy for the term of said Agreement, and the Board shall carry out the commitments contained herein and give them full force and effect as Board policy.

C. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is 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.

D. Any provisions in individual contracts for the period of this Agreement which are inconsistent or in conflict with the terms of this Agreement shall be superseded by the terms of this Agreement.

E. Copies of this Agreement shall be printed at the expense of the Board after consultation with the Association on format and presented to all employees in the negotiating unit.

ARTICLE 31

DURATION OF AGREEMENT

This Agreement will be effective as of July 1, 1981 and shall continue in effect until June 30, 1983.

EXTRA CURRICULAR ATHLETICS - SALARIES

BOARD OF EDUCATION
POMPTON LAKES, N.J.

4143 Schedule C

June 30, 1981

1982-83
9.5%

1981-82
9.5%

Salaries
1980-81

1978-79

No. of
Positions

Head Football	1	1300	1400	1500	1600	1700	1949	2134	2337
Associate Football	1	900	1000	1100	1200	1300	1489	1630	1785
Assistant Football	4	750	850	950	1050	1150	1318	1443	1580
Head Basketball (Boys)	1	1050	1150	1250	1350	1450	1662	1820	1993
Assistant Basketball	1	750	850	950	1050	1150	1318	1443	1580
Head Track	1	950	1050	1150	1250	1350	1547	1694	1855
Assistant Track	1	600	700	800	900	1000	1146	1255	1374
Head Baseball	1	950	1050	1150	1250	1350	1547	1694	1855
Assistant Baseball	1	600	700	800	900	1000	1146	1255	1374
Freshman Baseball	1	600	700	800	900	1000	1146	1255	1374
Head Wrestling	1	1050	1150	1250	1350	1450	1662	1820	1993
J.V. Wrestling	1	750	850	950	1050	1150	1318	1443	1580
Head Soccer	1	800	900	1000	1100	1200	1376	1507	1650
Assistant Soccer	1	600	700	800	900	1000	1146	1255	1374
Head Cross Country	1	650	750	850	950	1050	1121	1227	1344
Head Golf	1	450	550	650	750	850	974	1066	1167
Head Fencing	1	650	750	850	950	1050	1203	1317	1442
Varsity Cheerleader Advisor (Football) Fall	1	200	250	300	350	400	458	502	550
Varsity Cheerleader Advisor (Basketball) Winter	1	200	275	350	425	500	573	627	687
J.V. Cheerleader Advisor (Basketball) Winter	1	200	250	300	350	400	458	502	550
Head Girls Fencing	1	650	750	850	950	1000	1376	1507	1650
Head Girls Field Hockey	1	800	900	1000	1100	1200	1146	1255	1374
J.V. Field Hockey	1	600	700	800	900	1000	1146	1255	1374
Head Girls Basketball	1	1050	1150	1250	1350	1450	1662	1820	1993
J.V. Basketball	1	750	850	950	1050	1150	1318	1443	1580
Head Girls Softball	1	950	1050	1150	1250	1350	1547	1694	1855
J.V. Softball	1	600	700	800	900	1000	1146	1255	1374
Head Gymnastics	1	650	750	850	950	1050	1203	1317	1442
JV Gymnastics	1	450	550	650	750	850	974	1067	1168
Intramurals									
Boys -H.S.Fall, Winter, Spring	3	\$200	per season						
Girls-H.S.Fall, Winter, Spring	3	\$200	per season						
Boys- Lake.Fall, Winter Spring	3	\$200	per season						
Girls-Lake.Fall, Winter Spring	3	\$200	per season						

(1982-83 salaries computed at
9.5% of 1981-82 Salary)

(1981-82 salaries
computed at 9.5% of
1980-81 Salary)

(1981-82 salaries
computed at 9.5% of
1980-81 Salary)

The ECA Athletic and Non-Athletic guides as agreed shall continue in effect through the school year 1982-83. Any teacher moving through said guide shall receive the appropriate increment. Beginning with the school year 1979-80, any teacher at the maximum of said guide in any position shall receive a percentage increase above the guide maximum for each succeeding year equal to the percentage for which the overall teacher salary guide increases for that year.

BOARD OF EDUCATION
POMPTON LAKES, N.J.

CUSTODIANS', HEAD CUSTODIANS', GROUNDS/MAINTENANCE AND MAINTENANCE SALARY GUIDES 1981-8

<u>Salary Schedule Step</u>	<u>Custodians</u>	<u>Head Custodians</u>	<u>Ground Maintenance</u>	<u>Maintenance</u>
1	\$ 9100	\$ 9200	\$ 9150	\$ 9300
2	9325	9500	9450	9880
3	9716	9900	9726	10,321
4	10,162	10,300	10,350	10,850
5	10,554	10,700	10,900	11,500
6	10,947	11,100	11,450	11,800
7	11,339	11,550	12,000	12,380
8	11,732	12,042	12,630	12,900
9	12,124	12,568	13,200	13,410
10	12,516	13,200	13,780	14,040
11	12,909	13,832	14,350	14,540
12	13,334	14,464	14,935	15,200
13	13,759	15,097	15,585	15,930
14	14,086	15,734	16,369	16,737
15	14,993	16,677		

<u>Longevity</u>	<u>Total Years Experience</u>	<u>with</u>	<u>Pompton Lakes Experience</u>	<u>Increases In Salary</u>
1.	20 years		10 years	\$250
2.	25 years		15 years	250
3.	30 years		15 years	200

BOARD OF EDUCATION
POMPTON LAKES, N.J.

Schedule A

CUSTODIANS, HEAD CUSTODIANS, GROUNDS/MAINTENANCE AND MAINTENANCE SALARY GUIDES 1982-83

<u>Salary Schedule Step</u>	<u>Custodians</u>	<u>Head Custodians</u>	<u>Ground Maintenance</u>	<u>Maintenance</u>
1	\$ 9800	\$ 9850	\$ 9500	\$ 9900
2	10,010	10,100	10,000	10,135
3	10,258	10,400	10,475	10,770
4	10,688	10,750	10,699	11,353
5	11,178	11,100	11,450	11,825
6	11,609	11,500	11,950	12,535
7	12,042	12,000	12,475	12,860
8	12,473	12,550	13,000	13,490
9	12,905	13,245	13,550	14,050
10	13,336	13,700	14,100	14,600
11	13,768	14,390	14,700	15,280
12	14,200	15,075	15,300	15,800
13	14,667	15,765	16,000	16,500
14	15,135	16,455	16,700	17,250
15	15,495	17,150	18,006	18,411
16	16,492	18,345		

<u>Longevity</u>	<u>Total Years Experience</u>	<u>with</u>	<u>Pompton Lakes Experience</u>	<u>Increases In Salary</u>
1.	20 years		10 years	\$250
2.	25 years		15 years	250
3.	30 years		15 years	300

June 30, 1981