

AGREEMENT

Between

**NEW HANOVER TOWNSHIP
EDUCATION ASSOCIATION**

And

**NEW HANOVER TOWNSHIP
BOARD OF EDUCATION**

2003-2006

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PREAMBLE

This Agreement is, by and between the Board of Education of New Hanover, County of Burlington and State of New Jersey, hereinafter called the “Board”, and the New Hanover Township Education Association, hereinafter called the “Association”.

WHEREAS, the members of the Association desire to advise on the formulation of policies and programs designed to improved educational standards, and whereas the Board has obligation, pursuant to Chapter 303, Public Laws 1968, to negotiate with the Association as the representative of employees hereinafter designated with respect to the terms and conditions of employment.

ARTICLE 1 RECOGNITION

UNIT

The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiation concerning grievances and terms and conditions of employment for all personnel whether under contract, on leave, employed or to be employed by the Board including:

Classroom Teachers
School Nurse

But excluding:

Principals and all other employees not specifically included

ARTICLE 2 GRIEVANCE PROCEDURE

A. Definition of “Grievance”

A “grievance” is a claim by a teacher or the Association based upon the interpretation, application, or violation of his/her Agreement, policies or administrative decision affecting a teacher or a group of teachers.

B. Procedure

1. Level One – Principal

- a. A teacher with a grievance shall present such grievance in writing to the Chief School Administrator within twenty (20) school days of the event giving rise to the grievance. Nothing herein precludes the grieving teacher from discussing the issue informally prior to the expiration of the twenty (20) school day limitation. If the grievant chooses, he/she may be accompanied by an Association representative.

- b. The Chief School Administrator shall respond in writing to the written grievance within five (5) school days after receiving the written grievance.

2. Level Two – Board of Education

If the aggrieved person is not satisfied with the disposition of his/her grievance at Level One or no decision has been rendered within five (5) school days, the grievant may appeal the issue to the Board of Education. The Board shall respond in writing within ten (10) school days of reception of the grievance.

3. Level Three – Arbitration

- a. If the Association is not satisfied with the response of the Board of Education, then the Association may within five (5) school days of the Board's response, or fifteen (15) calendar days of the Board's having initially received the grievance, submit the grievance to an arbitrator selected from a list provided by P.E.R.C. The arbitrator's decision in the matter shall be accepted as binding by both parties.
- b. The costs for the services of the arbitrator, including per diem expenses and travel, shall be equally shared by the Board and the Association. Any other expenses incurred shall be borne by the party incurring same.

- C. Rights of Teachers to Representation

1. Teacher and Association

Any aggrieved person may be represented at all stages of the grievance procedure by himself/herself, or, at his/her option, by a representative selected or approved by the Association. When a teacher is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance procedure.

2. Reprisals

No reprisals of any kind shall be taken by the Board or by any member of the administration against any party in interest, any representative, any member of the Association, or any other participant in the grievance procedure by reason of such participation.

D. Miscellaneous

Meetings and Hearings

1. All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives heretofore referred to in this ARTICLE.
2. If an appeal(s) is not made by the Association in timely fashion at each step, a grievance shall be considered withdrawn.
3. If a timely response is not made by the Administration or the Board of Education, then the grievant may appeal to the next step of the procedure.
4. Nothing herein precludes the Board of Education from providing a hearing to the aggrieved prior to rendering its decision.

ARTICLE 3

ASSOCIATION RIGHTS AND PRIVILEGES

- A. The Board agrees to make available, in the office of the Board, minutes of the regular and special meetings, a copy of the yearly audit, salary information for staff members and a copy of all policies of the Board. All above-listed materials must remain in the Board Office.
- B. Whenever any representative of the Association is mutually scheduled by the parties to participate during working hours in negotiations or grievance proceedings, he shall suffer no loss in pay.
- C. With the prior permission of the Board, the President of the Association may be granted leave to attend county or state meetings for Association business not in excess of two (2) days. Leave of this nature must be so stated and will not be recorded as a personal-business day.

ARTICLE 4
TEACHER WORK YEAR, HOURS AND LOAD

- A. All teachers shall indicate presence for duty each day by indicating their time of arrival and departure in the office.
- B. The total in-school teacher work day shall consist of not more than 6 hours and thirty (30) minutes which shall include a lunch period (30 minutes when scheduled for duty; 60 minutes without duty.)
- C. All teachers shall be required to be present in their assigned rooms' ready for instruction at the opening of the pupils' school day and shall be permitted to leave after the close of the pupils' school day, except on half days when the schedule shall be determined by the Administrator.
- D. Rotating lunch duty shall be compensated at the annual stipend of \$1,762.10 in 2003-2004; \$1,853.73 in 2004-2005; and, \$1,950.12 in 2005-2006 per annum for each teacher assuming this duty on a daily basis throughout the year. Each teacher performing such duty for less than the full year shall be compensated pro rata. These stipend payments shall be made at the end of the work year.

Any teacher may volunteer for the yearly appointment but thereafter the duties shall be rotated among full-time teachers involved in each lunch period.

- E. Teachers and other certified personnel may be required to remain after the end of the regular workday, without additional compensation, for the purpose of attending faculty or other professional meetings.

The above meetings shall be limited to not more than three (3) per month.

- F. The notice of teacher's meetings shall be given to teacher's involved one (1) day prior to the meeting, except in an emergency.
- G. Teacher participation in field trips which extend beyond the teacher's in-school workday, overnight or weekends shall be voluntary.
- H. The teacher work year comprising 184 work days shall commence after Labor Day and conclude one (1) day after students at the end of the work year. Scheduling of the work year shall be the sole prerogative of the Board.
- I. Effective July 1, 1997, teachers will have a minimum of three (3) prep periods per week, as per class period. Loss of prep period because of assignment to cover for another teacher will be compensated at the rate of \$20.00 in 2003-2004; \$21.04 in 2004-2005; and \$22.13 in 2005-2006.

ARTICLE 5
TEACHER EMPLOYMENT

- A. The Board will endeavor to hire, where possible, only certified teachers holding Standard Certificates issued by the New Jersey Board of Examiners.
- B. Credit for previous teaching experience by a new hire shall be the subject of negotiations between the individual and the Board. Additional credit not to exceed four (4) years shall be given for military experience.
- C. Non-tenure teachers shall be notified of their contract and salary status for the ensuing year no later than May 15th, provided an agreement has been reached.
- D. A teacher will be granted increment gain (if appropriate) on the salary guide provided the teacher has at least ninety (90) days of satisfactory active service in the prior work year.

ARTICLE 6
TEACHER FILES

- A. Each teacher shall have personnel file established and maintained in the Board Office.
- B. A teacher shall have the right upon written request twice a year, to review the contents of his/her personnel file. Each teacher will be given a copy of all the material presently in their files and a copy of anything that is added in the future. A teacher shall be entitled to have a representative(s) of the Association accompany him/her during such review. The Board shall not establish any separate personnel file which is not available for the teacher's inspection.
- C. No material derogatory to a teacher's conduct, service, character, or personality shall be placed in his/her personnel file unless the teacher has had an opportunity to review the material. The teacher shall also have the right to submit a written answer which shall be reviewed by the Board and attached to the file copy.
- D. All material contained in the teacher personnel file is confidential; however, a teacher shall be permitted to reproduce or circulate any material in his/her file.

ARTICLE 7
SALARIES

- A. The salaries of all teachers covered by his/her agreement will be set forth in the Salary Guide and will be attached.
- B. Teachers shall be paid on the 15th and 30th of the month, with the exception of September when teachers receive their first paycheck on the first Friday of the school year.

- C. Teachers may individually elect to be paid on a ten (10) or twelve (12) month basis.
- D. When a pay period ends on or during a school holiday or vacation, teachers shall receive their pay on the last previous working day.
- E. The teachers will participate in the following extra-curricular activities without additional compensation: Open House, Parent Teacher Conferences, a Christmas Program and Graduation. Teachers will be excused from attending graduation when it conflicts with graduation ceremonies for members of their own family. The teachers will also participate in one (1) other extra-curricular activity, as a chaperone, held after a regular school day and will be compensated for this activity at \$62.34 for 2003-2004; \$65.58 for 2004-2005; and \$68.99 for 2005-2006 for the event. Teachers will be assigned on a rotating basis.
 - 1. All other activities held after a regular school day shall be voluntary and compensation shall be paid on an hourly basis at \$62.34 for 2003-2004; \$65.58 for 2004-2005; and \$68.99 for 2005-2006 for each activity.
 - 2. The bedside instruction rate shall be \$36.37 for 2003-2004; \$38.26 for 2004-2005; and, \$40.25 for 2005-2006 per hour.
- F.
 - 1. A horizontal pay scale for: (a) courses directly related to present teaching position; (b) courses taken while matriculated in a graduate program that directly relates to present teaching position; and, (c) a Master's Degree that directly relates to present teaching position. Restrictions (a), (b), and (c) do not apply to courses taken prior to the 1980-1981 school year by teachers employed by the New Hanover Township board of Education prior to the 1980-1981 school year.
 - 2. Salary adjustment due to credit and/or degree advancement shall be made for the total work year provided such teacher notifies the District in writing prior to commencement of the work year, and supplies written substantiation as soon as possible. Failure to comply shall mean such salary adjustment will not be made until the beginning of the next school year.
- G. The teacher appointed Teacher-in-Charge shall receive an annual stipend of \$569.13 for 2003-2004, \$598.73 for 2004-2005 and \$629.86 for 2005-2006.

ARTICLE 8
SICK LEAVE

- A. All teachers employed shall be entitled to ten (10) sick days each school year as of the first official day of said 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.
- B. If any professional staff member of the New Hanover Township School will be absent from his/her assigned duties for reasons of illness or emergency whatsoever, he/she must notify the Principal or designee between 6:30 AM and 7:30 AM on the day of the absence, or (preferably) the night before the absence. If the Principal or designee cannot be notified, then the School Board Secretary must be notified.
- C. Any employee absent on sick leave for more than four (4) consecutive days may return to work only on presentation of a physician's statement stating the reason for his/her disability and certifying that he/she is now able to perform the duties of his/her position.

ARTICLE 9
TEMPORARY LEAVES OF ABSENCE

Teachers shall be entitled to the following temporary leaves of absence with full pay each school year:

- A. Personal
Three (3) days leave of absence for personal, legal, business, household or family matters which require absence during school hours. Application to the teacher's Principal or other immediate superior for personal leave shall be made at least five (5) days before taking such leave (except in the case of emergencies), and the applicant for such leave shall be required to state the reason. Unused personal days shall be added to the employee's accumulated sick leave for the following year.
- B. Legal
Time necessary for appearances in any legal proceeding connected with the teacher's employment or with the school system.
- C. Death
 - 1. Up to five (5) days at any one time in the event of death or serious illness of a teacher's spouse, child, parent, grandchild, brother, sister, or any member of the immediate household.
 - 2. Up to three (3) days at any one time in the event of death or serious illness of a teacher's son-in-law, daughter-in-law, mother-in-law, father-in-law, brother-in-law or sister-in-law.

- D. Good Cause
Other leaves of absence with pay may be granted by the Board for good reason.

ARTICLE 10
UNPAID EXTENDED LEAVES OF ABSENCE

- A. Military
Military Leave without pay shall be granted upon written request to any teacher who is in any branch of the armed forces of the United States for the period of said induction.
- B. Child Rearing Leave of Absence
1. A teacher who is the parent of a child may apply for and will be granted Child Rearing Leave of Absence without pay, provided application is made at least thirty (30) days prior to commencement of such leave. Leave shall be effective the first or fifteenth day of the selected month. Application by a teacher expecting the birth of a child may be prospective and such leave will be effective after the child's birth.
 2. A teacher on Child Rearing Leave may return, at his/her option, either September 1 or February 1 following the effective date of leave, provided the Board of Education was advised of the selected date on the initial application.
 3. Because of unanticipated circumstances, application for an additional year of unpaid leave must be received at least ninety (90) days prior to the originally stated date of return.
 4. A non-tenure teacher shall be granted Child Rearing Leave in accordance with the above except that such leave shall be granted only to the end of the current work year in the which the leave commences.
 5. A teacher who adopts a child shall receive Child Rearing Leave as per the above standards.
- C. Illness In Family
A leave of absence without pay of up to one (1) year may be granted for the purpose of personal illness or illness in the immediate family.
- D. Good Cause
Other leaves of absences without pay may be granted by the Board for good reason.
- E. For unpaid leaves of absence granted under sections A. or D. of this article, continued insurance coverage: i.e., Health Benefits Plan; Dental Service Plan; Health Benefits Prescription Program, for the employee involved shall be provided in the following manner:
1. The Board of Education shall pay for its share of the cost of HBP coverage for the first sixty (60) days beyond the month in which the employee goes on leave.

2. The employee may extend HBP coverage for up to nine (9) months, by payment of the full premium to the Board of Education by the fifteenth (15th) day of the month prior to the payment date: i.e., the first (1st) day of the month.
 3. Dental Service Plan and Health Benefits Prescription Program coverage shall not be paid for by the Board of Education beyond the last day of the month in which the employee goes on leave.
 4. The employee may extend dental and/or prescription coverage, subject to the same condition outlined in 2. above; except that coverage may be extended for up to eleven (11) months.
- F. For unpaid leaves of absence granted under Sections B. or C. of this article, continued insurance coverage: i.e. HBP; Dental Service Plan; Health Benefits Prescription Program, for the employee involved shall be provided in the following manner:
1. The Board of Education shall pay its share of the cost for all insurance coverage for the first ninety (90) days beyond the month in which the employee goes on leave.
 2. The employee may extend any or all insurance coverage for up to nine (9) months, by payment of the full premium, for each and every coverage chosen to the Board of Education the fifteenth (15th) day of the month prior to the payment due date: i.e., the first (1st) day of the month.
- G. In the case of a tenured teacher who requests an unpaid leave because of documented personal illness, the Board of Education will provide individual health benefits under the HBP only for such employee, for a period of up to one (1) year beyond the exhaustion of said individual's accumulated sick leave. The employee may purchase family, husband/wife or parent/child coverage by paying the difference in premium costs to the Board of Education as outlined in F. 2. above.
- H. The above provisions apply to all unpaid leaves of absence, as initially requested, or as extended by the employee's request.
- I. Once the time limits on the extensions of insurance coverage offered by the Board of Education expire, further extensions of insurance coverage are subject to the provisions of COBRA legislation.
- J. Other employment benefits; e.g., earned seniority, accumulated sick leave; to which an employee is entitled at the time of leave commences, shall be maintained and reinstated upon the staff member's return to active employment. Upon return from a leave of absence, a tenured staff member shall be returned to the same position held at the commencement of the leave, or to a substantially equivalent position.

ARTICLE 11

PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

- A. Purpose
In our rapidly changing society, teachers must constantly review curricular content, teaching methods and materials, educational philosophy and psychology, social change and other topics related to education. The Association supports the principle of continuing training of teachers and the improvement of instruction.
- B. 1. A teacher shall be reimbursed, subject to prior approval of the Superintendent, for courses taken at an accredited college or university. These courses must be approved by the Principal and shall be limited to the following:
- a. courses directly related to teaching position
 - b. courses taken while matriculated in a graduate program that directly relates to present teaching position.
2. Teachers shall be required to submit proof of successful course completion. Teachers failing to pass or complete a course will be required to reimburse the school for any cost of that course paid by the Board of Education.
- C. A teacher will be provided with opportunities to attend workshops directly related to teaching position which must be approved by the principal.
- D. Yearly maximum accumulation for both course work and workshops is \$1200.00.
- E. Teachers will submit to the Superintendent a written summary and evaluation of any and all workshops attended.

ARTICLE 12

PROTECTION OF TEACHERS, STUDENTS AND PROPERTY

- A. The Board shall provide legal assistance for any assault upon the teacher while acting in the discharge of the duties.
- B. When absence arises out of or from such assault or injury, the teacher shall not forfeit any sick leave or personal leave or pay.

- C. Whenever physical examinations are required of a teacher, they are to be provided by the designated school physician at no cost to the teacher. In the event that such physical examination cannot be provided at the school by the Board's Physician, or if such examination is conducted on a day in which the teacher is not scheduled for duty, then the Board shall reimburse the teacher a maximum of \$20.00 as compensation for securing the physical examination through a private physician.

ARTICLE 13
PERSONAL AND ACADEMIC FREEDOM

Teachers shall be entitled to full rights of citizenship, and no religious or political activities of any teacher or the lack thereof shall be grounds of any discipline or discrimination with respect to the professional employment of such teacher, providing said activities do not violate any local, state or federal law and all such activities are kept removed from the classroom.

ARTICLE 14
TEACHER RIGHTS

- A. Nothing contained herein shall be construed to deny or restrict to any teacher such rights as he/she may have under New Jersey Laws or other applicable laws and regulations. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.
- B. Whenever any teacher is required to appear before any administrator or supervisor, Board, or any committee, member, representative, or agent thereof concerning any matter which could adversely affect the continuation of that teacher in his/her office, position, or employment or the salary or any increments pertaining thereto, except during the evaluation interviews, then he/she shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have representative(s) of the Association present to advise him/her and represent him/her during such meeting or interview.
- C. No employee shall be disciplined or reprimanded without just cause. The Board retains the right to discipline or discharge an employee during the term of his/her employment contract pursuant to law. Discipline may include oral and/or written reprimands, increment withholdings, fines or suspensions without pay if consistent with law, and mid-contract discharges consistent with the law, but shall not include the non-renewal of a non-tenured teacher for performance related reasons. All disciplinary acts shall be subject to the grievance procedure. Any discipline to be imposed shall take into account the nature of the offense, the length of service and general employment record of the employee, the number of previous offenses, any other mitigating circumstances, and previous discipline administered to others in similar situations. Discipline shall be applied in a non-discriminatory fashion. No

teacher will be disciplined, reprimanded in writing, or fined without just cause.

ARTICLE 15
TEACHER EVALUATION

- A. All monitoring or observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher.
- B. A teacher shall be given a copy of any class visit or evaluation report prepared by his/her evaluators at least one (1) day before any conference to discuss it. No such report shall be placed in the teacher's file or otherwise acted upon without prior knowledge of the teacher. No teacher shall be required to sign a blank or incomplete evaluation form.

ARTICLE 16
INSURANCE PROTECTION

- A. Dental Service Plan, Teacher or Teacher/Spouse, Co-Payment
Basic Benefits:
 - Preventive and Diagnostic.....100%
 - Remaining Basic Services.....70/30%
- B. The Board shall provide 100% individual and family coverage under the Health Benefits Prescription Program, or equal plan. Effective after mutual ratification of the 2003-2006 Agreement, the prescription co-pay shall be \$10 (brand name), \$5 (generic) and \$0 (mail order).
- C. The Board's contribution toward Health Benefits Plan shall be 100% appropriate individual and 100% appropriate dependent classification coverage.

ARTICLE 17
SICK LEAVE "BUYBACK"

- A. Upon retirement, under one of the definitions of retirement promulgated by the TPAF, the Board shall pay an employee for unused, accumulated sick leave according to the following schedule:
 - Effective July 1, 2003: \$35.00 per day to a maximum of 100 days
 - Effective July 1, 2004: \$40.00 per day to a maximum of 100 days
 - Effective July 1, 2005: \$45.00 per day to a maximum of 100 days
- B. These benefits shall be paid by the District, provided the State of New Jersey does not pay a benefit for unused sick leave to a teacher.
- C. Payment shall be made subsequent to July 1, but prior to July 30, of the school year following the year during which the employee retires.

ARTICLE 18
MISCELLANEOUS PROVISIONS

- A. Copies of this Agreement shall be printed at the expense of the Board after agreement with the Association on format within thirty (30) days after the Agreement is signed. The Agreement shall be presented to all teachers now employed, hereafter employed, prior to employment.
- 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. In accordance with and to the extent required by law changes in terms and conditions of employment shall first be negotiated with the Majority Representative.

ARTICLE 19
PAYROLL DEDUCTION FOR CREDIT UNION

A payroll deduction for a credit union jointly determined by the Board and Association shall be established subject to the following provisions:

- A. Initial sign-up shall take place after this contract is signed; thereafter, sign-up renewal shall be done in June of each academic year, except for new hires who may enroll within thirty (30) days of hire.
- B. An initial list of eligible employees shall be sent with the first deduction at the start of each academic year. Thereafter, only modifications to this list will be sent with the monthly deposit.
- C. The Board's liability ceases after its mailing the appropriate dollar amount of deductions and the Association shall indemnify and save harmless the Board from any claim thereafter.

ARTICLE 20
DURATION OF AGREEMENT

This Agreement shall be effective as of the date of signing by both parties and shall continue in effect through June 30, 2006, subject to the Association's right to negotiate over a successor Agreement. This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated, unless it is extended in writing.

In witness whereof, the Association has caused this Agreement to be signed by its President and Secretary; and the Board has caused this Agreement to be signed by its President, attested by its Secretary and its corporate seal to be placed hereon, all on the day and year first above written.

NEW HANOVER TOWNSHIP
BOARD OF EDUCATION

NEW HANOVER TOWNSHIP
EDUCATION ASSOCIATION

BY: _____
PRESIDENT

BY: _____
PRESIDENT

BY: _____
SECRETARY

BY: _____
SECRETARY

DATE

DATE

SCHEDULE A
EXTRA-CURRICULAR PAY

The Board of Education shall pay the following stipends to the staff members who perform the following after-school, extra-curricular duties:

<u>Activity</u>	<u>2003-2004</u>	<u>2004-2005</u>	<u>2005-2006</u>
Soccer Coach	\$1579	\$1661	\$1747
Cheerleading Coach	\$1579	\$1661	\$1747
Boys Basketball Coach	\$1156	\$1216	\$1279
Girls Basketball Coach	\$1156	\$1216	\$1279
Safety Patrol	\$622	\$654	\$688
Yearbook	\$598	\$629	\$662
Junior Beta	\$598	\$629	\$662
Theater Director	\$2630	\$2767	\$2911
Production Manager	\$2630	\$2767	\$2911
Asst. Production Manager	\$736	\$774	\$814

SCHEDULE B-1
TEACHER SALARY GUIDE
2003-2004

Step	BA	BA+15	BA+30	MA
		+\$1,000	+ \$1,600	+\$2,300
1	\$37,866	\$38,866	\$39,466	\$40,166
2	\$38,982	\$39,982	\$40,582	\$41,282
3	\$39,839	\$40,839	\$41,439	\$42,139
4	\$40,722	\$41,722	\$42,322	\$43,022
5	\$42,139	\$43,139	\$43,739	\$44,439
6	\$43,772	\$44,772	\$45,372	\$46,072
7	\$45,867	\$46,867	\$47,467	\$48,167
8	\$47,494	\$48,494	\$49,094	\$49,794
9	\$49,121	\$50,121	\$50,721	\$51,421
10	\$50,747	\$51,747	\$52,347	\$53,047
11	\$52,375	\$53,375	\$53,975	\$54,675
12	\$54,001	\$55,001	\$55,601	\$56,301
13	\$55,630	\$56,630	\$57,230	\$57,930
14	\$56,864	\$57,864	\$58,464	\$59,164
15	\$58,304	\$59,304	\$59,904	\$60,604
16	\$59,585	\$60,585	\$61,185	\$61,885
17	\$61,179	\$62,179	\$62,779	\$63,479
18	\$64,779	\$65,779	\$66,379	\$67,079

LONGEVITY

Beginning of the year one begins his/her 13th, 15th, 17th, and 25th years of service in the district

- 13th - \$500
- 15th - \$500
- 17th - \$500
- 25th - \$1000

SCHEDULE B-2
TEACHER SALARY GUIDE
2004-2005

Step	BA	BA+15	BA+30	MA
		+\$1,000	+ \$1,600	+\$2,300
1	\$38,714	\$39,714	\$40,314	\$41,014
2	\$39,855	\$40,855	\$41,455	\$42,155
3	\$40,732	\$41,732	\$42,332	\$43,032
4	\$41,634	\$42,634	\$43,234	\$43,934
5	\$43,083	\$44,083	\$44,683	\$45,383
6	\$44,753	\$45,753	\$46,353	\$47,053
7	\$46,895	\$47,895	\$48,495	\$49,195
8	\$48,557	\$49,557	\$50,157	\$50,857
9	\$50,221	\$51,221	\$51,821	\$52,521
10	\$51,884	\$52,884	\$53,484	\$54,184
11	\$53,548	\$54,548	\$55,148	\$55,848
12	\$55,211	\$56,211	\$56,811	\$57,511
13	\$56,876	\$57,876	\$58,476	\$59,176
14	\$58,138	\$59,138	\$59,738	\$60,438
15	\$59,610	\$60,610	\$61,210	\$61,910
16	\$60,919	\$61,919	\$62,519	\$63,219
17	\$62,549	\$63,549	\$64,149	\$64,849
18	\$66,230	\$67,230	\$67,830	\$68,530

LONGEVITY

Beginning of the year one begins his/her 13th, 15th, 17th, and 25th years of service in the district

- 13th - \$500
- 15th - \$500
- 17th - \$500
- 25th - \$1000

SCHEDULE B-3
TEACHER SALARY GUIDE
2005-2006

Step	BA	BA+15 +\$1,000	BA+30 + \$1,600	MA +\$2,300
1	\$39,480	\$40,480	\$41,080	\$41,780
2	\$40,645	\$41,645	\$42,245	\$42,945
3	\$41,538	\$42,538	\$43,138	\$43,838
4	\$42,458	\$43,458	\$44,058	\$44,758
5	\$43,936	\$44,936	\$45,536	\$46,236
6	\$45,639	\$46,639	\$47,239	\$47,939
7	\$47,823	\$48,823	\$49,423	\$50,123
8	\$49,519	\$50,519	\$51,119	\$51,819
9	\$51,216	\$52,216	\$52,816	\$53,516
10	\$52,911	\$53,911	\$54,511	\$55,211
11	\$54,608	\$55,608	\$56,208	\$56,908
12	\$56,304	\$57,304	\$57,904	\$58,604
13	\$58,002	\$59,002	\$59,602	\$60,302
14	\$59,289	\$60,289	\$60,889	\$61,589
15	\$60,791	\$61,791	\$62,391	\$63,091
16	\$62,126	\$63,126	\$63,726	\$64,426
17	\$63,788	\$64,788	\$65,388	\$66,088
18	\$67,541	\$68,541	\$69,141	\$69,841

LONGEVITY

Beginning of the year one begins his/her 13th, 15th, 17th, and 25th years of service in the district

- 13th - \$500
- 15th - \$500
- 17th - \$500
- 25th - \$1000

SCHEDULE C
STEP CONVERSION

2002-2003 Step	2003-2004 Step	2004-2005 Step	2005-2006 Step
1	1	2	3
2	1	2	3
3	2	3	4
4	2	3	4
5	3	4	5
6	3	4	5
7	4	5	6
8	4	5	6
9	5	6	7
10	5	6	7
11	6	7	9
12	6	7	8
13	7	8	9
14	8	9	10
15	9	10	11
16	10	11	12
17	11	12	13
18	12	13	14
19	13	14	15
20	14	15	16
21	15	16	17
22	16	17	18
23	17	18	18
24	18	18	18
25	18	18	18