

VERONA EDUCATION ASSOCIATION

AGREEMENT

July 1, 1992 to June 30, 1995

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- 31:3 Since successful experience contributes to the ability of a teacher to render valuable service, the amount of experience shall be recognized in the provisions of the Guide.
- 31:4 Individuals entering into initial employment shall, in general, be paid salaries not to exceed those accorded under the Guide for teachers with the same number of years of related experience and/or skills.
- 31:5 Prior related experience and/or skills, including up to four (4) years of military service are creditable as may be determined by the Board in establishing the initial position of new teachers on the Guide.
- 31:6 Returning teachers discharged from military service shall be re-employed no earlier than the first of the month in which their honorable discharge becomes effective. Each returning teacher shall be required to present evidence of his/her honorable discharge prior to beginning his/her employment.
- 31:7 Subject to the qualifications in items eight (8) through twelve (12), every teacher entitled to an increment will receive annually the increment applicable to his/her position until the maximum salary is reached.
- 31:8 Teachers who render exceptionally outstanding service, quantitatively and/or qualitatively, may, upon recommendation of the Principal and Superintendent of Schools, be granted a higher increase by action of the Board. If the teacher is at maximum, the salary guide may be exceeded.
- 31:9 The Board shall not grant an annual increment to any teacher whose services for the past year have not been satisfactory. Such unsatisfactory service shall be established only as a result of a thorough evaluation and with the teacher fully informed.
- 31:10 Members of the teaching staff who, by additional training, qualify to advance from one preparational level to another, effective September 1, shall submit documentary evidence to the Superintendent supporting their claim prior to October 1, of the same school year. Teachers who submit such evidence by August 1 shall be advanced as of September 1. Teachers who submit such evidence by March 1 shall be advanced as of February 1.
- 31:11 Individuals employed less than a full year may be granted a regular or partial increment the next following school year, upon the recommendation of the Superintendent and approval of the Board.
- 31:12 The stipend paid to an area coordinator and athletic director shall be included as part of his/her annual contractual salary, provided that he/she has served satisfactorily for a period of three (3) successive years as an area coordinator or athletic director. Should an area coordinator or athletic director resign his/her appointment or fail to be reappointed the stipend for area coordinator or athletic director will no longer form a part of said person's compensation.

Requirements for Degree and Degree Equivalency Credits

- 31:13 Fourth Year Level - Any teacher in the Verona Public School System who has met either of the following requirements shall be considered at the fourth year level on the salary guide:

Verona Board of Education  
Agreement

July 1, 1995 to June 30, 1996

July 1, 1996 to June 30, 1999

- 31:3 Since successful experience contributes to the ability of a teacher to render valuable service, the amount of experience shall be recognized in the provisions of the Guide.
- 31:4 Individuals entering into initial employment shall, in general, be paid salaries not to exceed those accorded under the Guide for teachers with the same number of years of related experience and/or skills.
- 31:5 Prior related experience and/or skills, including up to four (4) years of military service are creditable as may be determined by the Board in establishing the initial position of new teachers on the guide.
- 31:6 Returning teachers discharged from military service shall be re-employed no earlier than the first of the month in which their honorable discharge becomes effective. Each returning teacher shall be required to present evidence of his/her honorable discharge prior to beginning his/her employment.
- 31:7 Subject to the qualifications in items eight (8) through twelve (12), every teacher entitled to an increment will receive annually the increment applicable to his/her position until the maximum salary is reached.
- 31:8 Teachers who render exceptionally outstanding service, quantitatively and/or qualitatively, may, upon recommendation of the Principal and Superintendent, be granted a higher increase by the action of the Board. If the teacher is at maximum, the salary guide may be exceeded.
- 31:9 The Board shall not grant an annual increment to any teacher whose services for the past year have not been satisfactory. Such unsatisfactory service shall be established only as a result of a thorough evaluation and with the teacher fully informed.
- 31:10 Members of the teaching staff who, by additional training, qualify to advance from one preparational level to another, effective September 1, shall submit documentary evidence to the Superintendent supporting their claim prior to October 1, of the same school year. Teachers who submit such evidence by August 1 shall be advanced as of September 1. Teachers who submit such evidence by March 1 shall be advanced as of February 1.
- 31:11 Individuals employed less than a full year may be granted a regular or partial increment the next following school year, upon the recommendation of the Superintendent and approval of the Board.
- 31:12 The stipend paid to an area coordinator and athletic director shall be included as part of his/her annual contractual salary, provided that he/she has served satisfactorily for a period of three (3) successive years as an area coordinator or athletic director. Should an area coordinator or athletic director resign his/her appointment or fail to be reappointed the stipend for area coordinator or athletic director will no longer form a part of said person's compensation.

Verona Board of Education  
Agreement  
July 1971 - June 1972

- 31:3 Since successful experience contributes to the ability of a teacher to render valuable service, the amount of experience shall be recognized in the provisions of the Guide.
- 31:4 Individuals entering into initial employment shall, in general, be paid salaries not to exceed those accorded under the Guide for teachers with the same number of years of related experience and/or skills.
- 31:5 Prior related experience and/or skills, including up to four (4) years of military service are creditable as may be determined by the Board in establishing the initial position of new teachers on the guide.
- 31:6 Returning teachers discharged from military service shall be re-employed no earlier than the first of the month in which their honorable discharge becomes effective. Each returning teacher shall be required to present evidence of his/her honorable discharge prior to beginning his/her employment.
- 31:7 Subject to the qualifications in items eight (8) through twelve (12), every teacher entitled to an increment will receive annually the increment applicable to his/her position until the maximum salary is reached.
- 31:8 Teachers who render exceptionally outstanding service, quantitatively and/or qualitatively, may, upon recommendation of the Principal and Superintendent, be granted a higher increase by the action of the Board. If the teacher is at maximum, the salary guide may be exceeded.
- 31:9 The Board shall not grant an annual increment to any teacher whose services for the past year have not been satisfactory. Such unsatisfactory service shall be established only as a result of a thorough evaluation and with the teacher fully informed.
- 31:10 Members of the teaching staff who, by additional training, qualify to advance from one preparational level to another, effective September 1, shall submit documentary evidence to the Superintendent supporting their claim prior to October 1, of the same school year. Teachers who submit such evidence by August 1 shall be advanced as of September 1. Teachers who submit such evidence by March 1 shall be advanced as of February 1.
- 31:11 Individuals employed less than a full year may be granted a regular or partial increment the next following school year, upon the recommendation of the Superintendent and approval of the Board.
- 31:12 The stipend paid to an area coordinator and athletic director shall be included as part of his/her annual contractual salary, provided that he/she has served satisfactorily for a period of three (3) successive years as an area coordinator or athletic director. Should an area coordinator or athletic director resign his/her appointment or fail to be reappointed the stipend for area coordinator or athletic director will no longer form a part of said person's compensation.

Vernon Board of Education  
Agreement  
July 1, 2002 - June 30, 2004

32:11 Upon completion of the sabbatical leave a written report to the Superintendent and an oral report if requested to the Board, shall be made within a period of sixty (60) days after return to service.

32:12 Upon return from sabbatical leave, a teacher shall be placed on the salary schedule at the level which he/she would have achieved had he/she remained actively employed in the system during the period of his/her absence. The teacher will be entitled to return to the position he/she left. All benefits to which a teacher was entitled at the time his/her leave commenced, including unused accumulated sick leave, shall be restored to him/her upon his/her return.

### ARTICLE 33

#### Administration of Salary Guide (Part A)

33:1 The salaries of all employees covered by this Agreement are set forth in Schedules A - F which are attached hereto and made a part thereof.

33:2 The Guide shall make no distinction among teachers on the basis of grade level or subject taught.

33:3 Since successful experience contributes to the ability of a teacher to render valuable service, the amount of experience shall be recognized in the provisions of the Guide.

33:4 Individuals entering into initial employment shall, in general, be paid salaries not to exceed those accorded under the Guide for teachers with the same number of years of related experience and/or skills.

33:5 Prior related experience and/or skills, including up to four (4) years of military service are creditable as may be determined by the Board in establishing the initial position of new teachers on the guide.

33:6 Returning teachers discharged from military service shall be re-employed no earlier than the first of the month in which their honorable discharge becomes effective. Each returning teacher shall be required to present evidence of his/her honorable discharge prior to beginning his/her employment.

33:7 Subject to the qualifications in items eight (8) through twelve (12), every teacher entitled to an increment will receive annually the increment applicable to his/her position until the maximum salary is reached.

33:8 Teachers who render exceptionally outstanding service, quantitatively and/or qualitatively, may, upon recommendation of the Principal and Superintendent, be granted a higher increase by the action of the Board. If the teacher is at maximum, the salary guide may be exceeded.

33:9 The Board shall not grant an annual increment to any teacher whose services for the past year have not been satisfactory. Such unsatisfactory service shall be established only as a result of a thorough evaluation and with the teacher fully informed.

33:10 Members of the teaching staff who, by additional training, qualify to advance from one preparational level to another, effective September 1, shall submit documentary evidence to the Superintendent supporting their claim prior to October 1, of the same school year. Teachers who submit such evidence by August 1 shall be advanced as of September 1. Teachers who submit such evidence by March 1 shall be advanced as of February 1.

33:11 Individuals employed less than a full year may be granted a regular or partial increment the next following school year, upon the recommendation of the Superintendent and approval of the Board.

33:12 The stipend paid to an area coordinator shall be included as part of his/her annual contractual salary, provided that he/she has served satisfactorily for a period of three (3) successive years as an area coordinator. Should an area coordinator resign his/her appointment or fail to be reappointed the stipend for area coordinator will no longer form a part of said person's compensation.

#### Requirements for Degree and Degree Equivalency Credits

33:13 Fourth Year Level - Any teacher in the Verona Public School system who has met either of the following requirements shall be considered at the Fourth Year Level on the salary guide:

33:13.1 Any teacher who has earned a Bachelor's Degree in an accredited college or university.

33:14 Fifth Year Level - Subject to the criteria for evaluating graduate credits, any teacher in the Verona Public School system who has met the following requirements shall be considered at the Fifth Year Level on the salary guide:

33:14.1 He/she must have received a Bachelor's Degree.



1890-1900  
1900-1910  
1910-1920

## ARTICLE 22

### Administration of Salary Guide (Part A)

- 22:1 The salaries of all employees covered by this Agreement are set forth in Schedules A - C which are attached hereto and made a part thereof.
- 22:2 The Guide shall make no distinction among teachers on the basis of grade level or subject taught.
- 22:3 Since successful experience contributes to the ability of a teacher to render valuable service, the amount of experience shall be recognized in the provisions of the Guide.
- 22:4 Individuals entering into initial employment shall, in general, be paid salaries not to exceed those accorded under the Guide for teachers with the same number of years of related experience and/or skills.
- 22:5 Prior related experience and/or skills, including up to four (4) years of military service are creditable as may be determined by the Board in establishing the initial position of new teachers on the Guide.
- 22:6 Returning teachers discharged from military service shall be re-employed no earlier than the first of the month in which their honorable discharge becomes effective. Each returning teacher shall be required to present evidence of his/her honorable discharge prior to beginning his/her employment.
- 22:7 Subject to the qualifications in items eight (8) through twelve (12), every teacher entitled to an increment will receive annually the increment applicable to his/her position until the maximum salary is reached.
- 22:8 Teachers who render exceptionally outstanding service, quantitatively and/or qualitatively, may, upon recommendation of the Principal and Superintendent, be granted a higher increase by the action of the Board. If the teacher is at maximum, the Guide may be exceeded.
- 22:9 The Board shall not grant an annual increment to any teacher whose services for the past year have not been satisfactory. Such unsatisfactory service shall be established only as a result of a thorough evaluation and with the teacher fully informed.
- 22:10 Members of the teaching staff who, by additional training, qualify to advance from one preparational level to another, effective September 1, shall submit documentary evidence to the Superintendent supporting their claim prior to October 1, of the same school year. Teachers who submit such evidence by March 1 shall be advanced as of February 1.
- 22:11 Individuals employed less than a full year may be granted a regular or partial increment the next following school year, upon the recommendation of the Superintendent and approval of the Board.
- 22:12 The stipend paid to an Area Coordinator, Technology Coordinator, Health Services Coordinator, and Subject Matter Coordinators shall be included as part of his/her annual contractual salary and be pension eligible. Should an Area Coordinator resign his/her appointment or fail to be reappointed the stipend for Area Coordinator will no longer form a part of said person's compensation.
- 22:13 Columns of the teacher's salary guide will be: BA, BA15, BA30, MA, BA45/MA15, BA60/MA30, BA75/MA45 and Doctorate. Effective July 1, 2004, teachers will no longer be permitted to move in the BA15 or BA45/MA15 columns.
- 22:14 Credit will be awarded beyond the bachelor's degree for successful completion of graduate coursework at an accredited college or university per flow chart - Appendix N. Credit will also be granted for accumulated in-service hours at a rate of fifteen (15) hours per pre-approved graduate credit.
- 22:15 Filing of Transcripts - Transcripts of credits must be filed with the Superintendent prior to October 1 to be evaluated by the Superintendent for full salary consideration in the current year, or prior to March 1, for adjustment to the Guide as of February 1.
- 22:16 Teacher's Notification of Graduate and In-Service Credit - Prior to the last school day in June, all teachers shall receive written notice as to the number of in-service credits and professional development hours earned during that current school year.
- 22:17 Appeal Process - The District Professional Development Committee (DPDC) will be composed of four (4) teachers and two (2) administrators. This Committee will adjudicate any disputes concerning course credit or tuition reimbursement.
- 22:17.1 Any member of the Committee, being considered for equivalency credit, shall be disqualified automatically from voting. In case of a tie vote on any matter, the Superintendent shall have the right of the deciding vote.
- 22:17.2 The teachers who will serve on the District Professional Development Committee shall be appointed by the V.E.A. Executive Board.

Verona Board of Education  
Agreement  
July 1, 2007 - June 30, 2010

- 21:6 The salary granted to a teacher on sabbatical leave for study shall be seventy percent (70%) of the salary to which he/she would be entitled if not on leave. The salary granted for sabbatical leave for travel shall be fifty percent (50%) of that salary to which he/she would be entitled if not on leave. From such salary shall be deducted monthly the regular deductions for Teachers' Pension and Annuity Fund and such other deductions as may be required by law or authorized by the teacher. Salary payments shall be made in accordance with the general time schedule for payment of salaries in the school system.
- 21:7 As a condition to such leave, the teacher shall enter into a contract to continue in the service of the Verona Public Schools for a period of at least two (2) years after the expiration of the leave of absence. Failing to so continue in service, the teacher shall repay to the Verona Board of Education a sum being the same ratio to the amount of salary received while on leave that the unfilled portion of the two (2) subsequent years of service bears to the full two (2) years, unless the teacher is incapacitated or has been discharged or if the teacher is relieved of such obligations upon recommendation of the Superintendent and approval of the Board.
- 21:8 Applications for such leave shall be made to the Superintendent's office prior to January 1 preceding the school year for which such absence is requested. Such applications shall be made upon a regular applications form furnished by that office.
- 21:9 Not more than two and one-half percent (2 ½%) of the personnel covered by this contract shall be granted sabbatical leaves at any one time.
- 21:10 The Board shall notify the President of the Association of the receipt of applications for sabbatical leaves.
- 21:11 Upon completion of the sabbatical leave a written report to the Superintendent and an oral report if requested to the Board, shall be made within a period of sixty (60) days after return to service.
- 21:12 Upon return from sabbatical leave, a teacher shall be placed on the salary schedule at the level which he/she would have achieved had he/she remained actively employed in the system during the period of his/her absence. The teacher will be entitled to return to the position he/she left. All benefits to which a teacher was entitled at the time his/her leave commenced, including unused accumulated sick leave, shall be restored to him/her upon his/her return.

**ARTICLE 22**  
**Administration of Salary Guide (Part A)**

- 22:1 The salaries of all employees covered by this Agreement are set forth in Schedules A - C which are attached hereto and made a part thereof.
- 22:2 The Guide shall make no distinction among teachers on the basis of grade level or subject taught.
- 22:3 Since successful experience contributes to the ability of a teacher to render valuable services, the amount of experience shall be recognized in the provisions of the Guide.
- 22:4 Individuals entering into initial employment shall, in general, be paid salaries not to exceed those accorded under the Guide for teachers with the same number of years of related experience and/or skills.
- 22:5 Prior related experience and/or skills, including up to four (4) years of military service are creditable as may be determined by the Board in establishing the initial position of new teachers on the guide.
- 22:6 Returning teachers discharged from military service shall be re-employed no earlier than the first of the month in which their honorable discharge becomes effective. Each returning teacher shall be required to present evidence of his/her honorable discharge prior to beginning his/her employment.
- 22:7 Subject to the qualifications in items eight (8) through twelve (12), every teacher entitled to an increment will receive annually the increment applicable to his/her position until the maximum salary is reached.
- 22:8 Teachers who render exceptionally outstanding service, quantitatively and/or qualitatively, may, upon recommendation of the Principal and Superintendent, be granted a higher increase by the action of the Board. If the teacher is at maximum, the Guide may be exceeded.

**VEA AGREEMENT**  
**7/1/10 - 6/30/12**

Becomes  
22:7

- 22:2 ~~The Guide shall make no distinction among teachers on the basis of grade level or subject taught. Initial employee salary placement shall be established by the BOE.~~
- 22:3 Since successful experience contributes to the ability of a teacher to render valuable services, the amount of experience shall be recognized in the provisions of the Guide.
- 22:4 Prior related experience and/or skills, including up to four (4) years of military service are creditable as may be determined by the Board in establishing the initial position of new teachers on the guide.
- 22:5 Returning teachers discharged from military service shall be re-employed no earlier than the first of the month in which their honorable discharge becomes effective. Each returning teacher shall be required to present evidence of his/her honorable discharge prior to beginning his/her employment.
- 22:6 Subject to the qualifications in items eight (8) through twelve (12), every teacher entitled to an increment will receive annually the increment applicable to his/her position until the maximum salary is reached.
- 22:7 Teachers who render exceptionally outstanding service, quantitatively and/or qualitatively, may, upon recommendation of the Principal and Superintendent, be granted a higher increase by the action of the Board. If the teacher is at maximum, the Guide may be exceeded.
- 22:8 The Board shall not grant an annual increment to any teacher whose services for the past year have not been satisfactory. Such unsatisfactory service shall be established only as a result of a thorough evaluation and with the teacher fully informed. The Board and VEA agree to add language to the contract that clearly specifies the salary administration in the event that this contract terminates, and no successor agreement is in effect. In such a case, salaries and longevity will be paid at the same rate effective on the last day this agreement was in effect. When a successor agreement is established, the salaries and longevity established in that agreement will take effect retroactively to the start date of the successor agreement.
- The Board reserves the right to terminate this agreement on June 1, 2011 by paying the association an additional 1.25% increase of the 2009-2010 base salary. In the event of an early termination by the Board, the total percentage increase for 2010-2011 would amount to 5.1%.
- 22:9 Members of the teaching staff who, by additional training, qualify to advance from one preparational level to another, effective September 1, shall submit documentary evidence to the Superintendent supporting their claim prior to October 1, of the same school year. Teachers who submit such evidence by March 1 shall be advanced as of February 1.
- 22:10 Individuals employed less than a full year may be granted a regular or partial increment the next following school year, upon the recommendation of the Superintendent and approval of the Board.
- 22:11 The stipend paid to an Area Coordinator, Technology Coordinator, Health Services Coordinator, and Subject Matter Coordinators shall be included as part of his/her annual contractual salary and be pension eligible. Should an Area Coordinator resign his/her appointment or fail to be reappointed the stipend for Area Coordinator will no longer form a part of said person's compensation.
- 22:12 Columns of the teacher's salary guide will be: BA, BA15-BA30, MA, BA45/MA15, BA60/MA30, BA75/MA45 and Doctorate. Effective July 1, 2004, teachers will no longer be permitted to move into BA15 or BA45/MA15 columns.
- ~~22:14 Graduate credit will be awarded beyond the bachelor's degree to successful completion of graduate coursework at an accredited college or university as outlined in Appendix (F). Credit will also be granted to district sponsored in-service courses provided after school. In-service credit attained during the school day will count toward completion of the 100-hour professional development, as outlined in as outlined in~~
- ~~22:13 Graduate credit will be awarded beyond the bachelor's degree to successful completion of graduate course work at all accredited colleges or universities per (F). Credit will also be granted to accumulate district sponsored in-service credit attained during the school day will count toward completion of 100 hour professional development requirement.~~
- 22:14 Filing of Transcripts - Transcripts of credits must be filed with the Superintendent prior to October 1 to be evaluated by the

VEA  
CONTRACT  
JULY 1, 2012 TO JUNE 30, 2015

21:12 Upon return from sabbatical leave, a teacher shall be placed on the salary schedule at the level which he/she would have achieved had he/she remained actively employed in the system during the period of his/her absence. The teacher will be entitled to return to the position he/she left. All benefits to which a teacher was entitled at the time his/her leave commenced, including unused accumulated sick leave, shall be restored to him/her upon his/her return.

**ARTICLE 22**  
**Administration of Salary Guide (Part A)**

- 22:1 The salaries of all employees covered by this Agreement are set forth in Schedules A – C which are attached hereto and made a part thereof.
- 22:2 Initial employee salary placement shall be established by the BOE.
- 22:3 Since successful experience contributes to the ability of a teacher to render valuable services, the amount of experience shall be recognized in the provisions of the Guide.
- 22:4 Prior related experience and/or skills, including up to four (4) years of military service are creditable as may be determined by the Board in establishing the initial position of new teachers on the guide.
- 22:5 Returning teachers discharged from military service shall be re-employed no earlier than the first of the month in which their honorable discharge becomes effective. Each returning teacher shall be required to present evidence of his/her honorable discharge prior to beginning his/her employment.
- 22:6 Subject to the qualifications in items eight (8) through twelve (12), every teacher entitled to an increment will receive annually the increment applicable to his/her position until the maximum salary is reached.
- 22:7 Teachers who render exceptionally outstanding service, quantitatively and/or qualitatively, may, upon recommendation of the Principal and Superintendent, be granted a higher increase by the action of the Board. If the teacher is at maximum, the Guide may be exceeded.
- 22:8 The Board shall not grant an annual increment to any teacher whose services for the past year have not been satisfactory. Such unsatisfactory service shall be established only as a result of a thorough evaluation and with the teacher fully informed.
- 22:9 Members of the teaching staff who, by additional training, qualify to advance from one preparational level to another, effective September 1, shall submit documentary evidence to the Superintendent supporting their claim prior to October 1, of the same school year. Teachers who submit such evidence by March 1 shall be advanced as of February 1.
- 22:10 Individuals employed less than a full year may be granted a regular or partial increment the next following school year, upon the recommendation of the Superintendent and approval of the