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**AGREEMENT**

LIBRARY  
INSTITUTE OF MANAGEMENT  
AND LABOR RELATIONS  
SEP 20 1990  
RUTGERS UNIVERSITY

between

RANCOCAS VALLEY REGIONAL HIGH SCHOOL

and

THE RANCOCAS VALLEY REGIONAL HIGH SCHOOL  
EDUCATION ASSOCIATION

X 1989-1990, 1990-1991, & 1991-1992  
SCHOOL YEARS

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## CONTRACT

**THIS AGREEMENT**, made this 6th day of December, 1989, between **RANCOCAS VALLEY REGIONAL HIGH SCHOOL**, a body politic and corporate of the State of New Jersey, with its principal place of business in Mount Holly, County of Burlington, State of New Jersey, party of the first part, and **THE RANCOCAS VALLEY REGIONAL HIGH SCHOOL EDUCATION ASSOCIATION**, a non-profit corporation of the State of New Jersey, also situated in Mount Holly, aforesaid party of the second part, WITNESSETH:

The parties do hereby enter into this contract pursuant to the provisions of Chapter 123 of the Public Laws of 1975.

## ARTICLE I

### RECOGNITION OF UNIT

The Board of Education of Rancocas Valley Regional High School has heretofore recognized and does hereby confirm its recognition of The Rancocas Valley Regional High School Education Association, a non-profit corporation of the State of New Jersey, as the Representative for the purpose of collective negotiations by the following groups of employees of the Rancocas Valley Regional High School:

- A. PROFESSIONAL STAFF
  - 1. Classroom teachers
  - 2. Nurses
  - 3. Guidance Counselors
  - 4. Coordinator of Library/Media Center,  
Librarian
  - 5. School Psychologist
  - 6. Social Workers
  - 7. Learning Disabilities Specialist
  - 8. Department Chairpersons
  
- B. SUPPORT STAFF
  - 1. District Non-Confidential Secretaries/Clerks
  - 2. Library Assistants
  - 3. Computer Manager
  - 4. Computer Operator
  - 5. AV Technician

## ARTICLE II

### GRIEVANCE PROCEDURE

The parties hereto agree to resolve grievances affecting the employees of the party of the first part, who are represented for the purposes of collective negotiations by the party of the second part, as follows:

DEFINITION CATEGORY A - A grievance under this category shall mean a complaint by an employee as defined in Article I of this Agreement or the Association that there has been a violation, misinterpretation, or inequitable application of any of the provisions of this Agreement.

CATEGORY B - A grievance under this category shall mean a complaint by an employee as defined in Article I of this Agreement or the Association that there has been a violation, misinterpretation, or inequitable application of Board Policies or Administrative decisions.

A grievance shall not apply to any matter to which (a) a method of review is prescribed by law, or any rule or regulation of the New Jersey State Commissioner of Education; (b) a complaint of a non-tenure employee which arises by reason of his/her not being re-employed.

### PROCEDURE

Step I. The aggrieved employee or the Association shall first discuss the grievance with the Superintendent of Rancocas Valley Regional High School within ten calendar days of the occurrence in an attempt to resolve the grievance informally through personal conference with the aggrieved employee and/or a representative of the Association.

Step II. If as a result of the discussion at Step I, the grievance is not resolved to the satisfaction of the aggrieved employee or the Association, the aggrieved employee or the Association shall set forth the grievance, in writing, to the Superintendent within three school days of the

Superintendent's disposition at the Step I meeting.

The aggrieved employee or the Association shall specify the following in the written complaint:

- a. a statement of the grievance
- b. the Agreement provision alleged to have been violated, misinterpreted or applied inequitably
- c. the reason for dissatisfaction with the Superintendent's decision
- d. the remedies sought.

The Superintendent's disposition of the written grievance must be made within ten calendar days following the Step I meeting.

Step III. The Superintendent's disposition of the grievance may be appealed to the Board of Education of Rancocas Valley Regional High School.

This appeal must be submitted within seven school days of the aggrieved employee's or the Association's receipt of the Superintendent's written disposition of the grievance. This appeal must be submitted with all pertinent data, in writing, to the President of the Rancocas Valley Regional High School Board of Education.

The Board of Education shall meet with the aggrieved employee or the Association within 14 calendar days of the Board President's receipt of the appeal.

The President of the Board of Education shall notify the aggrieved employee or the Association, in writing, of the Board of Education's disposition of the grievance within 14 calendar days after the hearing of the appeal.

Step IV. In the event that a Category A grievance cannot be resolved by both parties it may be submitted to binding arbitration within 14 calendar days after Step III notification.

In the event that a Category B grievance cannot be resolved by both parties it may be submitted to advisory arbitration within 14 calendar days after Step III notification, unless both parties mutually agree to submit the grievance to binding arbitration.

Within 14 calendar days after such a notice of submission to arbitration, the Board and the Association shall attempt to agree upon a mutually acceptable arbitrator to serve. If the parties are unable to agree upon an arbitrator, a request for a list of arbitrators may be made to the American Arbitration Association by either party. If the parties are unable to determine a mutually satisfactory arbitrator from the submitted list, they may request the American Arbitration Association to submit a second roster of names. If the parties are still unable to determine a mutually acceptable arbitrator from the second list, the American Arbitration Association may be requested by either party to designate an arbitrator.

The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel subsistence expense and the cost of the hearing rooms shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring same.

No charge shall be made for building facilities owned by the Board.

The Rancocas Valley Regional High School Education Association may provide three representatives for the aggrieved employee as defined in this contract for the procedure set forth in Step I, III, and IV of this Agreement. The time limits stated in Step II, III, and IV may be extended when necessary and when mutually agreed upon by the parties to this Agreement. A request for an extension shall be made, in writing, addressed to the President of The Rancocas Valley Regional High School Education Association and to the Superintendent of Rancocas Valley Regional High School.

- NOTE:
- a) If the Superintendent or Board fails to respond to a grievance within the prescribed time limits the aggrieved party may proceed to the next level within seven calendar days from the level expiration date.
  - b) The aggrieved employee's or the Association's failure to proceed to the next grievance level within the prescribed time limits shall be deemed to constitute an abandonment of the grievance.
  - c) Should the Board of Education create a new position entitled Assistant Superintendent or Principal, then Step I would be an informal conference with the Assistant Superintendent or Principal; Step II would be a written submission of grievance to the Assistant Superintendent or Principal; Step III would be an appeal to the Superintendent; Step IV would be an appeal to the Board; and Step V would be Arbitration.

### ARTICLE III

#### SALARY SCHEDULE

##### PROFESSIONAL STAFF

It is further agreed between the parties hereto that the Salary Schedules annexed hereto and made a part hereof and Marked Exhibit I are hereby adopted for the school years 1989-1990, 1990-1991, and 1991-1992 for the employees represented for the purposes of collective negotiations by the party of the second part.

All persons entitled to increment will be advanced one step on the salary guide.

1989-90 base will be \$22,000

1990-91 base will be \$23,625 plus an additional .01 on the top step

1991-92 base will be \$25,280 plus an additional .01 on the top step

## SUPPORT STAFF

It is further agreed between the parties hereto that the salary increases for the support staff will be as follows:

Effective July 1, 1989 employees shall receive a 9.4% increase, inclusive of increment. (4.7% of the individual employees salary, plus 4.7% of the average salary.)

Effective July 1, 1990 employees shall receive a 9.00% increase, inclusive of increment. (4.5% of the individual employees salary, plus 4.5% of the average salary.)

Effective July 1, 1991 employees shall receive a 8.5% increase, inclusive of increment. (4.25% of the individual employees salary, plus 4.25% of the average salary.)

### Overtime Compensation

Overtime compensation will be based on hours worked beyond the normal work day as defined in Article XXIV Paragraph B. The first 40 hours of overtime in a year will be at the employee's option either to be paid at a one and a half rate or comp time at a one and a half rate. Any hours beyond 40 in a year will be compensated at a one and a half rate of comp time.

## ARTICLE IV

### LONGEVITY PROVISIONS

#### PROFESSIONAL STAFF

Commencing July 1, 1989, a longevity increase will be granted to every teacher who has been under tenure for five years.

- A. One year after reaching the top step -\$150.00
- B. Two years after reaching the top step -an additional \$150.
- C. Three years after reaching the top step-an additional \$150.
- D. Four years after reaching the top step -an additional \$150.
- E. Five years after reaching the top step -an additional \$750.

An additional \$750. will be granted at the beginning of every sixth year thereafter.

## **SUPPORT STAFF**

Commencing July 1, 1989, a longevity increase will be granted to every support staff employee who has completed ten years of service to Rancocas Valley Regional High School.

The longevity payment will consist of \$150 for the first year and an additional \$100 for every year thereafter.

## **ARTICLE V**

### **ISSUING CONTRACTS**

All employees of the party of the first part represented by the party of the second part shall receive no later than April 30 written notification of their reappointment to any position, except spring athletic positions which will receive reappointment notice by June 15 for the next school year, which must be accepted and executed by the employee within fifteen days thereafter.

## **ARTICLE VI**

### **HEALTH CARE BENEFITS**

- A. Effective February 1, 1990, the Board agrees to pay full premium coverage for all its employees under the New Jersey State Health Benefits Plan. Upon implementation of the State Health Benefits Plan the Board shall create a pool for the purpose of reimbursing members for money spent on the 80/20 co-pay. The Board shall contribute the amount of \$30,000.00 during the first calendar year of the collective bargaining agreement, \$15,000.00 for the second calendar year of the collective bargaining agreement, and \$10,000.00 for the third calendar year of the collective bargaining agreement. Any unexpended funds in the pool will be rolled over from year to year. The Board will not have an obligation to fund this pool after the conclusion of the collective bargaining agreement. The Board will have the obligation to roll over any unexpended funds at the conclusion of the collective bargaining agreement.
- B. The Board agrees to provide a \$2.00/\$4.00 co-pay prescription plan for employees and dependents, where appropriate, to include Oral Contraceptives. (Board will assume increased costs.)

- C. The Board agrees to provide a single coverage \$25.00 deductible dental plan. Plan to be New Jersey Blue Shield Dental 100+ or its equivalent. Mutual agreement is required by both parties if a different carrier is to be used. (Board will assume increased costs.)
- D. Medical Menu Plan - effective July 1, 1991 (Language will be distributed prior to the effective date.)

## ARTICLE VII

### PERSONAL PROPERTY DAMAGE REIMBURSEMENT

1. Effective July 1, the parties agree to contribute a matching sum of \$750 each (\$1,500) toward an Employees' Personal Property Reimbursement Fund. This fund to be administered by the Association.
2. Employees may apply to the Association for reimbursement for damages done to clothing or other personal property (not otherwise covered by insurance and based on depreciated value) while the employee is within the scope of his/her employment.
3. It is mutually agreed that in the event the \$1500 Fund allocation is not required, the balance will be applied to the following school year with the Board and Association equally making up the \$1500 total fund difference.
4. Total disbursements in any school year shall not exceed the \$1500 Fund total.
5. The Association will submit copies of all claim applications and financial records of the Fund following each claim approval and disbursement, with a final "Fund" report submitted at the end of the school year to the Board Secretary.

## ARTICLE VIII

### NOTIFICATION OF DEGREES AND CREDITS

Any employee of the party of the first part who anticipates an award of a higher degree or additional credits that will cause a change in his/her position on the Salary Guide, must notify the Superintendent of the Rancocas Valley Regional High School, in writing, on or before December 1st preceding the award.

All Degrees and Graduate Courses to be used for placement on the Salary Guide shall be part of an approved college program directly related to the Educational Subject Courses and Professional Positions at Rancocas Valley Regional High School.

## ARTICLE IX

### TUITION REIMBURSEMENT

- A. Professional Staff. Effective July 1, 1991 the Board shall provide for a course reimbursement program for professional staff who attend an approved college or university to the maximum amount of \$5,000.00. In order to qualify for reimbursement, the following requirements shall be met:
1. Courses will be of a graduate level, directly related to the staff member's area of instruction, specialty, or related field, and approved by the Superintendent.
  2. Proof of successful completion of graduate courses shall be provided no later than September 1st following completion of the course:
    - a) by transcript
    - b) by affidavit until the transcript can be furnished
  3. The Board shall pay tuition for a maximum of six credit hours of graduate level courses taken during the fiscal year, up to the maximum of \$55.00 per credit hour, per teacher. Where aggregate amount is in excess of cap, money will be paid out proportionately.
  4. Staff members shall receive reimbursement in July immediately following the completion of the course.

5. Undergraduate courses shall be reimbursed with the prior written approval of the Superintendent when said courses are required by the Superintendent for special curriculum considerations.

## ARTICLE X

### LEAVE POLICY

Employees will be entitled to the following non-accumulative leave of absence with full pay during the school year.

- A. Death in Immediate Family. Three days will be allowed per death in the immediate family. Immediate family shall consist of parent, child, spouse, brother, sister, grandchild, grandparents, spouse's parents, or relative in the employee's home.
- B. Serious Illness of Spouse or Child. A maximum of two days per year will be allowed for serious illness of spouse or child. Serious illness is considered to be one requiring hospitalization, and/or major surgery. When possible, request for this leave should be made 24 hours in advance of the date requested.
- C. Personal Business. A maximum of two days per school year will be allowed for the transaction of personal business that cannot be conducted at a time other than the school day. Such leave shall, except as specifically approved by the Superintendent, not be preceding or succeeding a holiday. An employee, when applying for such leave, shall, except in case of emergency, file a request at least two days in advance.

Unused personal business days will be added to accumulated sick leave by July 1 of each year.

Professional Staff. Should, in the Administration's discretion, an excessive number of persons apply for personal or professional leave on a given day, the Administration shall have the right to reject such applications. Excessive number of such absences is defined as 15 teachers. (Approved student or class trips are excluded from this provision.)

Support Staff. Should, in the Administration's discretion, an excessive number of employees (two secretaries, two main office staff, total of four) apply for personal leave on a given day, the Administration shall have the right to reject such applications.

- D. School Litigation. A maximum of two court appearances per year, less pay of the substitute, shall be allowed.
- E. Sick Leave Bank. Effective with the 1991-1992 school year, a Sick Leave Bank shall be established for the purpose of providing compensable leave coverage to bargaining unit members who are absent for an extended period due to catastrophic illness or injury. This Bank shall operate in accordance with the following rules and regulations:
1. The Sick Bank shall become effective and be implemented July 1, 1991.
  2. An employee may participate in the Sick Bank if he/she has donated a minimum of one earned and accumulated sick day during an enrollment period prior to the employee's request to utilize the Sick Bank. Each year the enrollment period shall be June 1 to June 30. Employee contributions shall be voluntary.
  3. Professional staff Bank has a limit of 300 days per year and support staff Bank has a limit of 60 days per year. Separate banks will be maintained.
  4. The Sick Leave Bank shall be available only to those employees who have: a) exhausted all of their earned and accumulated leave time (vacation, sick, and personal), and b) have been absent a minimum of 30 consecutive workdays.
  5. An employee who is eligible to utilize the Sick Bank must submit a written request to do so to the Superintendent or his designee. The request shall outline the nature of the problem and the reason(s) for the requested use of the Bank and shall include medical verification of illness, injury, or disability. Verification of continued disability may be required at reasonable intervals. The Board reserves the right to have the bargaining unit member examined by medical personnel of its choice.
  6. An employee's use of the Sick Bank shall be subject to approval of the Board or its designee.
  7. An employee shall be entitled to no more than 150 Sick Bank days in a year (July-June).
  8. Sick Leave Bank days cannot be extended automatically from one work year to another. Beginning the next year, an employee who is unable to return to work must use his/her accumulated leave days before drawing upon the Sick Leave Bank.

ARTICLE XI

SPECIAL LEAVE OF ABSENCE

Special leave(s) of absence requests must be made, in writing, addressed to the Superintendent on or before December 1st of the school year preceding the absence. Such leave may be granted with or without full salary, or with partial salary, and the determination for such leave and reimbursement, if any, shall reside with the Board. Only tenure personnel shall be considered for such leave. Those personnel granted such leave shall contract with the Board for one year following such leave or reimburse the Board for all financial benefits paid during the term of such leave.

ARTICLE XII

SICK/PERSONAL LEAVE TIME

**PROFESSIONAL STAFF**

- A. The Board agrees to allocate the following sums of money per year and the per diem rate, for the repurchase of all unused sick leave since the first year of employment and all unused personal time accrued since July 1, 1979 through the last year of employment for any retiring teacher who has acquired tenure as of September 1983 and has a minimum of 12 years of teaching service at Rancocas Valley Regional High School.

**SUPPORT STAFF**

All support staff members will be grandfathered having accrued more than 100 days prior to July 1, 1989 may only carry 100 days into this provision, however, all days accrued after July 1 will be included.

<u>Year</u>	<u>Sum</u>	<u>Professional Staff Re-Purchase Rate</u>	<u>Support Staff Re-purchase Rate</u>
1989-1990	\$15,000.00	\$25.00*	\$10.00
1990-1991	\$15,000.00	\$25.00	\$10.00
1991-1992	\$15,000.00	\$30.00	\$10.00

All other employees will be required to have had 20 years of service at Rancocas Valley Regional High School and have attained the age of 55 years at retirement or have had 25 years of service and reached the age of 50 years at retirement to be eligible for this repurchase benefit.

- \* Resignations received between September 1989 and December 1989 will be re-purchased at a rate of \$50.00.

- B. Priority for payments to all eligible retiring employees will be on the following basis.
1. Retiring employees will be given first priority for payment on an "earliest notice" basis. It is requested that notice of retirement be given to the Board in the last year of employment between September 1st and December 1st for retirement at the end of the school or calendar year.
  2. In the event that multiple retirements in the same year would result in exceeding the fund allocated (\$15,000.00) and in the event of equal time of notice, employee seniority at Rancocas Valley Regional High School will determine first priority in the year of retirement for payment(s) due.
  3. In the event that the funds allocated (\$15,000.00) in any one year are depleted in that year, those eligible retirees who have not been paid will be given first priority in all subsequent years until they have been fully paid.
- C. It is mutually agreed that in the event that the fund is not required in any given year to satisfy fully the payments due eligible retiring employees, the Board will be required only to allocate the amount actually due and payable.
- D. It is further mutually agreed that the payment(s) to the retiree(s), under all the conditions previously noted above, will be made on June 30th of the last year of employment. In order to minimize the tax impact, the employee may elect to accept payment in a lump sum, within a year and one day of retirement, or on an annuity basis. Should any employee die prior to retirement and has met all of the requirements of service, any sick leave reimbursement money due that employee should be paid to the estate of said employee.

### ARTICLE XIII

#### PREGNANCY DISABILITY/CHILD CARE LEAVES

Pregnancy Disability. An employee who anticipates a pregnancy disability leave shall notify the Superintendent, in writing, as soon as possible of the anticipated commencement of the disability leave and the anticipated delivery date.

No later than 90 days prior to the anticipated delivery date, the employee shall request either a leave of absence for disability for which accumulated sick leave may be utilized or an unpaid leave of absence for child care as provided below.

Child Care Leaves. The Board will grant voluntary unpaid leaves of absence for the purpose of child care of an infant for tenured employees who fulfill the requirements set out below.

Leaves of absence for professional staff may be requested for one full semester or one full year at the request of the teacher and the approval of the Board. The extent of the leave shall not exceed three consecutive semesters. Leaves of absence for support staff may be for six months, 12 months, or a maximum of 18 months. Extensions will only be granted in extreme emergencies and at the discretion of the Board.

For professional staff, to avoid unnecessary interruptions in instruction, child care leaves shall commence on either the first day of the school year or the first day of the second semester and shall terminate on the last day of the school year or the last day of the first semester.

Employees desiring an unpaid leave shall apply to the Superintendent no less than 90 calendar days before the anticipated delivery date of the infant. In the case of an adoption, notice shall be given to the Superintendent when application for adoption is made.

#### ARTICLE XIV

##### EXTRA-CURRICULAR ACTIVITIES

It is further agreed between the parties hereto that fees for extra-curricular activities will be in accordance with Exhibit 2 annexed hereto.

It is further agreed between the parties hereto that the following procedure will be followed relative to the consideration of new positions to be added:

- A. A teacher who feels the need to seek consideration for a new position will compile all data to present to the Superintendent.
- B. The Superintendent will then present this request and information to the Board for study.

- C. The Board and Superintendent will then give said teacher their reply to the request as soon as a reasonable time for study has elapsed.
- D. Extra curricular activities, other than those specified in the contract, may be created and compensated for in accordance with the criteria listed below. It shall be the duty of the Superintendent to recommend personnel and salary amounts within this guide. Assignment shall be by the Board. All appointments to ECA positions covered under this clause are at the discretion of the Board. Such appointment shall be made annually.

<u>Criteria</u>	<u>A</u>	<u>B</u>	<u>C</u>
Hours	over 230	116-230	45-115
Pupil Load	over 50	26- 50	5- 25
Public/ Activities	frequent	occasional	none
Monies/ Equipment	over \$1000	less than \$1000	\$100 or less
	\$700.00	\$500.00	\$250.00

(To qualify, an activity must meet three out of four criteria.)

#### ARTICLE XV

##### SUMMER CURRICULUM FEES

It is further agreed between the parties hereto that the fee for summer curriculum and/or summer physical examinations work will be based on an hourly rate of \$15.00.

#### ARTICLE XVI

##### LIAISON COUNCIL

A committee comprised of one or more members of the Board of Education of Rancocas Valley Regional High School, the Superintendent of said School or his nominee, who shall act as Chairperson, three members of the administrative staff chosen by the Superintendent, and three representatives of the Rancocas Valley

Regional High School Education Association or their alternates chosen by said Association shall meet on three occasions during the school year in October, January, and April respectively. More meetings can be scheduled upon mutual agreement of both parties. Initiation may be made by either party, in writing, requesting a date(s) convenient to both parties and such letter of initiation shall suggest agenda items of mutual concern for discussion.

This committee is advisory in nature. All reports of the committee shall be forwarded to the Board who may accept, reject, or send back a report for further study. In the event a report is rejected or returned, it shall not be resubmitted without substantial modification. It is also understood that any disposition by the Board concerning this matter, by commission or omission, shall not be grievable.

Minutes of the meetings will be prepared by the Association and approved by the Superintendent prior to distribution.

## ARTICLE XVII

### OBSERVATION/EVALUATION

#### PROFESSIONAL STAFF

##### OBSERVATION

###### A. Frequency

1. All tenured teachers shall be observed a minimum of one time during the school year, with a follow-up conference, by a certified Supervisor or Administrator.
2. Any teacher who received only one observation, which is less than satisfactory, shall have the right to request another observation. Said request must be honored.
3. An observation, and its follow-up conference cycle, shall be completed before a second observation is made by the same or any other Supervisor and/or Administrator, unless mutually agreed to the contrary. Cycle time shall be ten school days.

###### B. Open Observation

1. All monitoring or observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher. The use of eavesdropping, public address, cameras, audio systems, or similar surveillance devices shall be strictly prohibited.

2. A teacher's lesson, presented in person or via teacher prepared material, i.e., tape, video or cassette, written, etc., although certainly within an Administrator's/ Supervisor's authority to observe, must be done with an awareness on the part of the teacher that the teacher prepared material or lesson is being used, or is to be used, for formal observation purposes.

C. Copies of Evaluations

1. A teacher shall be given a copy of any classroom visit observation report.
2. No such observation report shall be submitted to the school administration, placed in the teacher's file or otherwise acted upon without prior conference with the teacher. No teacher shall be required to sign a blank or incomplete observation form.
3. There shall be no requirement for a teacher to complete a self-evaluation form.

D. Conferences

Observation conferences, as described in A-1, shall occur within ten school days of the observation. The conference shall be held within the school day and be at a mutually convenient time.

E. Reports

1. Observation reports shall be presented and discussed with the teacher at the follow-up conference.

The observation report under C-1. shall be submitted to the teacher at the follow-up conference. The teacher's signature shall be placed thereon within three school days. A teacher's failure or refusal to sign the evaluation form shall not preclude placing same in the teacher's file.

2. The signing of the written observation report by the teacher in no way implies agreement with the statement.

A teacher's signature on the observation report shall not establish agreement or consent with the contents, but shall merely indicate his/her acknowledgment that he/she has seen the document and knows its contents.

3. A full period observation shall require a written evaluation while a shorter period observation shall not.
4. Teachers shall have the right to attach comments or responses to the observation report.

## EVALUATION

- A. All teachers shall have an annual summary evaluation prepared by a certified Supervisor or Administrator. At the end of first semester each teacher shall be given the name of the person who will evaluate his/her performance if it is not his/her designated supervisor.
- B. Year end evaluation reports and conferences must be completed by the close of the current school year.
- C. The teacher's signature will be placed on the evaluation report within three school days. The signing of the document in no way implies agreement with the contents of the report.
- D. Teachers shall have the right to attach comments or responses to the evaluation report.

## **SUPPORT STAFF**

- A. Frequency. All employees shall be evaluated at least once, but no more than three times, during a school year by his/her immediate supervisor and/or administrator.
- B. Conferences. Evaluation conferences, in accordance with the above frequency requirement, will be held within the work day and at a mutually convenient time.
- C. Reports. The evaluation report shall be presented and discussed with the employee at the evaluation conference.

Each employee shall be given a copy of his/her evaluation and shall sign the district's copy (within three school days) as evidenced that he/she has seen it and that it has been discussed with him/her.

The employee's signature in no way implies agreement with the evaluation report but merely indicates that he/she has seen the document and is aware of its contents.

Each employee shall be permitted to write comments and/or responses to the evaluation report prior to its being filed in the employee's personnel file.

In July each employee will be given the name of the person doing his/her evaluation.

Evaluations will be completed by June 30.

From all employees in the bargaining unit who do not pay dues in accordance with NLSA 52: 14-15.9e, the Board shall deduct a representation fee equal to 85 percent of the appropriate dues as certified by the Association. It is agreed that the Board shall have no other obligations or liability, financial or otherwise, other than as set forth herein

AGENCY FEES

ARTICLE XX

- A. The Board agrees to provide one period per week of released time to the Association President.
- B. The ninth period of the school day, consistent with the day of the week clubs are scheduled, is hereby designated by the Board as the period of released time.
- C. It is mutually agreed that the president's activities during this period of released time will in no way interfere with other teachers who are on tutorial or administratively assigned duties.

RELEASED TIME FOR ASSOCIATION PRESIDENT

ARTICLE XIX

- A. Rancocas Valley Regional High School agrees to furnish the equipment, including an electric typewriter, for clerical assistance in the teacher's room and to hire a para-professional to perform such clerical services under the supervision of the Board of Education of Rancocas Valley Regional High School for a full day Monday through Friday inclusive during the school year.
- B. It is further agreed between the parties to continue the Aides for the purpose of corridor supervision or cafeteria supervision.

PARA-PROFESSIONAL ASSISTANCE

ARTICLE XVIII

Any information placed in an employee's personnel file, information which documents a violation of school policy or administrative procedure, or employee performance, must be placed in the file (with notice to the employee) ten school days from the Administrator/Supervisor's knowledge of the occurrence of the infraction. (Employee and/or Administrator/Supervisor's absence from school will extend the ten school days provision accordingly.)

The employee shall also have the right to submit a written response to such material. Said written response will be reviewed by the Superintendent or his/her designee and attached to the file copy.

If an employee refuses to sign that he/she has reviewed the material, a third party's signature attesting to the fact that the employee has received the document will be required.

No material derogatory to an employee's conduct, service, character, or personality shall be placed in his/her personnel file unless the employee has had an opportunity to review the material. The employee shall acknowledge that he/she has had the opportunity to review such material by affixing his/her signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof.

An employee shall have the right to a yearly inspection to review the contents of his/her personnel file at the Superintendent or Supervisor's level, upon written notice of 24 hours. An employee shall be entitled to have a representative of the Association present during such review if same is desired by the employee. It is understood that confidential pre-employment and academic references are not subject to inspection by the employee.

## PERSONNEL RECORDS

### ARTICLE XXI

because of any action arising out of the understandings expressed in the language of this section. It is further understood that once funds deducted are remitted to the Association, the disposition of such funds shall be the full and exclusive responsibility of the Association. The Association shall indemnify and save the Board and its agents harmless against any and all claims, demands, suits, or other forms of liability including legal and/or representation fees resulting from any action arising out of the provisions of this section or in reliance upon any list or notice furnished by the Association.

Salary Fee - See BCA Guide  
Five summer days (\$150.00/day) - \$750.00

C. The Department Chairperson fee shall be as follows:

B. Department Chairpersons shall be paid for working five additional days during the summer vacation period. If he/she works less than five days he/she will be paid for that time. If he/she works more than five days, he/she will be paid for five days only.

A. Department Chairpersons shall work an additional 20 minutes per day beyond the normal school day.

DEPARTMENT CHAIRPERSONS

ARTICLE XXIII

Permanent employees who will have attained 20 years or more of service on October 1 shall be entitled to four weeks vacation with pay.

Permanent employees who will have attained ten years or more of service but less than 20 years of service on October 1 shall be entitled to three weeks vacation with pay.

Permanent employees having ten months or more of service on May 1 shall be entitled to two weeks vacation with pay.

Permanent employees having less than ten months of service shall have one day of vacation with pay for each month of service starting with one day if employed in April of the year, two days if employed in March of the year, and so forth, up to ten days if employed in July of the previous year.

One day of vacation is one day of pay.  
One week of vacation is five days of pay.  
Two weeks of vacation is ten days of pay.  
Three weeks of vacation is 15 days of pay.  
Four weeks of vacation is 20 days of pay.

Twelve month employees:

VACATIONS

ARTICLE XXII

On Friday, the day prior to a holiday, and/or the last work day of the week, the working day for support staff shall end one-half hour prior to the end of the normal work day.

During the summer months, when school is not in session, the work day for support staff shall be seven hours (with a one hour lunch period).

Work Day - Support Staff  
The length of the work day for support staff shall be eight hours (with a one hour lunch period).

On Friday, the day prior to a holiday, and/or the last work day of the week, the teacher's day shall end at the close of the pupil's day. (See Exhibit 3)

Work Day - Professional Staff  
The length of the teacher's day shall be seven and one-half hours.

A. After school meetings shall be limited to 18 per school year and shall not exceed one hour duration. A maximum of four after school meetings may be held during the month of September and a maximum of three after school meetings per month may be held during the remaining months of the school year. Additional meetings beyond the 18 maximum may be scheduled during the regular school day.

B.

MISCELLANEOUS PROVISIONS

ARTICLE XXIV

D. The stipend for the position of department chairperson shall be paid bi-monthly as part of the regular salary payment of the employee. However, the parties agree that this stipend shall be considered part of the employee's base teaching salary for pension purposes only, if so included by the Board of Pensions. The appointment to the position of department chairperson shall be made on a yearly basis and the position of department chairperson shall not be eligible for tenure. In the event that an employee is not reappointed as a department chairperson, the loss of the stipend shall not in any way be construed to constitute a reduction in the employee's teaching salary provided such non-renewal is not for an illegal or unconstitutional reason.

Representation does not pertain to a conference called during the school day to discuss the observation/evaluation of an employee's performance unless the supervisor gives notice that disciplinary action could result.

An employee has the right to request representation, as a condition of participation in a conference, when the employee reasonably believes the conference will result in certain matters being disclosed which could result in disciplinary action.

I.

Representation

The Board will pay 100 percent reimbursement of approved trips.

H.

Professional Trips

The teacher's uninterrupted lunch period shall be of length equal to that of the students.

G.

Lunch

Teachers may be required to attend a maximum of two parent open house evening meetings per school year. Teacher attendance for the first parent open house evening meeting will be without additional compensation or released time. Teacher attendance for the second parent open house evening meeting will be with matching compensatory time during the regular day.

F.

Parent Open House Attendance

Every effort will be made to equitably distribute any substituting outside of one's discipline amongst the entire teaching staff.

E.

Substituting

A teacher's prep period will not be scheduled during the ninth period of the daily schedule.

D.

Teachers can be assigned a total of six daily assignment periods covering teaching and/or duty, plus a prep period lunch, and a tutorial or duty period. (See Exhibit 3)

Assignments

Closing day for all teachers shall be the last student day.

1 orientation day - new teachers  
1 general staff meeting - all teachers  
2 freshman days (conference days)  
180 student/teacher days

C.

Work Year - Professional Staff

The teacher's work year shall be 181 days, two conference days, plus one additional day for new hires.

N.J.E.A. Convention  
Thanksgiving Friday  
Winter Recess  
Mid-Winter Recess  
Spring Recess  
Emergency Weather School Closings

O. Non-working Days The following non-working days are provided as follows:

- July Independence Day
- September Labor Day
- October Columbus Day
- November Veterans Day
- November Thanksgiving Day
- December Christmas Day
- January New Year's Day
- January Martin Luther King, Jr.'s Birthday
- February Presidents' Birthday
- April Good Friday
- May Memorial Day

N. Holidays The following holidays are provided:

M. Use of School Equipment  
The Association shall have the right to use school equipment when such equipment is not otherwise in use. Clearance must be obtained from the building superintendent.  
The Association will pay for reasonable cost of materials, supplies, and repairs if needed.

L. Use of School Building  
The Association shall have the right to use school meeting rooms. Clearance must be obtained from the school business administrator.

K. Mailboxes  
The Association shall have the use of the inter-school mailboxes provided all correspondence is placed in sealed envelopes.

J. Posting of all Vacancies, including extra-curricular activities, specialists, and/or special projects teachers, administrative/supervisory, and positions funded by the Federal Government, including evening school and the adult evening school, shall be posted in the main office and faculty rooms at least ten school days before appointments are made.

This Agreement shall be effective as of July 1, 1989 and shall continue in effect until June 30, 1992.

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.

It is understood and agreed that the provisions of this contract have no bearing on any employees of Rancocas Valley Regional High School not in the negotiating unit as defined in Article I herein.

DURATION OF AGREEMENT

ARTICLE XXVI

- A. If by the Association: Board Secretary  
Rancocas Valley Regional High School  
Board of Education  
Jacksonville Road  
Mount Holly, New Jersey 08060
- B. If by the Board: President  
RVRHSEA  
Jacksonville Road  
Mount Holly, New Jersey 08060

Whenever either party to this Agreement is officially required to correspond with the other party, only the Association President or the Board Secretary shall correspond, with a copy of all correspondence to the Superintendent, such correspondence shall be addressed as follows:

BOARD/ASSOCIATION OFFICIAL COMMUNICATIONS

ARTICLE XXV

Date: 7/27/90

\_\_\_\_\_

Secretary

(Seal) *Richard A. Dot*

Attest:

President

by: *Donald C. W...*

8/22/90

\_\_\_\_\_

THE EDUCATION ASSOCIATION OF  
RANCOCAS VALLEY REGIONAL HIGH SCHOOL

Date: 7/27/90

\_\_\_\_\_

Secretary

(Seal) *Richard A. Dot*

Attest:

President

by: *Donald C. W...*

7/27/90

\_\_\_\_\_

RANCOCAS VALLEY REGIONAL HIGH SCHOOL

IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed by their respective Presidents, attested by their respective Secretaries, and have hereunto affixed their respective corporate seals, the day and year first above written.

RANCOAS VALLEY REGIONAL HIGH SCHOOL  
MOUNT HOLLY, NEW JERSEY

TEACHERS' SALARY GUIDE  
1989-1990

Base

Step	B.S.	B.S.+15	Master's Degree (A)	Master's Degree (B)	Master's+15	Master's+30	Doctor's Degree
1	22,000 1.000	22,660 1.030	23,320 1.060	23,760 1.080	23,980 1.090	24,640 1.120	26,400 1.200
2	22,880 1.040	23,562 1.071	24,244 1.102	24,706 1.123	24,937 1.335	25,630 1.165	27,456 1.248
3	23,760 1.080	24,475 1.1125	25,190 1.145	25,652 1.166	25,905 1.1775	26,620 1.210	28,512 1.296
4	24,640 1.120	25,377 1.1535	26,114 1.187	26,620 1.210	26,851 1.2205	27,588 1.254	29,568 1.344
5	25,960 1.180	26,730 1.215	27,500 1.250	28,028 1.274	28,292 1.286	29,084 1.322	31,152 1.416
6	27,280 1.240	28,094 1.277	28,908 1.314	29,458 1.889	29,733 1.3515	30,558 1.389	32,736 1.488
7	28,600 1.300	29,458 1.339	30,316 1.378	30,888 1.404	31,174 1.417	32,032 1.456	34,320 1.560
8	29,920 1.360	30,822 1.401	31,724 1.442	32,318 1.469	32,615 1.4825	33,506 1.523	35,904 1.632
9	31,240 1.420	32,175 1.4625	33,110 1.505	33,748 1.534	34,045 1.5475	34,980 1.590	37,488 1.704
10	32,560 1.480	33,539 1.5245	34,518 1.569	35,156 1.598	35,497 1.6135	36,476 1.658	39,072 1.776
11	33,880 1.540	34,892 1.586	35,904 1.632	36,586 1.663	36,927 1.6785	37,950 1.725	40,656 1.848
12	35,200 1.600	36,256 1.648	37,312 1.696	38,016 1.728	38,368 1.744	39,424 1.792	42,240 1.920
13	36,960 1.680	38,060 1.730	39,160 1.780	39,886 1.813	40,249 1.8295	40,898 1.859	43,824 1.992
14						42,812 1.946	45,848 2.084
MAX	36,960 1.680	38,060 1.730	39,160 1.780	39,886 1.813	40,249 1.8295	42,812 1.946	45,848 2.084

RANOCAS VALLEY REGIONAL HIGH SCHOOL  
MOUNT HOLLY, NEW JERSEY

TEACHERS' SALARY GUIDE  
1990-1991

Base

Step	B.S.	B.S.+15	Master's Degree (A)	Master's Degree (B)	Master's+15	Master's+30	Doctor's Degree
1	23,625 1.000	24,334 1.030	25,043 1.060	25,515 1.080	25,751 1.090	26,460 1.120	28,350 1.200
2	24,570 1.040	25,302 1.071	26,035 1.102	26,531 1.123	26,779 1.335	27,523 1.165	29,484 1.248
3	25,515 1.080	26,283 1.1125	27,051 1.145	27,547 1.166	27,818 1.1775	28,586 1.210	30,618 1.296
4	26,460 1.120	27,251 1.1535	28,043 1.187	28,586 1.210	28,834 1.2205	29,626 1.254	31,752 1.344
5	27,878 1.180	28,704 1.215	29,531 1.250	30,098 1.274	30,382 1.286	31,232 1.322	33,453 1.416
6	29,295 1.240	30,169 1.277	31,043 1.314	31,634 1.889	31,929 1.3515	32,815 1.389	35,154 1.488
7	30,713 1.300	31,634 1.339	32,555 1.378	33,170 1.404	33,477 1.417	34,398 1.456	36,855 1.560
8	32,130 1.360	33,099 1.401	34,067 1.442	34,705 1.469	35,024 1.4825	35,981 1.523	38,556 1.632
9	33,548 1.420	34,552 1.4625	35,556 1.505	36,241 1.534	36,560 1.5475	37,564 1.590	40,257 1.704
10	34,965 1.480	36,016 1.5245	37,068 1.569	37,753 1.598	38,119 1.6135	39,170 1.658	41,958 1.776
11	36,383 1.540	37,469 1.586	38,556 1.632	39,288 1.663	39,655 1.6785	40,753 1.725	43,659 1.848
12	37,800 1.600	38,934 1.648	40,068 1.696	40,824 1.728	41,202 1.744	42,336 1.792	45,360 1.920
13	39,926 1.690	41,108 1.740	42,289 1.790	43,068 1.823	43,458 1.8395	43,919 1.859	47,061 1.992
14						46,211 1.956	49,471 2.094
MAX	39,926 1.690	41,108 1.740	42,289 1.790	43,068 1.823	43,458 1.8395	46,211 1.956	49,471 2.094

RANCOAS VALLEY REGIONAL HIGH SCHOOL  
MOUNT HOLLY, NEW JERSEY

TEACHERS' SALARY GUIDE

Base

1991-1992

Step	B.S.	B.S.+15	Master's Degree (A)	Master's Degree (B)	Master's+15	Master's+30	Doctor's Degree
1	25,280 1.000	26,038 1.030	26,797 1.060	27,302 1.080	27,555 1.090	28,314 1.120	30,336 1.200
2	26,291 1.040	27,075 1.071	27,859 1.102	28,389 1.123	28,655 1.335	29,451 1.165	31,549 1.248
3	27,302 1.080	28,124 1.1125	28,946 1.145	29,476 1.166	29,767 1.1775	30,589 1.210	32,763 1.296
4	28,314 1.120	29,160 1.1535	30,007 1.187	30,589 1.210	30,854 1.2205	31,701 1.254	33,976 1.344
5	29,830 1.180	30,715 1.215	31,600 1.250	32,207 1.274	32,510 1.286	33,420 1.322	35,796 1.416
6	31,347 1.240	32,283 1.277	33,218 1.314	33,850 1.889	34,166 1.3515	35,114 1.389	37,617 1.488
7	32,864 1.300	33,850 1.339	34,836 1.378	35,493 1.404	35,822 1.417	36,808 1.456	39,437 1.560
8	34,381 1.360	35,417 1.401	36,454 1.442	37,136 1.469	37,478 1.4825	38,501 1.523	41,257 1.632
9	35,898 1.420	36,972 1.4625	38,046 1.505	38,780 1.534	39,121 1.5475	40,195 1.590	43,077 1.704
10	37,414 1.480	38,539 1.5245	39,664 1.569	40,397 1.598	40,789 1.6135	41,914 1.658	44,897 1.776
11	38,931 1.540	40,094 1.586	41,257 1.632	42,041 1.663	42,432 1.6785	43,608 1.725	46,717 1.848
12	40,448 1.600	41,661 1.648	42,875 1.696	43,684 1.728	44,088 1.744	45,302 1.792	48,538 1.920
13	42,976 1.700	44,240 1.750	45,504 1.800	46,338 1.833	46,755 1.8495	46,996 1.859	50,358 1.992
14						49,700 1.966	53,189 2.104
MAX	42,976 1.700	44,240 1.750	45,504 1.800	46,338 1.833	46,755 1.8495	49,700 1.966	53,189 2.104



ECA Fee Schedule 1989-1990

422

INTRAMURALS

WORKERS

Ticket sellers \$29.22 per game  
 Ticket takers \$27.19 per game  
 Announcer/  
 Football \$27.19 per game  
 Security \$27.19 per game

COACHES

Incentive Pay \$29.02

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GENERAL GUIDE

Marching Band	1846	2031	2233	2395	2600	2759	2918
Director	1846	2031	2233	2395	2600	2759	2918
Assistants	1583	1741	1915	2074	2281	2441	2600
Band Front	1715	1886	2074	2233	2441	2600	2759
Stage Band							
Director	959	1055	1161	1306	1465	1625	1784
Dixieland Combo							
String Ensemble							
Vocal Ensemble							
Cheerleaders	1306	1437	1580	1738	1927	2083	2240
Fall	1306	1437	1580	1738	1927	2083	2240
Winter	1424	1566	1723	1880	2069	2226	2382
Winter Asst.	749	824	906	972	1069	1133	1198
Class Advisors	1165						
Seniors	518						
Juniors	518						
Sophomores	454						
Freshman	454						
Yearbook							
Advisor	1683	1851	2036	2192	2396	2552	2708
Asst. Advisor	776	854	939	1069	1198	1328	1457
School Newspaper							
Advisor	1306	1437	1580	1738	1927	2083	2240
Dances							
Chaperones	\$33.66						
Supervision	\$12.95 per day						
Before School	\$12.95 per day						
After School	\$12.95 per day						
Detention PM	\$ 9.06 per half hour						
	\$27.19 per 1.5 hour						
	\$12.95 per hour						

ECA Fee Schedule 1989-1990

1978	Director	
1715	Asst. Director	
858	Artistic	
857	Technical	
1319	Publicity	
858	Pit Conductor	
1090	Choreographer	
1526	Set Design	
Coordinators		
1618	Gifted & Talented	
	Asst. Gifted &	
842	Talented	
1942	Library/Media	
1942	Child Study Team	
Academic Teams		
158	Science	
158	Physics	
158	Chemistry	
158	Biology	
158	Mathematics	
158	Debate	
158	Decathlon	
	Olympics of the	
158	Mind	
158	Quiz Team	
Chairpersons		
3500	Art/Music	
3500	Basic Skills	
3500	Business Ed	
3500	Special Ed	
3500	English	
3500	Foreign Language	
3500	Home Ec/Ind Arts	
3500	Mathematics	
3500	Physical Ed	
3500	Science	
3500	Social Studies	
150	Summer Work	per day



ECA Fee Schedule 1990-1991

INTRAMURALS

460

WORKERS

Ticket sellers \$31.27 per game  
 Ticket Takers \$29.09 per game  
 Announcer/  
 Football \$29.09 per game  
 Security \$29.09 per game

COACHS

Incentive Pay \$31.63

STEP 1    STEP 2    STEP 3    STEP 4    STEP 5    STEP 6    STEP 7

GENERAL GUIDE

Marching Band	2013	2213	2434	2610	2834	3007	3181
Director	2013	2213	2434	2610	2834	3007	3181
Assistants	1725	1897	2087	2261	2487	2660	2834
Band Front	1869	2055	2261	2434	2660	2834	3007
Stage Band	1046	1150	1265	1423	1597	1771	1945
Director	1046	1150	1265	1423	1597	1771	1945
Dixieland Combo							
String Ensemble							
Vocal Ensemble							
Cheerleaders	1398	1538	1691	1859	2062	2229	2396
Fall	1398	1538	1691	1859	2062	2229	2396
Winter	1524	1676	1843	2012	2214	2381	2549
Winter Asst.	801	882	970	1040	1144	1212	1282
Class Advisors	1247						
Seniors	1247						
Juniors	554						
Sophomores	485						
Freshman	485						
Yearbook	1801	1981	2179	2346	2563	2731	2898
Advisor	1801	1981	2179	2346	2563	2731	2898
Asst. Advisor	830	914	1005	1144	1282	1421	1559
School Newspaper	1398	1538	1691	1859	2062	2229	2396
Advisor	1398	1538	1691	1859	2062	2229	2396
Dances							
Chaperones	\$36.02						
Supervision	\$13.85 per day						
Before School	\$13.85 per day						
After School	\$13.85 per day						
Detention PM	\$ 9.70 per half hour						
	\$29.09 per 1.5 hour						
Saturday	\$13.85 per hour						

ECA Fee Schedule 1990-1991

2156	Director
1869	Asst. Director
935	Artistic
934	Technical
1438	Publicity
935	Pit Conductor
1188	Choreographer
1663	Set Design
Coordinators	
1731	Gifted & Talented
901	Asst. Gifted &
901	Talented
2078	Library/Media
2078	Child Study Team
Academic Teams	
172	Science
172	Physics
172	Chemistry
172	Biology
172	Mathematics
172	Debate
172	Decathlon
172	Olympics of the
172	Mind
172	Quiz Team
Chairpersons	
3745	Art/Music
3745	Basic Skills
3745	Business Ed
3745	Special Ed
3745	English
3745	Foreign Language
3745	Home Ec/Ind Arts
3745	Mathematics
3745	Physical Ed
3745	Science
3745	Social Studies
Summer Work	
\$150 per day	

RANCOGAS VALLEY REGIONAL HIGH SCHOOL  
MOUNT HOLLY, NEW JERSEY

ECA FEE SCHEDULE 1991-1992

ACTIVITY  
ATHLETIC GUIDE

TIMERS

Football \$40.50 per varsity game (Saturday)  
Soccer \$31.13 per varsity game (\$40.50 Saturday)  
Field Hockey \$31.13 per varsity game (\$40.50 Saturday)  
Basketball-Fresh \$31.13 per game  
Basketball-Evening \$59.87 for both varsity and JV games  
Basketball-Day \$51.07 for both varsity and JV games  
Wrestling \$59.87 for both varsity and JV meets  
Track \$31.13 for varsity meet (\$40.50 Saturday)  
Lacrosse \$31.13 for varsity game (\$40.50 Saturday)

STEP 1    STEP 2    STEP 3    STEP 4    STEP 5    STEP 6    STEP 7

EQUIPMENT MANAGERS

Boys Athletics 2223  
Girls Athletics 1779

CATEGORY A  
Football

Head 3447  
Asst. 2663

CATEGORY B  
Basketball

Head 3134  
Asst. 2350

CATEGORY C

Head 2507  
Asst. 2037

Baseball  
Softball  
Field Hockey  
Gymnastics  
Lacrosse  
Soccer  
Track/Field  
Swimming

CATEGORY D

Head 2275  
Asst. 1595

Tennis  
Winter Track  
Cross Country

STRENGTH COACH

Fall 858  
Winter 858  
Spring 858

3524 3334 3145 2891 2702 2478 1595 2275 2478 1931 2120 2365 2554 2726

3855 3665 3476 3223 3034 2758 2240 2037 2464 2654 2907 3096 3287

4621 4432 4243 3982 3034 2845 3792 3447 2586 2350 3134 3484 3673

5181 4991 4628 4360 3414 3222 4171 3792 2929 2663 3447 3871 4060

3458 3281 2870 2691 2152 1956 2446 1779 2331 2563 2743 2922

ECA Fee Schedule 1991-1992

INTRAMURALS 501

WORKERS

Ticket sellers \$33.46 per game  
 Ticket Takers \$31.13 per game  
 Announcer/  
 Football \$31.13 per game  
 Security \$31.13 per game

COACHES

Incentive Pay \$34.47

GENERAL GUIDE  
 STEP 1    STEP 2    STEP 3    STEP 4    STEP 5    STEP 6    STEP 7

Marching Band

Director 2194    2413    2654    2845    3089    3278    3467  
 Assistants 1880    2068    2275    2464    2900    3089    3089  
 Band Front 2037    2240    2464    2654    2900    3089    3278

Stage Band

Director 1140    1254    1379    1551    1741    1931    2120  
 Dixieland Combo  
 String Ensemble  
 Vocal Ensemble

Cheerleaders

Fall 1496    1645    1809    1989    2206    2385    2564  
 Winter 1631    1793    1972    2152    2369    2548    2727  
 Winter Asst. 858

Class Advisors

Seniors 1334  
 Juniors 593  
 Sophomores 519  
 Freshman 519

Yearbook

Advisor 1927    2119    2331    2510    2743    2922    3101  
 Asst. Advisor 888    978    1076    1224    1372    1520    1669

School Newspaper

Advisor 1496    1645    1809    1989    2206    2385    2564

Dances

Chaperones

\$38.54

Saturday

\$14.82 per day  
 Before School  
 After School \$14.82 per day  
 Detention PM \$10.38 per half hour  
 \$31.13 per 1.5 hour  
 \$14.82 per hour

ECA Fee Schedule 1991-1992

2350	Director
2037	Asst. Director
1019	Artistic
1018	Technical
1567	Publicity
1019	Pit Conductor
1295	Choreographer
1813	Set Design
Coordinators	
1852	Gifted & Talented
964	Asst. Gifted & Talented
964	Talented
2223	Library/Media
2223	Child Study Team
Academic Teams	
188	Science
188	Physics
188	Chemistry
188	Biology
188	Mathematics
188	Debate
188	Decathlon
188	Olympics of the Mind
188	Quiz Team
Chairpersons	
4007	Art/Music
4007	Basic Skills
4007	Business Ed
4007	Special Ed
4007	English
4007	Foreign Language
4007	Home Ec/Ind Arts
4007	Mathematics
4007	Physical Ed
4007	Science
4007	Social Studies
4007	Summer Work
\$150 per day	
2350	ALL School Plays

RANCOCAS VALLEY REGIONAL HIGH SCHOOL  
MOUNT HOLLY, NEW JERSEY

Exhibit 3

SCHEDULE 1989-1992

7:50...1st bell - report to homeroom

7:55 -- 8:05 a.m. - Homeroom Period

8:09 -- 8:53 a.m. - Period 1

8:57 -- 9:41 a.m. - Period 2

9:45 -- 10:29 a.m. - Period 3

10:33 -- 11:17 a.m. - Period 4 (Lunch A)

11:21 -- 12:05 p.m. - Period 5 (Lunch B)

12:09 -- 12:53 p.m. - Period 6 (Lunch C)

12:57 -- 1:41 p.m. - Period 7

1:45 -- 2:29 p.m. - Period 8

2:33 -- 3:08 p.m. - Period 9\* (35 minute period)

\*Tutorial period