

LIBRARY  
Institute of Management and  
Labor Relations

FEB 1, 1982

RUTGERS UNIVERSITY

A G R E E M E N T

Between

THE DOVER BOARD OF EDUCATION

-and-

THE DOVER EDUCATION ASSOCIATION

COVERING THE PERIOD

July 1, 1981 - to - June 30, 1983

TABLE OF CONTENTS

<u>ARTICLE</u>		<u>Page</u>
	PREAMBLE	1
I	RECOGNITION	1
II	NEGOTIATION PROCEDURE	1
III	GRIEVANCE PROCEDURE	2-4
IV	EMPLOYEE ABSENCE	5-6
V	SALARIES	7
VI	INSURANCE PROTECTION	7
VII	DUES DEDUCTION FROM SALARY	8
VIII		8-9
IX	TEACHER WORK YEAR	10
X	ELEMENTARY TEACHING	10
XI	MISCELLANEOUS	10
XII	MANAGEMENT RIGHTS	11
XIII	DURATION	11
<u>SALARY SCHEDULES</u>		
SCHEDULE A	TEACHER SALARY GUIDE 1981-82	12
SCHEDULE A	TEACHER SALARY GUIDE 1982-83	13
SCHEDULE B	SALARY GUIDE FOR ATHLETICS 1981-82	14
SCHEDULE B	SALARY GUIDE FOR ATHLETICS 1982-83	15
SCHEDULE C	DEPARTMENT CHAIRPERSONS 1981-82	16
SCHEDULE C	DEPARTMENT CHAIRPERSONS 1982-83	17
SCHEDULE D	CO-CURRICULAR COMPENSATION 1981-82	18
SCHEDULE D	CO-CURRICULAR COMPENSATION 1982-83	19
	SIGNATURE PAGE	20

THIS AGREEMENT, entered into this \_\_\_ day of \_\_\_\_\_  
1981 by and between the BOARD OF EDUCATION OF THE TOWN OF DOVER, NEW  
JERSEY, hereinafter called the "Board," and the DOVER EDUCATION ASSOCIA-  
TION, hereinafter called the "Association."

ARTICLE I

RECOGNITION

A. The Board of Education of the Town of Dover hereby recognizes the Dover Education Association as the exclusive representative for collective negotiation, as defined by the New Jersey Public Employer-Employee Relations Act, N.J.S.A. 34:13A-1 et seq., for all full-time non-supervisory certificated teaching personnel under contract to, or on leave from, the Board of Education of the Town of Dover.

ARTICLE II

NEGOTIATION PROCEDURE

A. The parties agree to enter into collective negotiations in accordance with the New Jersey Public Employer-Employee Relations Act, N.J.S.A. 34:13A-1 et seq., in a good-faith effort to reach agreement on all matters concerning the terms and conditions of teachers' employment. Neither party is required to negotiate any item after this agreement is signed. Negotiations for the successor agreement shall begin as per PERC starting date. Any Agreement so negotiated shall apply to all teachers, as defined in Article I, be reduced to writing, be signed by the Board President and the Association President. The Agreement shall be adopted by the Board upon passage of the budget by the voters. If the budget is not passed by the voters the Agreement may be renegotiated.

B. During the negotiation, the Board and the Association shall present relevant data, exchange points of view, and make proposals and counterproposals. The Board shall make available to the Association pertinent public records and public information of the Dover School District as reasonably requested by the Association.

ARTICLE III  
GRIEVANCE PROCEDURE

A. DEFINITION:

A "Grievance" shall mean a complaint by the Association as majority representative on behalf of an employee of the Dover Board of Education that there has been to such employee a personal loss or injury as a result of the misinterpretation, inequitable application, or violation by the Board or its Administrators, of a policy, agreement, or administrative decision affecting him, except that the term "Grievance" shall not apply to: (a) any matter which according to law is either beyond the scope of Board authority or which according to law is limited to unilateral action by the Board alone; (b) a complaint of non-tenure teacher which arises by reason of his not being re-employed; (c) or a complaint by any certificated personnel occasioned by appointment to or lack of appointment to, retention in or lack of retention in any position for which tenure is either not possible or not required; (d) any rule or regulation of Commissioner of Education or the State Board of Education. A grievance to be considered under this procedure must be initiated by the Association as representative of the employee within thirty (30) calendar days of its occurrence.

B. PROCEDURE:

1. (a) Failure at any step of this procedure to communicate the decision on a grievance within the specified time limit shall permit the aggrieved employees to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance by the employee of the decision rendered at that step.

(b) It is understood that employees shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been fully determined.

(c) When the resolution of a grievance affects more than the employee who filed the grievance, then such resolution shall apply to all affected employees.

(d) An aggrieved employee is to be present at all stages of the grievance procedure and may be represented at all stages of the grievance procedure by himself or, at his option, by a representative selected by him. When an aggrieved employee is not represented by the Association, the Association shall have the right to be present and to state its views commencing at the Superintendent's Level.

2. Any employee who has a grievance shall discuss it first with his Principal in an attempt to resolve the matter informally at that level.

3. If, as a result of the discussion, the matter is not resolved to the satisfaction of the employee within five (5) school days, he shall set forth his grievance in writing, within ten (10) school days of the date of discussion, to the Principal specifying:

- (a) The nature of the grievance
- (b) The nature and extent of the injury or loss
- (c) The results of previous discussions
- (d) His dissatisfaction with decisions previously rendered
- (e) Relief sought

The Principal, too, must communicate his decision to the employee in writing within three (3) school days of receipt of the written grievance.

4. The employee, not later than five (5) school days after receipt of the Principal's decision, may appeal the Principal's decision to the Superintendent of Schools. The appeal to the Superintendent must be made in writing reciting the matter submitted to the Principal as specified above and his or her dissatisfaction with decisions previously rendered. The Superintendent shall attempt to resolve the matter as quickly as possible but within a period not to exceed ten (10) school days. The Superintendent shall communicate his decision in writing to the employee and the Principal.

5. If the grievance is not resolved to the employee's satisfaction, he no later than five (5) school days after receipt of the Superintendent's decision may request a review by the Association. All information regarding the determinations at the previous levels shall be submitted to the Association. The Association shall make a decision and notify the Superintendent of Schools within a period of ten (10) school days.

6. If the Association determines that the employee's position has merit, it shall recommend, in writing, within the time specified in procedure No. 5, that the grievance be heard by the Board of Education.

7. All requests to the Board of Education shall be submitted in writing through the Superintendent of Schools who shall attach all related papers and forward the request to the Board of Education. The Board or a committee thereof, shall review the grievance and shall, at the written request of the grievant, hold a hearing with the employee and render a decision, in writing, within thirty (30) calendar days of the receipt of the grievance by the Board or of the date of the hearing with the employee, whichever comes later.

8. If the employee is dissatisfied with the decision of the Board of Education, the Association may request the appointment of an arbitrator, such request to be made known to the Superintendent no later than two (2) weeks after the decision, in writing, of the Board of Education was made known.

The following procedure will be used to secure the services of an arbitrator:

- (a) A request will be made to the American Arbitration Association to submit a roster of persons qualified to function as an arbitrator in the dispute in question.
- (b) If the parties are unable to determine a mutually satisfactory arbitrator from the submitted list, they will request the American Arbitration Association to submit a second roster of names.
- (c) If the parties are unable to determine, within ten (10) school days of the initial request for arbitration a mutually satisfactory arbitrator from the second submitted list, the American Arbitration Association may be requested by either party to designate an arbitrator.

The arbitrator shall limit himself to issues submitted to him, and shall consider nothing else. The arbitrator's decision shall be in writing and shall set forth his findings of fact, reasoning and conclusions of the issues submitted. The arbitrator shall be without power or authority to make any decision which requires the commission of an act prohibited by law, or which is violative of the terms of this Agreement. The arbitrator shall have no power or authority to add to nor to subtract from nor to modify any of the terms of this Agreement or any Policy of the Board of Education. The arbitrator may recommend a monetary award; however, the arbitrator shall have no power or authority to make recommendations to change Schedules "A", "B", "C", or "D" or any other fixed monetary rate or schedule set forth in this Agreement. The recommendation of the arbitrator shall be advisory. Only the Board of Education and the aggrieved and his representative shall be given copies of the arbitrator's report of findings and recommendations.

9. Costs:

- (a) Each party will bear the total cost incurred by itself.
- (b) The fees and expenses of the arbitrator are the only costs which will be shared. Such costs will be shared equally between the Board of Education and the Association.
- (c) If time is lost by any employee due to arbitration proceedings necessitating the retention of a substitute, the Board of Education will pay only the cost of the substitute. The time lost by the employee must either be without pay or charged to personal time.

ARTICLE IV

EMPLOYEE ABSENCE

A.           SICK LEAVE

1. Sick leave is hereby defined to mean the absence from his or her post of duty, of any person because of personal disability due to illness or injury, or because he or she has been excluded from school by the school district's medical authorities on account of a contagious disease or of being quarantined for such disease in his or her immediate household.

2. Employees shall be entitled to ten (10) days sick leave per year without loss of pay.

3. An employee whose contract is effective after the beginning of the school year shall be allowed one (1) day of sick leave for each remaining month of the contract period.

4. All unused sick leave time shall accumulate, without limit.

5. Accumulation of sick leave allowance shall be based on consecutive years of service. An employee shall be considered as rendering consecutive service as long as the Board does not terminate his service.

6. A leave of absence does not constitute an interruption of service but during a leave of absence there shall be no accumulation of sick leave.

7. Compensation for unused sick leave to be received as follows:

Beginning July 1, 1981, upon retirement after twenty (20) years of service in the Dover Public School District, teachers shall be compensated at the rate of \$10.00 for each day of unused sick leave up to a maximum of \$2,000. Twelve months' notice must be given to the Board by the retiring teacher in order to qualify for payment. Such notice can be waived by the Board for a good reason acceptable to the Board. Payments shall be made in equal monthly installments during the final year of service or in an alternate manner which is mutually acceptable to both the retiree and the Board.

B.           VISITATION LEAVE:

1. Employees may receive, at the discretion of the Principal and with prior approval from the Superintendent of Schools, leave without loss of pay for visiting and observation in another school in the Dover District or any other district.

2. The purpose of said visitation shall be for the improvement of instruction in the Dover Public Schools.

C.           PERSONAL LEAVE WITH PAY:

1. Employees shall be entitled to three(3) days leave per year without reason. Notwithstanding the foregoing, if any such leave day falls immediately before or after either a weekend, school holiday, a recess or vacation period, or the start or end of the student school year, employees shall be entitled to such leave day only for any of

the reasons listed below:

Religious holiday  
Court Subpoena  
Marriage of employee or member of immediate family  
Illness in immediate family  
Emergencies  
Moving of employee's household  
Employee's mortgage closing  
Settlement of estate

2. Employees shall be entitled to up to three(3) days leave per occurrence, in the event of a death in the immediate family. NOTE: "Immediate family" shall mean, father, mother, spouse, child, brother, sister, mother or father-in-law, or any member of the employee's immediate household.

3. Employees shall be entitled to one(1) day leave per occurrence, in the event of a death of a grandparent.

4. Personal leave is not cumulative.

5. Application for use of such leave must be made in writing to the Superintendent of Schools through the Principal and approval obtained

The number of leave days without reason which may be granted on any day will be subject to District staffing needs. (Not applicable to days with reasons listed above.)

D. JURY DUTY:

1. Employees called to jury duty shall be excused at full pay less the stipend paid by the court.

E. MATERNITY LEAVE:

1. Maternity leave to be granted in accordance with the New Jersey Division of Civil Rights determination in the case of Miller vs. Pequannock or applicable statutes.

F. ADOPTION:

Any female teacher adopting a pre-school child may receive leave without pay similar to the maternity leave above for up to one (1) school year. Said leave shall commence upon her receiving de facto custody of said pre-school child, or earlier, if necessary to fulfill the requirements for the adoption. Commencement of such leave shall, to the extent possible, not interfere with continuity of instruction or conflict with the best educational interests of the District.

G. ASSOCIATION LEAVE DAY

The Association may receive six (6) days' leave during any contract year for the purpose of having any teacher appear in litigation pending before the New Jersey Public Employment Relation Commission, arbitration, and matters of a similar nature. The Association agrees to pay for the cost of any substitute for a teacher using any such Association leave day. Association leave days shall not accumulate from year to year.



## ARTICLE V

### SALARIES

1. The Salary Guides for Teachers, Nurses, and Coaches are set forth in the following Schedules which are attached hereto and made a part hereof:

- Schedule "A" - Teachers
- Schedule "B" - Athletics
- Schedule "C" - Department Heads
- Schedule "D" - Co-Curricular Compensation

2. Advancement on Salary Guides is contingent upon satisfactory performance as determined through administrative evaluation.

## ARTICLE VI

### INSURANCE PROTECTION

The Board shall make available to teachers and their dependents, group coverage provided by the Public and School Employees' Health Benefit Act of the State of New Jersey (The State Plan) as follows:

- (a) N.J. Blue Cross Hospital Service Plan and N.J. Blue Shield Medical-Surgical Plan.
  - 1. The Basic Plan, including Extended Basic Outpatient Benefits and Extended Basic Benefits.
- (b) The Prudential Insurance Company of America.
  - 1. Major Medical Insurance.

The Board shall pay the full cost of this insurance protection.

## ARTICLE VII

### DEDUCTIONS FROM SALARY

1. The Board agrees to deduct from the salaries of its teachers, dues for the Dover Education Association, the Morris County Council of Education Associations, the New Jersey Education Association, and the National Education Association, as said teachers individually and voluntarily authorize. Said monies, together with current records of any changes, shall be transmitted to such person as may be designated by the Dover Education Association, by the 15th of each month following the monthly pay period in which deductions were made.

2. Each of the Associations named above shall certify to the Board in writing, the current rate of its membership dues by July 1, 1981, for the 1981-82 school year and by July 1, 1982 for the 1982-82 school year.

3. The Association shall indemnify defend and save the Board harmless against any and all claims, demands, suits or other forms of liability that shall rise out of or by reason of action taken by the Board in reliance upon payroll deduction authorization cards submitted by the Association to the Board.

4. Subject to law, the Board agrees to purchase a tax sheltered annuity on behalf of any teacher who individually and voluntarily agrees to a deduction from his or her salary for such purpose, which tax sheltered annuity program shall be with a company chosen by the Association.

5. Subject to law, the Board agrees that any deductions from salary made pursuant to a summer payment plan shall be deposited with Tri-Co Credit Union, Morristown, New Jersey.

6. Any teacher who is not a member of the Association shall pay a representation fee in lieu of dues for service rendered by the Association. Such representation fee shall be paid and administered pursuant to the requirements of New Jersey law, and shall be paid in an amount equivalent to the regular membership dues, initiation fees and assessments charged by the Association to its own members, less the cost of benefits financed through the dues, fees and assessments and available to or benefiting only its members, but in no event shall such representation fee exceed the legal maximum of the regular membership dues, fees, and assessments.

## ARTICLE VIII

### A. TUITION REIMBURSEMENT:

To provide the opportunity for continued and additional growth in areas of study which should result in benefits to the educational program, a full-time teacher pursuing graduate study shall be entitled to full or partial reimbursement for all or part of the cost of accredited courses as detailed below taken between July 1 and June 30 under the following conditions:

1. Reimbursement is limited to courses for which a passing grade has been earned as determined by an official transcript, or grade report.

2. Each applicant is limited to a maximum of twelve (12) credit hours per school year with tuition reimbursement for up to one-half (1/2) of tuition costs incurred or up to \$100.00, whichever is greater. Fees, costs, of textbooks, travel expenses and other associated expenses are not subject to reimbursement.

Examples:

<u>TUITION</u>	<u>REIMBURSEMENT</u>
\$ 50.00	\$ 50.00
80.00	80.00
100.00	100.00
150.00	100.00
200.00	100.00
300.00	150.00
400.00	200.00

3. All courses must be taken at a duly accredited college or university.

4. In order to receive reimbursement, the applicant must be in the employ of the District at the time the reimbursement is to be made and must present a receipt of payment from the college or university, together with an official transcript or letter from the Registrar's Office and claim form. The Registrar's letter must be followed with the official transcript or grade report. An applicant who wishes to be reimbursed for graduate credits taken during the spring or summer of any given year must be granted and have accepted an employment contract for the following year.

5. Notification of intent to take specific courses shall be submitted to the Principal and approval received prior to registration.

6. The Board will make every effort to have payment made within sixty (60) days from the date of receipt of complete documentation.

B. WORKSHOP COURSES:

Where course credit is not given, reimbursement or travel costs to be decided individually by Board of Education. In an emergency case, decision to be left to the Superintendent of Schools.

Travel Mileage Reimbursement - 20¢ per mile

ARTICLE IX  
TEACHER WORK YEAR

The teacher work year shall consist of one hundred eighty-seven (187) days, including five (5) snow days. Unused snow days will be subtracted from the 187 days in June.

ARTICLE X  
ELEMENTARY TEACHING

Both parties to this Agreement agree that teachers may be permitted to use the time when a specialist is in the room for a preparation period.

ARTICLE XI  
MISCELLANEOUS

- A. All provisions of Chapter 303, P.L. 1968, governing working conditions shall be fully complied with.
- B. Vacancies will be posted in accordance with the provisions of Board of Education Policy No. 403A.
- C. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- D. Individual teacher contracts shall comply with and be consistent with the terms of this Agreement. Where discrepancies exist, this Agreement shall prevail.
- E. The Board of Education will supply one copy of the Board of Education Policy Manual, together with updates as available, to the Association.
- F. The Association shall receive one (1) copy of Board Minutes at no charge when such Minutes become available for public distribution.

ARTICLE XII  
MANAGEMENT RIGHTS

A. The Board, subject to the provisions of this Agreement, reserves to itself the rights and responsibilities of management of the School District and full jurisdiction and authority to make and revise policy, rules, regulations and practices in furtherance thereof.

B. The exercise of the foregoing powers, rights, authority, duties and responsibilities, by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited by the provisions of N.J.S.A. 34:13A-1 et seq. and by the terms of this Agreement and then only to the extent such terms are in conformance with the Constitution and Laws of the United States.

ARTICLE XIII  
DURATION

This Contract shall be effective from July 1, 1981, through June 30, 1983.

SCHEDULE A

DOVER BOARD OF EDUCATION  
TEACHERS SALARY GUIDE

1981-82

<u>STEP</u>	<u>NON D</u>	<u>BS</u>	<u>BS+30</u>	<u>MA</u>	<u>MA+30</u>
1	12,224	12,955	13,733	14,758	15,195
2	12,524	13,255	14,033	15,058	15,495
3	12,854	13,585	14,363	15,388	15,825
4	13,222	13,954	14,731	15,756	16,193
5	13,591	14,322	15,100	16,125	16,562
6	14,032	14,763	15,541	16,565	17,003
7	14,457	15,190	15,980	17,004	17,443
8	15,300	16,031	16,834	17,857	18,296
9	15,871	16,601	17,405	18,428	18,867
10	16,309	17,041	17,843	18,867	19,305
11	16,748	17,479	18,282	19,305	19,744
12	17,496	18,226	19,030	20,054	20,493
13	17,933	18,666	19,469	20,493	20,931
14	18,519	19,249	19,907	20,931	21,369
15	18,957	19,687	20,348	21,369	21,809
16	19,451	20,182	20,841	21,864	22,301
17	20,110	20,842	21,498	22,524	22,961
18	20,695	21,426	22,085	23,108	23,547
19	21,335	22,067	22,724	23,749	24,187
20	22,100	22,829	23,488	24,511	24,950
21	22,977	23,707	24,365	25,389	25,828
22	23,926	24,659	25,317	26,337	26,778
23	24,950	25,681	26,337	27,363	27,800
28	25,243	25,973	26,631	27,655	28,093
33	25,537	26,266	26,924	27,947	28,386
38	25,828	26,558	27,216	28,239	28,678
40	26,121	26,851	27,509	28,532	28,971

NOTE: Advancement on this guide is contingent upon satisfactory performance by the teacher as determined through administrative evaluation.

SCHEDULE A

DOVER BOARD OF EDUCATION  
TEACHERS SALARY GUIDE

1982-83

<u>STEP</u>	<u>NON D</u>	<u>BS</u>	<u>BS+30</u>	<u>MA</u>	<u>MA+30</u>
1	13,146	13,951	14,806	15,934	16,415
2	13,446	14,251	15,106	16,234	16,715
3	13,776	14,581	15,436	16,564	17,045
4	14,139	14,944	15,799	16,927	17,408
5	14,544	15,349	16,204	17,332	17,812
6	14,950	15,754	16,610	17,738	18,218
7	15,435	16,239	17,095	18,222	18,703
8	15,903	16,709	17,578	18,704	19,187
9	16,830	17,634	18,517	19,643	20,126
10	17,458	18,261	19,146	20,271	20,754
11	17,940	18,745	19,627	20,754	21,236
12	18,428	19,237	20,110	21,236	21,718
13	19,246	20,049	20,933	22,059	22,542
14	19,726	20,533	21,416	22,542	23,024
15	20,371	21,174	21,898	23,024	23,506
16	20,853	21,656	22,383	23,506	23,990
17	21,396	22,200	22,925	24,050	24,531
18	22,121	22,926	23,648	24,776	25,257
19	22,765	23,569	24,294	25,419	25,902
20	23,469	24,274	24,996	26,124	26,606
21	24,310	25,112	25,837	26,962	27,445
22	25,275	26,078	26,802	27,928	28,411
23	26,319	27,125	27,849	28,971	29,456
24	27,445	28,249	28,971	30,099	30,580
29	27,767	28,570	29,294	30,421	30,902
34	28,091	28,893	29,616	30,742	31,225
39	28,411	29,214	29,938	31,063	31,546
40	28,733	29,536	30,260	31,385	31,868

NOTE: Advancement on this guide is contingent upon satisfactory performance by the teacher as determined through administrative evaluation.

SCHEDULE B

DOVER BOARD OF EDUCATION  
Salary Guide for Athletics

1981-82

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>
Athletic Director	1650	1850	2050	2250	2450	2700
Head Football	1600	1800	2000	2200	2400	2970
Assistant	1000	1150	1300	1450	1600	1980
Football Trainer	800	990				
Head Baseball, Track, Soccer, Field Hockey, Basketball, Wrestling, Softball	1200	1400	1600	1800	2000	2365
Assistant	800	950	1100	1250	1400	1705
Head Cross Country, Winter Track, Swimming	900	1050	1200	1350	1500	1760
Assistant	600	700	800	900	1000	1210
Head Tennis	600	700	800	950	1210	
Equipment Custodian	1100	1200	1300	1400	1500	1760

NOTE: For 1981-82, coaches with one or two years of experience will remain at their 1980-81 step on the new salary guide.



SCHEDULE B

DOVER BOARD OF EDUCATION  
Salary Guide for Athletics

1982-83

	1	2	3	4	5	6
Athletic Director	1730	1930	2130	2330	2530	3100
Head Football	1680	1880	2080	2280	2480	3220
Assistant	1080	1230	1380	1530	1680	2180
Football Trainer	880	1130				
Head Baseball, Track, Soccer, Field Hockey, Basketball, Wrestling, Softball	1280	1480	1680	1880	2080	2575
Assistant	880	1030	1180	1330	1480	1855
Head Cross Country, Winter Track, Swimming	980	1130	1280	1430	1580	1910
Assistant	680	780	880	980	1080	1315
Head Tennis	680	780	880	1030	1315	
Equipment Custodian	1180	1280	1380	1480	1580	1910

NOTE: For 1982-83, all coaches will remain at their 1981-82 step on the new salary guide.

SCHEDULE C

DOVER BOARD OF EDUCATION  
DEPARTMENT CHAIRPERSONS

1981-1982

---

Department Chairpersons shall receive compensation at the basic rate of \$642, plus an additional \$30 for each teacher assigned full-time to his Department. In cases where a teacher is assigned to more than one Department, the Department Chairperson shall receive \$6 for each teaching period that the teacher is assigned to him for supervision. (For example, if a teacher is assigned to Department "A" for three teaching periods, and to Department "B" for two teaching periods, the supervisor of Department "A" will receive an additional \$18 and the supervisor of Department "B" an additional \$12.)

Assistant Department Chairpersons and Team Leaders shall receive \$377.

NOTE: Increases over the previous year's compensation are contingent upon satisfactory performance by the Department Chairperson as determined by administrative evaluation.

SCHEDULE C

DOVER BOARD OF EDUCATION  
DEPARTMENT CHAIRPERSONS

1982-1983

---

Department Chairpersons shall receive compensation at the basic rate of \$706, plus an additional \$35 for each teacher assigned full-time to his Department. In cases where a teacher is assigned to more than one Department, the Department Chairperson shall receive \$7 for each teaching period that the teacher is assigned to him for supervision. (For example, if a teacher is assigned to Department "A" for three teaching periods, and to Department "B" for two teaching periods, the supervisor of Department "A" will receive an additional \$21 and the supervisor of Department "B" an additional \$14.)

Assistant Department Chairpersons and Team Leaders shall receive \$415.

NOTE: Increases over the previous year's compensation are contingent upon satisfactory performance by the Department Chairpersons as determined by administrative evaluation.

SCHEDULE D

DOVER BOARD OF EDUCATION  
CO-CURRICULAR COMPENSATION  
1981-1982

---

- I. All co-curricular compensation to be within the range stated below with individual increases to be 10% above the 1980-81 compensation, except where dictated otherwise by the nature of the assignments, merit, or other pertinent factors.

II.	<u>Activities</u>	<u>Range 1981-82</u>
	Public Relations	575 - 1554
	Forensics & Debating	384 - 977
	Ski Club	101 - 216
	High School Accounts	485 - 1344
	Athletic Association - Treasurer	575 - 1459
	H.S. Band - Director	967 - 2677
	H.S. Band - Assistant	418 - 1243
	H.S. Play - Dramatics	443 - 926
	H.S. Play - Music	342 - 734
	H.S. Play - Vocal Music	342 - 651
	H.S. Play - Scenery	151 - 558
	H.S. Play - Makeup	35 - 66
	Yearbook Advisor	384 - 977
	Yearbook Assistants	193 - 485
	Public Address System	193 - 611
	AVA Coordinator	334 - 384
	H.S. Sr. Class Advisor (4)	58 - 88
	H.S. Jr. Class Advisor	234 - 294
	Cheerleader Advisor, Head (3)	294 - 470
	Football, Basketball, Wrestling	
	Cheerleader Advisor, Asst. (3)	176 - 294
	Football, Basketball, Wrestling	

III. Hourly Paid Activities

Detention Hall	7.34
Driver Education	8.20
Morning Duty	7.34
Intramurals	7.34

SCHEDULE D

DOVER BOARD OF EDUCATION  
CO-CURRICULAR COMPENSATION  
1982-1983

---

I. All co-curricular compensation to be within the range stated below with individual increases to be 10% above the 1981-82 compensation, except where dictated otherwise by the nature of the assignments, merit, or other pertinent factors.

II.	<u>Activities</u>	<u>Range 1982-83</u>
	Public Relations	633 - 1709
	Forensics & Debating	422 - 1075
	Ski Club	111 - 238
	High School Accounts	534 - 1478
	Athletic Association - Treasurer	633 - 1605
	H.S. Band - Director	1064 - 2945
	H.S. Band - Assistant	460 - 1367
	H.S. Play - Dramatics	487 - 1019
	H.S. Play - Music	376 - 807
	H.S. Play - Vocal Music	376 - 716
	H.S. Play - Scenery	166 - 614
	H.S. Play - Makeup	39 - 73
	Yearbook Advisor	422 - 1075
	Yearbook Assistants	212 - 534
	Public Address System	212 - 672
	AVA Coordinator	367 - 422
	H.S. Sr. Class Advisor (4)	64 - 97
	H.S. Jr. Class Advisor	257 - 323
	Cheerleader Advisor, Head (3)	323 - 517
	Football, Basketball, Wrestling	
	Cheerleader Advisor, Asst. (3)	194 - 323
	Football, Basketball, Wrestling	

III. Hourly Paid Activities

Detention Hall	8.07
Driver Education	9.02
Morning Duty	8.07
Intramurals	8.07

SIGNATURE PAGE

The Dover Board of Education and the Dover Education Association do hereby agree to the procedures and conditions as set forth in the 20 page document entitled. "Agreement Between THE DOVER BOARD OF EDUCATION and THE DOVER EDUCATION ASSOCIATION Covering the Period of July 1, 1981, to June 30, 1983."

THE DOVER BOARD OF EDUCATION

\_\_\_\_\_ President

(Address) \_\_\_\_\_

\_\_\_\_\_ Secretary

(Address) \_\_\_\_\_

Date \_\_\_\_\_

THE DOVER EDUCATION ASSOCIATION

\_\_\_\_\_ President

(Address) \_\_\_\_\_

\_\_\_\_\_ Secretary

(Address) \_\_\_\_\_

Date \_\_\_\_\_