

**Elizabeth
Education
Association**

"4000 Members Strong"

*Agreement between
The Board of Education City of
Elizabeth & The Elizabeth
Education Association*

**TEACHERS, ASSISTANTS,
SECRETARIES,
&
SECURITY PERSONNEL**

JULY 1, 2006 THROUGH JUNE 30, 2009

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PREAMBLE

THIS AGREEMENT entered into this day of, 2007 by and between the BOARD OF EDUCATION OF THE CITY OF ELIZABETH, NEW JERSEY, hereinafter called the "Board", and the ELIZABETH EDUCATION ASSOCIATION, hereinafter called the "Association".

**ARTICLE I
RECOGNITION**

A. Pursuant to the provisions of N.J.S.A. 34:13A-1 et seq., the Elizabeth Board of Education hereby recognizes the Elizabeth Education Association as the majority representative for collective negotiations concerning terms and conditions of employment for all certified personnel under contract or on leave, now employed, or as hereafter may be employed by the Board, including:

- Teachers: Including Extended School Day/Year Teachers (11 months)
- Librarians
- Nurses
- Attendance Officers
- Guidance Counselors
- School Psychologists
- Occupational Education Instructors
- Psychiatric Social Workers
- Learning Disabilities Specialists
- Teacher/School Disciplinarian (formerly TA/Teacher Assistant)
- Reading Consultants
- Reading Resource Teachers
- Bilingual Consultants
- ESL, Consultants
- Minimum, Basic Skills Consultants
- Testing Consultants
- Elementary Consultants
- Staff Development Coordinators (11 months)
- Staff Development Research Consultants (11 months)
- Professional Development Teacher Trainers (10 months)
- School Improvement Facilitators (11 months)
- Teacher of Public Information (11 months)
- High School Facilitators
- Early Childhood Trainers
- Early Childhood Consultants
- Testing & Monitoring Consultants
- T.V. Production Employees
- Media Specialist Technicians
- Tech-Media Specialists

but excluding:

- Coordinators
- Vice Principals
- Principals
- Directors
- Assistant Superintendent of Schools
- Superintendent of Schools
- Administrative Assistant

B. The Board also recognizes the Association as the majority representative for collective negotiations for the following non-certified personnel under contract or appointment, now employed or as hereafter may be employed by the Board:

- Clerks
- Secretaries
- Telephone Switchboard Operators
- Laboratory Assistants
- Computer Operators
- Security Personnel
- Head Security Personnel
- Classroom Assistants
- Library Assistants
- Multipurpose Assistants
- Community Assistants
- Chapter I PEP Assistants
- Chapter I Pre-K Assistants
- Assistant Audio Visual Technician
- Locker Room Attendant
- Parent Liaison
- Guidance Associates
- Classroom Assistants with CDA Certificate
- Classroom Assistants ESEA/NCLB Qualified
- Computer Data Entry
- Non-certified Attendance Officers
- Computer Technicians
- SNAP Technicians
- Telecommunications Technicians
- Support-Registered Nurse (RN)

C. Unless otherwise indicated, the term "employee", when used hereinafter in this Agreement shall refer to all employees represented by the Association in the negotiating unit as above defined.

ARTICLE II NEGOTIATIONS PROCEDURE

A. The parties agree to enter into collective negotiations over a successor Agreement in accordance with the provisions of

N.J.S.A. 34:13A-1 et seq., such negotiations shall begin no later than November 1st of the calendar year preceding the year in which this Agreement expires.

B. Upon request by the Association President, the Board agrees to make known to the President when and where information is available that the Board is required by law to release.

C. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party.

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

ARTICLE III GRIEVANCE PROCEDURE

A. DEFINITION

1. A "grievance" shall mean a complaint by an employee(s) or by the Association that there has been an inequitable, improper or unjust application, interpretation or violation of Board Policy, this Agreement, or an administrative decision, except that the term "grievance" shall not apply to:

a. Any matter for which a specific method of review is prescribed and expressly set forth by law or any rule or regulation of the State Commissioner of Education; or

b. A complaint of a non-tenured teacher which arises by reason of his/her not being reemployed; or

c. A complaint by any certified personnel occasioned by appointment to or lack of appointment to, retention in or lack of retention in any position for which tenure either is not possible or not required.

2. A grievance to be considered under this procedure must be initiated by the grievant [the employee(s) or the Association] within twenty (20) workdays from the time when the grievant knew or should have known 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 limits shall permit the grievant 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 a waiver of further appeal of the decision. The parties may mutually agree in writing to extend or contract any time limitations set forth in this Article.

(b) It is understood that an employee grievant 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 duly determined.

2. The grievant shall file a written grievance with his/her principal (or immediate supervisor or department head, as the case may be) within twenty (20) workdays (as defined in section A.2. of this Article). The written grievance must specify the following: (a) the date the grievance occurred; (b) the nature of the grievance, including the Board Policy, administrative decision and/or Article(s) and section(s) of this Agreement giving rise to the grievance; (c) the nature and extent of any claimed injury, loss or inconvenience. The principal (or immediate supervisor or department head, as the case may be) shall provide the grievant with a written answer to the grievance within five (5) workdays from the date the written grievance was received.

3. The employee grievant, no later than five (5) workdays after receipt of the decision of his/her principal or other immediate supervisor, may appeal the decision to the Superintendent of Schools. The appeal to the Superintendent of Schools must be made in writing and shall set forth the reason(s) why the grievant is dissatisfied with the answer of the principal or other immediate supervisor. The written appeal must have the previously filed grievance and answer thereto attached.

The Superintendent shall attempt to resolve the matter as quickly as possible, but within a period not to exceed ten (10) workdays from receipt of the appeal. The Superintendent shall communicate his/her decision in writing to the employee grievant, to the Association and to the principal or other immediate supervisor.

4. If the grievance is not resolved to the satisfaction of the employee grievant and he/she wishes a review by a third party,

he/she shall so notify the Association within ten (10) workdays of receipt of the Superintendent's decision. If the Association determines that the matter should be reviewed further, it may initiate arbitration under the procedure set forth below.

C. ARBITRATION

a. If the Association desires to initiate arbitration, it shall send a written demand for arbitration to the New Jersey Public Employment Relations Commission (PERC), with a copy to the Superintendent, within twenty (20) workdays from the date of receipt of the Superintendent's decision, if not timely received, within twenty (20) workdays from the date it should have been received. The arbitration shall be conducted under the rules and regulations of PERC then in effect.

The Board and the Association shall agree upon an arbitrator for the purpose of holding scheduled arbitral hearings during the months of November, February and May. Grievances to be heard shall be mutually agreed to by the authorized representatives of the Board and the Association. Hearings shall be timely cancelled in the absence of any agreement as to grievances. This provision to take effect July 1, 2006. Grievances not heard via this provision shall be subject to the procedures of Article III of this agreement.

b. The arbitrator shall be limited to the issue(s) submitted and shall consider nothing else unless mutually agreed to by the Board and Association. The arbitrator can add nothing to, or subtract anything from the Agreement between the parties or any policy of the Board of Education. The recommendations of the arbitrator shall be advisory, except in the case of an alleged violation of this Agreement wherein the arbitrator's decision shall be final and binding on both parties.

c. Rights of an Employee to Representation

1. An aggrieved employee may be represented at all stages of the grievance procedure by himself/herself or, at his/her option, by the Association or by a representative selected or approved by the Association.

2. When an employee is not represented by the Association in the processing of a grievance, the Association shall at the time of submission of the grievance to the Superintendent or at any later level, be notified by the Superintendent that the grievance is in process, have the right to be present and submit its position in writing at any hearing held concerning the grievance and shall receive a copy of all decisions rendered.

3. The Board and the Association shall assure the employee freedom from restraint, interference, coercion, discrimination or reprisal in presenting his/her appeal with respect to his/her grievance.

D. COSTS

1. Each party will bear their own costs incurred in the grievance/arbitration procedure.

2. The fees and reasonable expenses of the arbitrator are the only costs which will be shared by the two parties and such costs will be shared equally.

3. If time is lost by an 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 be without pay or charged to personal time.

E. CLASS GRIEVANCE

If, in the judgment of the Association, a grievance affects a group or class of employees, which has common issues of fact and law, the Association may initiate and submit such grievance in writing at the Superintendents' level of the grievance procedure set forth in this Article. The Association may process such grievance through all levels of the grievance procedure.

ARTICLE IV EMPLOYEE RIGHTS

A. No employee shall be disciplined or reduced in compensation in any manner or form or discharged without just cause. Any such action asserted by the Board, or by any agent or representative thereof, shall not be made public unless formal charges are made, and shall be subject to the grievance procedure herein set forth.

B. Whenever any employee is required to appear before the Board or any committee or member thereof concerning any charge or inquiry into a matter which could adversely effect the continuation of that employee in his/her office, position, or employment or the salary or any increments pertaining thereto, then he/she shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a designated representative of the Association present to advise and represent him/her during such meeting or interview.

C. Employees shall not be required to drive students to activities which take place away from the school building.

D. Teachers shall maintain the exclusive rights and responsibility to determine grades. Upon written submission by his/her building administrator specifically recommending a changed grade and stating the reason therefore, the teacher shall so change the grade.

E. Employees are permitted to wear pins or other identification of the Association or its affiliates, provided that such pin or identification is reasonable in size and is not disruptive to the classroom and/or workplace.

F. Personnel files shall only be available to the employee whose file it is, under current Board policy and practice, and to administrators with school business which requires review of the teacher's file. Each file shall contain a log indicating the name of the person reviewing the file and the date on which it was reviewed.

G. Administrators and employees should engage in the employment relationship based on mutual respect and dignity. Administrators should seek to avoid open criticism and reprimand of an employee in the presence of students or other adults. Employees who need to be criticized or reprimanded should receive such correction in the privacy of the administrator's office if the immediacy and gravity of the problem do not indicate a need for immediate corrective action. In like manner, employees should avoid public conflict with administrators, and matters of difference and criticism should at all times take place in private.

H. Layoff and Recall: The parties agree to establish a joint committee composed of equal representatives. The committee shall make its report by July 1, 2000. The committee shall review and establish a procedure of layoff and recall of bargaining unit members not covered by a statutory schedule for layoff and recall in the-teachers', custodians' and cafeteria contracts. The parties agree that seniority shall be the method utilized for such new provision, that an employee shall enjoy a maximum of five (5) years on a recall list, that if an individual is recalled to employment at the Board and declines an offer of reemployment, said individual shall be removed from a recall list, that a dispute on the application of the layoff/recall provision shall be subject to expedited arbitration before a mutually selected arbitrator, and the arbitrator shall not have the authority to award back pay but shall be limited in authority to ordering a different employee be recalled or placed on layoff.

ARTICLE V ASSOCIATION RIGHTS AND PRIVILEGES

A. The Association may use district facilities with the approval of the Business Administrator/Board Secretary and the Facilities Manager subject to availability and relevant Board policies.

B. The Association shall have, in each school building, the exclusive use of a bulletin board in each faculty lounge and teacher's dining room. The location of Association bulletin boards in each room shall be where presently located, and if none, where designated by the Association.

Any additional bulletin boards which may be required shall be supplied by the Association. Copies of all materials posted on such bulletin boards shall be given to the school principal, but no approval shall be required.

C. The Association shall have the right to reasonable use of the school mailboxes. A copy of any open material placed in the mailboxes shall be filed in the Superintendent's office at the time of distribution. No approval shall be required.

D. The rights and privileges of the Association and its representatives as set forth in this Agreement shall be granted only to the Association as the exclusive representative of the employees, and to no other organization.

E. 1. The President of the Association shall have a full-time release schedule.

2. The Vice President of the Association shall be relieved of non-teaching duties. In the event the Vice President of the Association is not a high school teacher, the President of the Association and the Superintendent of Schools shall jointly develop the respective work schedule of such employee to provide comparable released time as provided in the foregoing provisions of the teacher's contract.

**ARTICLE VI
SCHOOL CALENDAR**

The Association shall appoint a committee to study and make recommendations to the Superintendent covering the school calendar. The recommendation of the Association shall be presented to the Board of Education for consideration.

**ARTICLE VII
ORIENTATION PROCEDURES**

The Association shall appoint a committee to study and make recommendations to the Superintendent covering orientation procedures.

**ARTICLE VIII
TEACHER ASSIGNMENT**

A. All teachers shall be given written notice of their contract and salary status no later than April 30th.

B. All teachers shall be given written notice of their tentative class subject and building assignments for the forthcoming school year, if practical by June 15th, but no later than the last day of school. The administration may change such assignments in the event of unforeseen material circumstances or emergencies, and shall notify the teacher affected by such change promptly and in writing.

C. 1. The use of teachers' cars on official District business shall be compensated for at for prevailing rate per mile as applied by the Federal Government. In accordance with past practice, travel allowance for teachers, consultants, child study team, home instructors and audio visual personnel will be \$30.00 per month; athletic trainers shall be \$15.00 per month; attendance officers and community liaisons assigned to the attendance officers will be \$15.00 per month: the travel allowance for those teachers who receive \$0.60 per day shall be increased to \$0.80 per day, effective February 1, 1984. Nurses shall receive the IRS rate whenever they must use their car for school business including traveling between buildings. Nurses shall be paid at the hourly rate whenever they are required to work past their regular quitting time. Effective July 1, 2006 all employees may choose to receive at the beginning of each school year either the monthly dollar amounts of this section or the IRS per mile reimbursement rate.

2. Nurses shall be annually reimbursed for uniform pants, shoes and tops of any color. As follows:

2006-2007.....	\$224.65
2007-2008.....	\$233.52
2008-2009.....	\$242.74

D. Review of professional assignments may be subject to the Instructional Advisory Council.

E. During the time that the class of an elementary teacher is under the direct instruction of a special teacher in art, music, and/or physical education, such time may be used as preparation time by the said classroom teacher not to exceed one period per day.

F. As of September 1991, teachers who are stationed at the High School may be assigned to teach a sixth (6th) period under the following conditions:

1. The administration must post the assignment and seek volunteers.

2. Teachers shall be protected in the exercise of the right to freely volunteer or to refrain from volunteering for a sixth (6th) teaching period assignment without fear of penalty, reprisal or coercion.

3. If more than one teacher volunteers, the volunteer with the greater seniority in the district shall be given the assignment.

4. If no one volunteers, the administration may assign involuntarily the least senior teacher in the district with the appropriate certificate/endorsement for that teaching assignment.

5. For the beginning of a school year, no more than four (4) teachers with the appropriate certificate/endorsement may be assigned a sixth (6th) teaching period.

6. If a vacancy occurs after the beginning of a school year, more than four (4) teachers within a department may be assigned a sixth (6th) teaching period.

7. Any teacher who is assigned a sixth (6th) teaching period will be paid the following stipends, which shall be prorated based upon the portion of the year that a teacher has the assignment to the full year:

Effective school year 2006-07.....	\$5,051.00
Effective school year 2007-08.....	\$5,251.00
Effective school year 2008-09.....	\$5,458.00

8. High School employees with a teaching certification assigned to non-teaching positions who are also assigned to teach a class on a regular basis shall be compensated pro rata at the following rate per semester for each class assigned beginning July 1, 2002.

2006-2007.....	\$750.00
2007-2008.....	\$780.00
2008-2009.....	\$810.00

G. The assignment of teachers to the extended school day/year shall be only on a voluntary basis. All assignments of teachers to the extended school day/year shall be for a complete one school year: when a teacher completes the second school year at an extended day/year schedule, the Superintendent of Schools in his sole and absolute discretion may request the teacher to continue the assignment or reassign the teacher to another school under the traditional terms of the collective bargaining agreement without

the differential applicable to the extended school day/year assignment. Teachers may request reassignment to the traditional school schedule at the end of each school year not later than May 15th. Requests for reassignment shall be honored if at all possible. If the district determines not to renew the assignment of a teacher to the extended school day/year, the teacher may appeal only to the Superintendent of Schools for a review of this decision and the Superintendent's decision shall be final without appeal to arbitration.

H. Preparation Periods for Elementary Teachers: The parties agree to establish a joint committee to study the scheduling of current released time for elementary teachers. This joint committee shall be composed of equal representatives appointed by the Association and the Superintendent of Schools. The committee shall study the possibility, use and cost providing one (1) preparation per day for elementary teachers. The committee shall provide a full written report to the Superintendent of Schools who shall transmit the report to the Board of Education no later than March 1, 2002. The Board agrees to consider the recommendations of this report.

ARTICLE IX TRANSFER AND REASSIGNMENTS

I. TEACHERS

A. No later than May 10th, the Superintendent shall have posted in each school building all vacancies for the coming school year known to him and approved by the Board as of May 1st. Additional vacancies which shall become known to the Superintendent and approved by the Board between May 11th and May 30th, shall be posted by the Superintendent in each school building by June 10th. Copies of said notices shall be sent to the Association. Employees who desire a change in grade or subject assignment or who desire to transfer to another building for the forthcoming year may file a written statement of such desire with the Superintendent.

B. Notice of an involuntary transfer or reassignment shall be given to teachers as soon as practicable. The teacher involved shall be entitled to a meeting with the appropriate administrator or supervisor (as determined by the Superintendent) at which time the teacher shall be notified of the reasons for the involuntary transfer or reassignment. In the event that a teacher objects to the transfer or reassignment at this meeting, the Superintendent or designee shall meet with the teacher upon the teacher's request. The teacher shall have the option to have an Association representative present at such meeting. A list of open positions shall be made available to all

involuntary transferees and they shall be given the opportunity to apply for such open positions.

II. EMPLOYEES OTHER THAN TEACHERS

A. The Superintendent shall have posted in each school building all vacancies when they are known to him/her and are approved by the Board. Such notice shall include the title of the position and the building in which the position will be located. Copies of said notices shall be sent to the Association. Employees who desire a change in assignment or who desire to transfer to another building may file a written statement of such desire with the Superintendent.

B. Notice of involuntary transfer or reassignment shall be given to an employee as soon as practicable. The employee involved may request a meeting with the appropriate administrator or supervisor at which time the employee shall be given the reasons for the involuntary transfer or reassignment. Upon request of the employee, the Superintendent or designee shall meet with the employee to discuss the transfer or reassignment. A list of open positions in the district shall be made available to all involuntary transferees and they will be given an opportunity to apply for such positions.

C. An employee who transfers or is reassigned to a position of a different classification or category, or from a 10 month or 10.5 month position to a 12 month position, shall be given full credit for all his/her prior employment for vacation accrual.

ARTICLE X PROMOTIONS

A. A notice of vacancy in a promotional position, in Summer School and/or the creation of any new position shall be sent to and posted in each school and a copy shall be sent to the Association ten (10) days before the final date when the applications must be submitted.

B. Employees who desire to apply for such vacancies shall submit their applications in writing to the Superintendent within the time limit specified in the notice. When the vacancy described in the notice is filled, the Superintendent may destroy all applications for said position.

C. Employees who desire to apply for a promotional position which may be open during the summer period when school is not regularly in session shall submit their names to the Superintendent, together with the position(s) for which they desire to apply, and an address where they can be reached during

the summer. The Superintendent shall notify such employees of any vacancy in a position for which they desire to apply. Such notice shall be sent at least ten (10) days prior to the closing date for application. Notice of such vacancies shall also be posted in the administrative office, in each school building, and a copy of said notice shall be given to the Association.

D. Announcements of appointments shall be made by posting a list in the office of the Central Administration and each school building, and a list of which positions have been filled and by whom shall be given to the Association.

ARTICLE XI TEACHER EVALUATION

A. A teacher shall receive a copy of his/her evaluation report.

B. A teacher shall have the right, upon request, to review the contents of his/her personnel file.

C. No material derogatory to a teacher's conduct, service, character or personality shall be placed in his/her personnel file or used in an evaluation unless the teacher has had an opportunity to review the material. The teacher shall have the right to submit a written answer to such material.

D. Pre-tenure teachers shall be evaluated by a supervisor or their immediate supervisors at least three (3) times in each school year, to be followed in each instance by a written evaluation report and by a conference between the teacher and his/her evaluator. Such reports shall be written in narrative form and shall include:

1. Strengths;
2. Weaknesses;
3. Specific suggestions as to the measures which the teacher might take to improve his/her performance in each of the areas wherein weaknesses have been indicated: and
4. Other relevant suggestions or comments.

E. 1. To the extent possible, the observation report shall be given to the teacher at least twenty-four (24) hours prior to the observation conference.

2. The observation conference shall be held within ten (10) days, if possible, from the date of the observation.

3. Tenured teachers shall be evaluated at least once each school year as required by the Commissioner of Education's regulations.

**ARTICLE XII
SALARIES**

A. 1. The Salaries of all employees covered by this agreement are set forth in salary guides attached hereto and made a part hereof per the schedules listed in this article; said salary guides shall be enforced in accordance with the existing rules and regulations for application thereof.

**Schedule A
Regular Teachers' Salary Guides**

Teachers who were hired prior to July 1, 1997 and have not chosen to exercise their right to switch to the Professional Development Teachers Salary Guide (Schedules B) per Article XXIX-E.2.

Teachers covered by Schedule A are subject to the in-service training requirements of Article XXIX-E of this agreement.

Guide Groups & Positions

A. 1. Teachers

Teachers, Nurses and Certified Attendance Officers.

A. 2. Guidance Counselors

Guidance Counselors, Occupational Education Instructors, Reading Consultants and English Mastery Consultants.

A. 3. Child Study Team

Psychologists, Psychiatric Social Workers, Learning Disability Teacher Consultants (LDTC), Speech Therapists and Whole School Reform (WSR) Social Workers.

A. 4. Teacher/School Disciplinarian (TA)

Teacher/School Disciplinarians (TA's) shall receive annually an additional sum of money which shall be made part of salary for pension purposes beginning July 1, 2002. The additional sum of money shall not be paid separately. The additional sum shall be added to each step of the Teachers' guides (A.1.), Guidance Counselors' guides (A.2.) and the Child Study Team guides (A. 3.) for each school year as is appropriate.

A. 5. Appropriate salary guides shall be developed for the above-enumerated guide groups (A.1. - A.3.) and made part of this Schedule A as follows:

- a. Ten (10) month guides.
- b. Extended Day/Year guides.

A. 6. Certified employees shall be paid on the appropriate salary guide according to their annual assignments.

**Schedule B
Professional Development Teachers' Salary Guides**

Teachers hired as of July 1, 1997 or those teachers who were hired prior to that date who have chosen to exercise their right to switch from the Regular Teachers Salary Guide (Schedule A) per Article XXIX E.2.

Teachers covered by Schedule B are subject to the additional professional development requirements per Article XXIX-E of this agreement.

Guide Groups & Positions

B. 1. Teachers

Teachers, Nurses, Certified Attendance Officers, Teachers of Public Information (11 months), School Improvement Facilitators (11 months), and Professional Development Teacher Trainers (10 Months).

B. 2. Guidance Counselors

Guidance Counselors, Occupational Education Instructors, Reading Consultants, English Mastery Consultants, Staff Development Coordinators (11 months) and Staff Development Research Consultants (11 months).

B. 3. Child Study Team

Psychologists, Psychiatric Social Workers, Learning Disability Teacher Consultants (LDTC), Speech Therapists and Whole School Reform (WSR) Social Workers.

B. 4. Teacher/School Disciplinarian (TA)

Teacher/School Disciplinarians (TA's) shall receive annually an additional sum of money which shall be made part of salary for pension purposes beginning July 1, 2002. The additional sum of money shall be included in the salaries shown on the guides and shall not be paid separately. The additional sum shall be added to each step of the Teachers' guides (B.1.), Guidance Counselors' guides (B.2.), the Child Study Team guides (B.3.) and the Industrial Arts guides (B.5.) for each school year.

Teacher/School Disciplinarian (TA) Salary Guides shall be as follows:

- B. 4a. Teacher/School Disciplinarian (TA)/Teachers
- B. 4b. Teacher/School Disciplinarian (TA)/Guidance Counselors
- B. 4c. Teacher/School Disciplinarian (TA)/Child Study Team
- B. 4d. Teacher/School Disciplinarian (TA)/Industrial Arts

B. 5. Industrial Arts

Industrial Arts, Home Economics and Vocational Shop Teachers.

B. 6. Appropriate salary guides shall be developed for the above enumerated guide groups (B.1. - B.5.) and made part of this Schedule B as follows:

- a. Ten (10) month guides.
- b. Extended Year eleven (11) month guides.
- c. Extended Day guides.
- d. Extended Day/Year guides.

B. 7. Certified employees shall be paid on the appropriate salary guide according to their annual assignments.

B. 8. Teachers' Guides' Ratios

	Teacher	Guidance	Psychologists
10 Months	Base 1.0	1.05 x Base	1.10 x Base
Ext. Day	06-07:1.0740909 x Base 07-08:1.0840909 x Base 08-09:1.0840909 x Base	1.05 x Ext. Day Teacher	1.10 x Ext. Day Teacher
Ext. Year	1.10 x Base	1.05 x Ext. Year Teacher	1.10 x Ext. Year Teacher
Ext. Day/Year	06-07:1.1740909 x Base 07-08:1.1840909 x Base 08-09:1.1840909 x Base	1.05 x Ext. Day/Year Teacher	1.10 x Ext. Day/Year Teacher
Ind. Arts	2006-07:Steps 1-7; 2007-08 & 2008-09:Steps 1-9; same as B.1 Professional Development Teachers, 10 Months, BA. Other steps per agreement.		
Teacher Assistants	(Add to each step of the above guides)		
	2006-07 \$3,854	2006-07 \$3,854	2006-07 \$3,854
	2007-08 \$4,006	2007-08 \$4,006	2007-08 \$4,006
	2008-09 \$4,164	2008-09 \$4,164	2008-09 \$4,164

**Schedule C
Secretaries and Clerks**

1. The Extended Day guides' ratio shall be 1.0640909 times the regular eight (8) hour shift base salary guides.

**Schedule D
Lab Assistants and A. V. Technicians**

**Schedule E
Security Personnel**

**Schedule F
Classroom Assistants**

Classroom Assistants

- CDA Certified Pre-K Assistants, Neighborhood Schools
- CDA Certified CID Assistants, Center for Infant Development
- CDA Certified Pre-K Assistants, Extended Day Schools
- CDA Certified Pre-K Assistants, Extended Day/Year Schools
- ESEA/NCLB Classroom Assistant

1. Assistants shall be placed on the appropriate salary guide pursuant to their qualifications and assignments. Assistants who are CDA certified and are assigned to either a Pre-K or CID setting shall be placed on the appropriate CDA guide. Assistants who are not assigned to either a Pre-K or CID setting and are required by the district to qualify pursuant to ESEA/NCLB shall be placed on the ESEA/NCLB guide.

2. Assistants moving to the ESEA/NCLB guide shall be given credit of one step for each year of prior service in the district as an assistant for purposes of placement on the ESEA/NCLB guide.

Regular Assistants' Guide Ratios

- 6 - 8 hours Base 1.0
- Ext. Day 1.0 x 8 hours Base
- Ext. Day/Year 1.10909 x Base

CDA/Pre-K Guide Ratios

- CID Base 1.0
- Neighborhood 0.85417 x Base
- Ext. Day 1.03125 x Base
- Ext. Day/Year 1.10 x Base x 1.0100502

ESEA/NCLB Guide Ratios

- 8 hours Base 1.0
- 6 hours 0.75 x Base
- 6.5 hours 0.8125 x Base
- 7 hours 0.875 x Base
- Locker 0.9 x Base
- Ext. Day 1.0 x 8 hours Base
- Ext. Day/Year 1.10909 x Base

3. Salary guides are subject to negotiations. Some salaries may not correspond to the guide ratios.

Schedule G

Parent Liaisons and Non-Certified Attendance Officers

Extended Day salary guide ratio shall be 1.0640909 times the base guide.

Extended Day/Year salary guide ratio shall be 1.1640909 times the base guide.

Schedule H Computer Data Entry

Schedule I

Miscellaneous

- Job Developer
- Senior Computer Operator
- Computer Operator
- Junior Computer Operator
- Computer Technician
(five (5) or more years of district experience)
- Computer Technician
(fewer than five (5) years of district experience)
- Guidance Associates
- SNAP Technician
- Telecommunications Technician
- Parent Liaison/Attendance Officer hired before 1/1/99
- Parent Liaison/Attendance Officer hired before 1/1/99 (extended day/year)

Schedule J Special Activities

Schedule K Athletic Coaches

End of Salary Schedules

B. 1. Effective July 1, 2001 high school guidance counselors, high school facilitators, early childhood trainers, early childhood consultants, testing and monitoring consultants, T.V. production employees, media specialist technicians, and tech-media specialists shall become eleven (11) month positions. Any person employed by the district as of June 30, 2001 may choose to remain as a ten (10) month employee. Any person hired by the district as of July 1, 2001 shall be an eleven (11) month employee.

B. 2. Effective July 1, 2006 elementary and middle school guidance counselors shall become eleven (11) month positions. Any person employed by the district as of June 30, 2006 may choose to remain as a ten (10) month employee. Any person hired by the district as of July 1, 2006 shall be an eleven (11) month employee.

B. 3. Effective July 1, 2002 Child Study Team Members shall all become eleven (11) month positions. Any person employed by the district as of June 30, 2002 may choose to remain as a ten (10) month employee. Any person hired by the district as of July 1, 2002 shall be an eleven (11) month employee.

B. 4. Effective September 15, 2006 non-certified Support-Registered Nurses (RN) shall receive an annual salary equal to ninety (90) percent of the Professional Development Teachers' Ten (10) Month Salary Guide, schedule B.1. This provision expires June 30, 2007 unless mutually extended or modified by the Board and the Association.

C. 1. Employees employed on a twelve (12) month basis shall be paid in twenty-four (24) equal semi-monthly installments. Those employed on an eleven (11) month basis shall be paid in twenty-two (22) equal semi-monthly installments.

C. 2. Employees employed on a ten (10) month basis shall be paid in twenty (20) equal semi-monthly installments.

C. 3. When a payday falls on or during a school holiday, vacation, or weekend, employees shall receive their paychecks on the last previous working day, subject to any delay caused by circumstances beyond the control of the business office.

C. 4. Employees shall receive their final checks and the tentative pay dates for the following year on the last working day in June, July, or August whichever is appropriate for their schedules subject to any delay caused by circumstances beyond the control of the business office.

C. 5. The Board shall implement the Summer payment plan and direct deposit plan by July 1, 1996.

D. All employees shall be placed at their exact stop and raining level called for under the salary guides.

E. If there is a Summer school session, teachers so employed shall be compensated at the following hourly rates:

Effective July 1, 2006.....	\$35.00
Effective July 1, 2007.....	\$36.38
Effective July 1, 2008.....	\$37.82

Guidance, Head Teachers, Child Study Team members, and Program Assistants shall be compensated at the hourly rates set forth in the Rules and Regulations for Application of Salary Guide annexed hereto.

**ARTICLE XIII
SICK LEAVE**

All employees shall be entitled to sick leave days to the extent and in the manner following:

A. ABSENCE WHICH MAY BE ALLOWED WITHOUT LOSS OF SALARY

1. All 10 month employees, both tenured and non-tenured, shall be entitled to twelve (12) days annual sick leave per school year. All 10 month employees hired after the commencement of the school year shall be entitled to annual sick leave on a prorated basis, computed according to a formula which is based upon the annual entitlement of twelve (12) days for a full-time employee.

2. All twelve (12) days may be accumulated for future years. Full salary shall be paid for such accumulated days in case of absence due to prolonged illness or disability, when properly certified by the attending physician or physicians.

Physical examinations of the employee may be required at any time during an illness or a disability, or to determine the fitness and return to duty, by the Chief Medical Inspector and/or staff physician of the Board of Education at the request of the Superintendent of Schools, or the Secretary-School Business Administrator, as the case may be. Payment of salary under the provisions of this clause shall be upon the recommendation of the Superintendent of Schools for educational employees, or the Secretary-School Business Administrator for business employees, and approval by the Board of Education.

B. ABSENCE PROCEDURE

1. All absentees shall sign statements giving the causes and dates of absences. The signed statement shall be sent to the Superintendent's or Secretary-School Business Administrator's Office with the proper payroll report.

2. Employees who have been out ill for three (3) or more consecutive days are required to present a physician's certificate as to the nature of the illness and that they are physically able to return to their duties. Employees who have been out ill only the day before or the day after a school holiday shall not be required to present a physician's certificate provided that the school administrator shall determine the validity of such absence by their standards.

C. No employee will be paid at the beginning of any school year until that employee has reported for duty, except any person steadily employed or under tenure in the previous school year by the Elizabeth Board of Education.

D. An employee who has exhausted the mutual and accumulated sick leave as set forth in this Article may apply to the Board for additional paid sick leave consistent with the provisions of N.J.S.A. 18A:30-6, which is incorporated herein by reference.

E. Attendance Incentive Compensation: Employees who are absent zero (0) days in a school year will receive compensation in the amount of one thousand dollars (\$1,000.00)

All employees who are absent from one (1) to three (3) days will receive three hundred dollars (\$300.00) as compensation.

Absences for the following reasons will not be counted as part of attendance for this incentive compensation:

1. Military service
2. Jury duty
3. On the job injury
4. Bereavement Leave
5. Vacation

7. SUBSTITUTION INCENTIVE COMPENSATION

1. Effective July 1, 2002 all employees upon resigning from the district for retirement from the pension fund shall be paid for unused sick leave as follows.

<u>Days</u>	<u>Teachers</u>	<u>Secretaries</u>	<u>Other Support</u>
16-50	\$20.00	\$20.00	\$20.00
51-100	\$30.00	\$26.25	\$22.50
101-150	\$40.00	\$33.32	\$26.66
151-200	\$50.00	\$40.63	\$31.25
201 and above	\$75.00	\$60.00	\$45.00

Each rate per day shall be separate and distinct and apply to the total number of unused sick leave days as in the following examples: A teacher with forty-nine (49) days shall receive nine hundred and eighty dollars (\$980). A teacher with one hundred and forty-nine (149) days shall receive five thousand nine hundred and sixty dollars (\$5,960). These examples by way of illustration also apply to secretaries and other support employees who have a different rate per day.

**ARTICLE XIV
EMERGENCY LEAVES OF ABSENCE**

A. NON-CUMULATIVE EMERGENCY LEAVES OF ABSENCE

1. Non-cumulative emergency leaves of absence for teachers and secretaries shall be allowed for a maximum of not more than five (5) days in any one year with pay in the event of an emergency, and emergency is understood to be:

- a. Death of near relative or close associate - 1 day.
- b. Quarantine ordered by the Board of Health.
- c. Serious illness of a member of an employee's family which requires personal attention of the employee - not more than one (1) school day per year.

d. Personal business days (not to exceed two (2) days) may be permitted per year. Personal business days are days that require the employee's absence for personal, legal or family business which cannot be accomplished on other than school hours. Employees planning to be absent under this clause shall notify the principal a reasonable time in advance; payment for absence classified as 'personal business' shall be subject to review and approved by the Superintendent of

Schools or the Secretary-School Business Administrator, whichever one is in charge; such approval shall not be unreasonably denied. The request for personal business leave shall include the reason that the day is needed. In the event of an emergency which does not permit advance notice, the employee shall give notice of his/her absence in accordance with the district procedure and shall give the reason for his/her absence upon his return to the district. Any unused personal business days shall be accumulated as additional sick days.

2. Effective July 1, 1994, Assistant, Attendants and Security Personnel shall be entitled to one (1) personal business day (as defined in A.1d of this Article) annually which, if not used, may be accumulated as a sick day.

a. Assistants, Attendants, and Security Personnel: Said employees shall be allowed one (1) day with pay for the death of near relative or close associate.

3. All employees shall also be allowed annually not more than one (1) day with pay for the serious illness of a member of an employee's family which requires the personal attention of the employee.

B. BEREAVEMENT LEAVE

Five (5) days of leave will be permitted for each death in the immediate family of an employee. Immediate family is defined as spouse, parent, child, sister, brother, mother, mother-in-law, father, father-in-law, sister-in-law, brother-in-law and grandchildren.

Three (3) days of leave shall be granted in the case of the death of a grandparent or grandparent-in-law.

To be entitled to bereavement leave, the death must occur within the employee's regular work year and shall commence on the next paid day following the date of death.

**ARTICLE XV
EXTENDED LEAVES OF ABSENCE**

A. No member of the teaching staff, nurse, clerk or other employee shall be granted a leave of absence until the employee has served three (3) calendar years from the date of annual appointment except for employees requesting leave of absence for service in the military forces of the United States.

B. MATERNITY/CHILD CARE LEAVE

1. An employee shall notify the Superintendent of her pregnancy as soon as it is medically confirmed.

2. The Board shall not remove any tenured employee from her regular duties during her pregnancy or a non-tenured employee during those months of her pregnancy which occur during the work/school year for which she has contracted unless her performance has substantially declined or her health would be impaired if she were to continue in her employment.

3. The Board shall grant leave for pregnancy/child care to any employee wishing to return within a school year in which her leave commences. The child care portion of the leave shall be unpaid.

4. The Board shall grant leave for pregnancy/child care to any tenured employee or other employee who has been continuously employed by the district for at least three (3) calendar years from the date of annual appointment wishing to return at the beginning of any of the two (2) school years following the year in which leave commences.

5. The Board shall not bar any employee from returning to work after the birth of her child solely on the grounds of a prescribed lapse of time between birth and the desired return date.

6. For the period of disability related to the employee's pregnancy and childbirth, the employee may elect to use her accumulated sick leave and receive full pay and benefits. The period of disability shall be defined to be any period of time that the employee's doctor certifies subject to verification by a physician chosen by the district.

7. Similar leaves of absence shall be granted to any employee at the inception of child custody or at the time of adoption.

C. 1. The Board may grant a leave of absence for up to one (1) year without pay to a tenured employee or other employee who has been continuously employed by the district for at least three (3) calendar years from the date of annual appointment to care for a seriously ill member of his/her immediate family.

2. The Board may grant a professional leave of absence for up to one (1) year without pay to a tenured certified employee who has been continuously employed by the district for at least three (3) calendar years from the date of annual appointment for professional appointment related to their certification and

position. This section shall not apply to positions in any local public school district or other elementary and secondary educational employment.

3. The Board may grant a leave of absence without pay for up to one year for the purpose of pursuing a Bachelor's Degree of Education. The employee may request an extension for an additional year.

D. 1. An employee shall not receive increment credit for time spent on leave granted pursuant to Sections B and C of this Article.

2. All benefits to which an employee was entitled at the time his/her leave of absence commenced including unused accumulated sick leave shall be restored to him/her upon their return.

E. All extensions or renewals of leave shall be applied for in writing. Approval or rejection shall be given in writing.

**ARTICLE XVI
SABBATICAL LEAVES**

Sabbatical Leaves shall be granted in accordance with the following Professional Leave Plan:

SECTION 1: DEFINITIONS

A. For the purpose of this plan the word "teacher" or "teachers" shall mean certified classroom teachers, librarians, special teachers, school nurses, and any other professionally certified personnel employed by the Board of Education who are covered by this contract.

B. For the purpose of this plan the term "service" shall mean only active, full-time employment in the public schools of Elizabeth, New Jersey.

SECTION 2: ELIGIBILITY

Teachers having completed seven (7) years of satisfactory service may be granted professional leaves for study or travel for a period not exceeding ten (10) school months and not less than five (5) school months except at the discretion of the Board of Education. Teachers having completed fourteen (14) years of satisfactory service may be granted a professional leave for rest and recuperation for a period not exceeding ten (10) school months and not less than five (5) school months except at the discretion of the Board of Education.

SECTION 3: FOR STUDY AND TRAVEL

A. If professional leave is requested for the purpose of study, the applicant shall present for the approval of the Superintendent and the Board of Education a program of courses, independent study, research or creative work prior to presentation of the request for approval to the Board of Education which should be carried out unless the Board otherwise directs.

B. If Professional Leave is requested for the purpose of travel, the itinerary must be submitted to the Superintendent and the Board of Education at the time of application and must be carried out subject to such changes as the Board may direct.

SECTION 4: REST AND RECUPERATION

A Professional Leave for the purpose of rest and recuperation may be requested by a teacher who has completed fourteen (14) years of satisfactory service.

SECTION 5: OPERATION OF LEAVE

A. No more than one percent (1.0%) of the total instructional staff shall be granted a leave under the plan during any school year.

B. Because it is more difficult to secure substitutes for a fractional school year than for a full school year, preference will be assigned to applications for leave covering a full school year.

C. Leave may be denied in cases where it is unduly difficult to secure competent substitutes.

SECTION 6: COMPENSATION

A. Anyone granted a Professional Leave shall receive fifty percent (50%) of the salary which he/she would have received during the same period in regular service, except in the case of Professional Leave for study only wherein the compensation shall be sixty percent (60%) of the salary the teacher would have received for the period.

B. A teacher on Professional Leave shall not accept any monetary remuneration without first obtaining the approval of the Board of Education. This provision shall not apply to grants from foundations, honorariums from publishing companies, speaking engagements or scholarships.

C. This compensation payable to persons on leave shall be paid at the same time as other members of the professional staff. The teacher shall designate the place to which the check is to be mailed.

SECTION 7: REPORT REQUIRED

Each applicant who has been granted a Professional Leave for study or travel shall file a written report with the Superintendent and Board of Education not later than ninety (90) days after return to active duty. This report shall include: the names of the institutions attended, courses pursued, credits received, experience gained, itinerary of travel, research pursued, or creative work accomplished.

SECTION 8: RETURN TO POSITION

Upon the expiration of the granted leave, the teacher shall return to any position in any school as assigned by the Board of Education.

SECTION 9: PENSION FUND

A. During the period of Professional Leave, retirement credits can be allowed as provided in the Pension Fund Law and the rules of the Board of Trustees of the Teacher's Pension and Annuity Fund, to wit:

If a teacher granted a leave of absence by his/her employer shall receive in reduced salary an amount equal to the required monthly deductions for pension purposes, deductions will be made from such salary as though the teacher were receiving full salary and will be paid and reported to the Teacher's Pension and Annuity Fund and full credit will be allowed for service. In no case shall any deductions be made or service credit allowed where the salary to the teacher on leave of absence is less than the amount required for purposes of deduction.

The Secretary-School Business Administrator shall deduct from the gross earnings of professional leave salary, all mandatory and permissive payroll deductions as required or permitted by law.

B. No teacher shall be deprived of the regular annual increment in salary because of absence on such leave granted by the Board of Education as stated in Section 2 and 4 hereof.

SECTION 10: FUTURE SERVICE

A. Any applicant granted Professional Leave must signify his intention to return to his/her position at the conclusion of the Professional Leave and render at least two (2) consecutive school years of service.

B. In the event of resignation before beginning or completing the service period provided for in subdivision (A) of Section 9, the teacher shall return to the Board of Education the entire sum of money received during the Professional Leave period on demand after notifying the Board of Education of his/her intention not to return or not to complete the required two (2) years of service.

C. At the discretion of the Board of Education, no penalty shall be inflicted in the event of incapacity to teach, dismissal, Act of God, or other circumstances deemed sufficient.

D. A teacher who shall be granted this leave must do the following:

1. Receive a copy of the Professional Leave plan, read the conditions stated herein, and sign the statement attached to the plan agreeing to all conditions stated therein. The signature is to be witnessed by the (a) Superintendent of Schools and (b) the secretary either of the Superintendent of Schools or of the Assistant Superintendent of Schools.

2. The teacher to be granted the leave will sign a note, properly witnessed, to agree to conditions of the rule specifically two (2) years of service after completion of leave or full repayment of grant by the Board of Education to the Board of Education if he/she has not met all stated conditions.

SECTION 11: INTERRUPTION OF PROFESSIONAL LEAVE

A. Interruption of the program of study or travel caused by serious accident or illness during a Professional Leave shall not prejudice the Board of Education as regards the fulfillment of the conditions regarding study or travel on which leave was granted and not affect the amount of compensation paid such teacher under the terms of such Professional Leave provided:

1. Evidence of their accident or illness is satisfactory to the Superintendent and their Board of Education.

2. The Superintendent has been promptly notified of such accident or illness within thirty (30) days of such accident or illness.

B. If a teacher becomes pregnant while on Professional Leave she must notify the Board of Education and request a maternity leave under the rules of the Board of Education governing maternity leave. The Professional Leave shall immediately terminate on the commencement of maternity leave.

SECTION 12: TIME OF APPLICATION

A. Application for leave during any fall semester, that is, from September through January, or for any full school year, must be made on or before April 1st of that calendar year.

B. Application for leave during the second semester, that is, February through June, must be made on or before the preceding October 1st of that school year.

C. In cases of emergency affecting the health of the teachers and/or the general welfare of public schools, exceptions to the above dates may be approved by the Board of Education upon recommendation of the Superintendent of Schools.

SECTION 13: NOTICE OF ACCEPTANCE OR REJECTION

A. Every applicant shall be notified promptly by the Superintendent in writing after the action of the Board of Education whether the application has been granted or rejected and, if rejected, the reason for the rejection.

B. The action of the Board of Education on an application is to take place as soon as possible after the closing date for the receipt of applications for any one period.

SECTION 14: This plan shall in no way interfere with existing leave of absence provisions.

**ARTICLE XVII
INSURANCE PROTECTION**

(Employees Working an Average of 20 Hours or More Per Week)

A. The Board shall continue to pay the full premium for each employee working an average of at least 20 hours or more per week and, in cases where appropriate, for family plan insurance coverage through Blue Shield-Blue Cross hospital, rider J and major medical program and the New Jersey Public Health Benefits Plan.

3. The Board shall pay full premium for the prescription insurance plan for each employee working an average of at least 20 hours or more per week and, in cases where appropriate, for the family. The specific prescription program shall be the program in effect on the signing of this Agreement afforded to city employees by the City of Elizabeth, except the following co-payments shall be applicable:

GENERIC DRUGS.....	\$3.00
NON-GENERIC DRUGS.....	\$6.00
MANDATORY MAIL ORDER.....	\$0.00

An employee may use mail order for a prescription supply of 31 days or more. There shall be no prescription premium cap.

2. Dental program coverage shall be provided for employees working an average of at least 20 hours or more per week and their families, but limited to those employees who have at least one (1) year or more continuous service in the district. The selection of the dental program shall be by mutual agreement between the parties and shall have no premium cap. Effective July 1, 1994, the following deductible shall apply:

Single.....	\$30.00
Family.....	\$90.00

Effective July 1, 2006 the annual dental maximum shall be two thousand dollars (\$2000.00).

3. Effective February 1, 1999 the Board of Education shall provide for each employee working an average of at least 20 or more hours per week a family Vision Care Plan fully paid for by the Board. Service frequency shall be examination -12 months, lenses-24 months, and frames-24 months. Copay amount shall be \$10.00 for the examination and \$10.00 for materials.

**ARTICLE XVIII
DEDUCTION IN SALARY**

A. The Board agrees to deduct from the salaries of the employees in the Bargaining Unit dues for the Elizabeth Education Association, the New Jersey Education Association or the National Education Association, or any one or any combination of such associations as said employee individually and voluntarily authorized the Board to deduct. The Board agrees to deduct association dues in accordance with Chapter 310, Public Laws of 1967, N.J.S.A. 52:14-15, 9c, and under rules established by the State Department of Education.

B. The Board agrees to make available salary deductions for the tax sheltered annuity plan and the Union County Teacher's Federal Credit Union. The Board shall make a good faith effort to acquire the capability to make direct deposit of such deductions.

C. The Association shall indemnify and hold the Board harmless against any and all claims, demands, suits and other forms of liability that shall arise out of, or by reason of any action taken or not taken by the Board for the purpose of complying with any of the provisions of this Article. The Association shall intervene in and defend any administrative or court litigation. The Board shall have no obligation to defend actions arising under this Article, but once compelled to do so, the Association shall reimburse the Board for all reasonable costs incurred in defending or participating in such litigation.

**ARTICLE XIX
MISCELLANEOUS PROVISIONS**

A. Whenever any notice is required to be given by either parties of this Agreement to the other, pursuant to the provisions of this Agreement either party shall do so by telegram or registered letter at the following addresses:

1. If by the Association to the Board at 500 North Broad Street, Elizabeth, New Jersey, 07207.

2. If by the Board to the Association at One Union Square, Elizabeth, New Jersey, 07201.

B. This agreement shall not be modified in whole or part by the parties except by an instrument in writing duly executed by both parties.

C. The current attendance policy of the Board of Education shall be applied to all employees.

**ARTICLE XX
STUDENT DISCIPLINE**

An appropriate student disciplinary procedure shall be developed for the District and shall include a definition of the duties and responsibilities of all administrators, supervisors, and other personnel pertaining to student discipline. Copies of such procedure shall be presented to each teacher at the start of each school year.

**ARTICLE XXI
INSTRUCTIONAL ADVISORY
COUNCIL/PROFESSIONAL DEVELOPMENT
COMMITTEE**

A. An Instructional Advisory Council shall be established and shall meet regularly. The Council may consider such matters as curriculums improvements, teaching techniques, professional assignments, instructional organizational patterns, experimentation, extra-curricular programs, in-service training and Staff development, pupil testing and evaluation, philosophy and educational goals of the district, teacher recruitment, research, educational specifications for buildings, and other related matters regarding the effective operation of the Elizabeth School District.

3. The Council shall consist of five (5) representatives appointed by the Superintendent and five (5) representatives appointed by the Association.

2. The Council shall encourage the initiation of ideas and suggestions for projects by individual teachers, departments, grade levels, Association committees, administrators, board members, students, parents, or other interested parties.

D. The Council shall meet at least once a month.

3. The Board and the Association shall consider and study all written recommendations submitted by the Council for adoption.

1. The Board will make available an amount not to exceed 100.00 for legitimate expenses for this Council.

1. The Professional Development Committee shall be established and work with the Superintendent in formulating district programs or meeting continuing education credit requirements per I.J.A.C. 6:11-13.

1. All credit hours worked per Article XXIX(E) of this agreement shall count for credit requirements per I.J.A.C. 6:11-13.

2. The content of each teacher's continuing education shall be specified in a Professional Improvement Plan per N.J.A.C. 6:11-13. In each teacher's annual evaluation report a record shall be made of the number of hours of continuing education credits completed for the year per N.J.A.C. 6:11-13.

**ARTICLE XXII
EVENING SCHOOL, SUMMER SCHOOLS,
FEDERAL PROGRAMS**

All openings for positions in such program shall be publicized in accordance with the procedure for publicizing promotional vacancies.

**ARTICLE XXIII
PROTECTION OF TEACHERS, STUDENTS
AND PROPERTY**

A. The Board shall provide legal assistance for any teacher who is assaulted during the course of the performance of his/her lawful duties as a teacher in the school district.

B. The Board agrees that a teacher shall be entitled to full salary for up to one (1) year with no deduction for sick leave or personal leave in the event of absence caused by an assault upon the teacher while in the performance of his/her lawful functions on behalf of the Board of Education. The extent and causation of such disability shall be verified by the Chief Medical Inspector of the Board of Education

C. Teachers shall immediately report cases of assault suffered by them or by students to their principal; a copy of such report shall be forwarded to the central administration office.

**ARTICLE XXIV
SUBSTITUTES**

Once an employee has reported unavailability it shall be the responsibility of the administration to arrange for a substitute.

**ARTICLE XXV
MANAGEMENT RIGHTS**

A. The Board hereby retains and reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws of the State of New Jersey, the constitutions of the State of New Jersey and of the United States.

**ARTICLE XXVI
SECRETARIES AND CLERKS**

A. Hours for secretarial staff shall be as follows:
1. 8:00 a.m. - 4:00 p.m. - School Offices
8:30 a.m. - 4:30 p.m. - Administrative
7:30 a.m. - 4:00 p.m. - Extended Day School
7:30 a.m. - 4:00 p.m. - Extended Day/Extended Year School

2. 8:00 a.m. - 3:00 p.m. - During School Recess

3. Summer work hours shall be defined as Monday through Thursday, 8:00 AM to 4:30 PM with a one hour lunch. The four day workweek schedule of summer hours shall go into effect the day after high school graduation and continue in effect, through Labor Day. Regular secretarial hours shall go into effect the day after Labor Day. This term and condition shall apply to secretaries assigned to the Mitchell Building, Prince Street, the Warehouse and any other district administrative offices. This provision shall go into effect June 28, 2004. Secretaries assigned to a Summer Program or whose principals are in charge of a Summer Program shall have the four day workweek schedule whenever their Summer Program is not in session. The regular summer hours shall apply whenever the Summer Program is in session. This provision shall take effect June 28, 2004. During the period of summer hours, vacation may only be taken in a four day block and charged as five days (shorter vacation day blocks may be approved by the Director and the Superintendent for unusual circumstances); sick days, personal days, and any charges for time on a daily basis shall be at the rate of 1.25.

3. FLEX TIME - SECRETARIAL AND CLERICAL STAFF

Effective July 1, 1994, school management teams duly elected pursuant to Board policy may recommend to the Superintendent that some secretarial and clerical employees start earlier and stay later than the hours stated above. No secretarial or clerical employee will be required to work more hours than constitutes their regular work day as set forth in Section A. above. All such recommendations shall include the necessary staffing assignments needed to implement the recommendations. It is understood that such staff assignments are voluntary and that the Superintendent of Schools shall not unilaterally impose staff schedule changes outside the regular workday. If more than one employee volunteers, seniority shall prevail, provided all other criteria are equal. If approved by the Superintendent, the recommendation of the school management team shall be implemented. Secretarial and clerical employees who participate on the school management teams shall be paid the following hourly rate:

For the school year 2006-07.....	\$16.15
For the school year 2007-08.....	\$16.79
For the school year 2008-09.....	\$17.45

4. Secretaries and clerks receive vacation time according to the following provisions:

a. In the first year of employment each employee shall receive one (1) day for each month worked during the fiscal

year prior to July 1st. No employee shall receive more than ten (10) days.

b. Twelve (12) month employees with 1 to 6 years of service shall receive two (2) weeks vacation annually. Employees with 7 to 12 years of service shall receive three (3) weeks vacation annually. Employees with 13 or more years of service shall receive four (4) weeks vacation annually.

c. Ten and one-half (10 1/2) month employees with 1 to 12 years of service shall receive two weeks vacation annually. Employees with 13 or more years of service shall receive three (3) weeks vacation.

D. The hourly rate for evening school and Summer school secretaries shall be as follows:

Effective July 1, 2006.....	\$18.01
Effective July 1, 2007.....	\$18.72
Effective July 1, 2008.....	\$19.46

E. Twelve (12) month secretaries and clerks shall be entitled to fourteen (14) sick leave days.

F. Secretaries shall not be required to work when schools are closed for inclement weather. Individual secretaries assigned to the Mitchell Building may be requested to come to work by the administrator to whom they report, but any such secretary shall be provided with a "comp day" in connection with any such day on which a secretary reports. Said "comp day" shall be used before the end of the academic year.

G. Secretaries assigned to an Extended Day/Year School, an Extended Day School and/or working the extended day shift (7:30 a.m. - 4:00 p.m.) shall be paid 1.0640909 times the appropriate step and column of their respective salary guides.

H. Secretarial Reclassification

1. Effective July 1, 2005 employees working as either district or food service accounts payable or payroll secretaries shall have their positions re-titled by the Board to "Accounts Payable, Payroll, Bookkeeper Clerical Personnel." This new position title shall be reclassified as Administrative Secretary I (AS I) twelve (12) months from the current secretary/12 month(S-42) classification. Effective July 1, 2005 secretaries in the new position shall be paid on the AS I/12 month guide and placed on the same steps they would have occupied as S-12 secretaries. They shall move one step on the guide effective July 1, 2006.

2. Effective July 1, 2005 employees assigned as secretaries in one of the Houses of the High School shall have their positions re-titled by the Board to "Secretaries assigned to an Elizabeth High School House." This new position title shall be reclassified as Administrative Secretary I (AS I) twelve (12) months from the current secretary/12 months(S-12) classification. Effective July 1, 2005 secretaries in the new position shall be paid on the AS I/12 month guide and placed on the same steps they would have occupied as S-12 secretaries. They shall move one step on the guide effective July 1, 2006.

3. Effective July 1, 2005 the employee working as a lab assistant responsible for document preparation in the AV department shall have his/her position re-titled by the Board to Documents Publication and Preparer Clerk." This new position title shall be reclassified as Administrative Secretary I (AS I) twelve (12) months from the current lab assistant position. Effective July 1, 2005 the secretary in the new position shall be paid on the AS I/12 month guide and placed on step 9 for the 2005-2006 year, on step 10 for the 2006-2007 year and shall move one step on the guide each remaining year of this agreement.

4. Effective July 1, 2006 all elementary and middle school head secretaries shall be re-classified as Administrative II secretaries and placed on the appropriate salary guide.

5. The Board and the Association pledge their mutual cooperation to rectify any errors or oversights regarding secretarial reclassification.

**ARTICLE XXVII
PREPARATION TIME - SUBSTITUTES**

II. SECONDARY SCHOOLS

Secondary school teachers who are required to take over a class for an absent colleague during a teacher's lunch or preparation period (or who are required to take additional students from another class because of that teacher's absence, thereby changing his/her class load) shall be compensated at the rate of 1/5 of the substitute per diem rate for each such class assignment.

III. ELEMENTARY SCHOOLS

1. a. In the case of an absent elementary teacher, cooperating elementary teachers who combine their class for an entire day with those of the absent teacher shall receive the substitute teacher's per diem rate to be divided equally among cooperating elementary teachers.

b. Beginning July 1, 2002 coverage payment shall also be made to Class Size Reduction (Team) Teachers whose teaching partner is absent.

2. This provision shall not apply to special teachers, i.e., art, music, physical education, Chapter 1, Compensatory Education, Bilingual/ESL, "pull out" teachers, and such other teachers who customarily do not have self-contained regular classroom assignments.

3. If a special subject area teacher is assigned to cover for an absent regular classroom teacher for the full day, thereby depriving the regular elementary classroom teacher of his/her preparation period (or when the special subject area teacher is reassigned to another school related activity (citywide art exhibits, field trip, Board related business, etc.) the per diem substitute pay shall be divided amongst the teachers so affected.

4. When teachers are covering for an absent teacher, those children of the absent teacher shall follow the same schedule as the covering teacher's class. This includes gym, art, music, shop, etc. In the event that the absent teacher's class is scheduled for a special class on the same day, that class will not be held and the special teacher will use this period as a prep period.

C. GENERAL INFORMATION

(applies to both secondary and elementary schools)

1. Preparation periods cannot be interchanged with on-duty periods.

2. A teacher who substitutes for a colleague who has been called upon by the administration to attend a meeting or perform any other school-related activity shall be compensated under this Article.

3. The foregoing sections shall not apply when coverage has been caused by a teacher who, after reporting to school, leaves before the end of the day because of emergency or illness.

4. The payments required by this Article shall be made quarterly.

**ARTICLE XXVIII
REPRESENTATION FEE**

1. If an employee does not become a member of the Association during any membership year which is covered in whole or in part by this Agreement, said employee will be required to pay a representation fee to the Association for that membership year. The purpose of this fee will be to offset the employee's per capita cost of services rendered by the Association as majority representative.
2. Prior to the beginning of each membership year, the amount of said representation fee shall be certified to the Board by the Association, which amount shall not exceed eighty-five percent (85%) of the regular membership dues, fees and assessments charged by the Union to its own members.
3. Once during each membership year covered in whole or in part by this Agreement, the Association will submit to the Board a list of those employees who have not become members of the Association for the then current membership year. The Board will deduct the representation fee in equal installments, as nearly as possible, for the paycheck paid to each employee of the aforesaid list during the remainder of the membership year in question.
4. The employer shall remit the amount deducted to the Association monthly, on or before the 15th of the month following the month in which such deductions were made.
5. These deductions shall commence thirty (30) days after the beginning of employment in the unit or ten (10) days after re-entry into employment in the unit.
5. The Association shall establish and maintain at all times a demand and return system as provided by N.J.S.A. 34:13A-5.5(c) and 5.6, and membership in the Association shall be available to all employees in the unit on an equal basis at all times. In the event the Association fails to maintain such a system or if membership is not so available, the employer shall immediately cease making said deductions.
7. The Association shall indemnify and hold the Board harmless against any and all claims, demands, suits and other forms of liability that shall arise out of, or by reason of any action taken or not taken by the Board for the purpose of complying with any of the provisions of this Article. The Association shall intervene in and defend any administrative or court litigation. The board shall have no obligation to defend actions arising under this Article, but once compelled to do so, the Association shall reimburse the Board for all reasonable costs incurred in defending or participating in such litigation.

ARTICLE XXIX TEACHERS HOURS

- A. Effective September 1, 1985, the regular workday of teachers shall be 8:15 a.m. to 3:05 p.m. The Board retains the right to schedule one-half (1/2) days as full days. The work year for teachers shall consist of one hundred and eighty (180) student contact days plus one (1) orientation day. Newly hired teachers may be assigned an additional orientation day.
- B. Except in an emergency, teachers will not be assigned non-professional duties such as hall duty between 3:00 p.m. and 3:05 p.m.
- C. 1. School Improvement Facilitators shall work eleven (11) months each year. They shall follow the teachers' ten month school calendar plus they shall work a maximum of 22 days during summer recess. Daily work hours and the daily work schedule during the school year shall be the same as regular classroom teachers. During summer recess daily work hours and the daily work schedule shall be the same as assigned the secretaries at the Mitchell Building.
- C. 2. Staff Development Coordinators and Staff Development Research Consultants shall follow the teachers' ten month school calendar. In addition they shall work either the month of July or August as assigned. Their daily work hours shall be 8:30 a.m to 4:30 p.m. during the school year. Summer hours shall be the same assigned to the secretaries in the Mitchell Building.
- C. 3. Professional Development Teacher Trainers shall follow the teachers' ten (10) month school calendar and daily work hours.
- C. 4 a. Effective July 1, 2001 high school guidance counselors, high school facilitators, early childhood trainers, early childhood consultants and monitoring consultants, T.V. production employees, media specialist technicians, and tech-media specialists shall become eleven (11) month positions. Employees shall work either the month of July or August. Any person hired by the district as of July 1, 2001 shall be an eleven (11) month employee. Any person employed by the district as of June 30, 2001 may choose to remain as a ten (10) month employee.
- C. 4b. Effective July 1, 2006 elementary and middle school guidance counselors, shall become eleven (11) month positions. Employees shall work either the month of July or August. Any person employed by the district as of June 30, 2006 may choose to remain as a ten (10) month employee. Any person hired by the district as of July 1, 2006 shall be an eleven (11) month employee.

5. Effective July 1, 2002 child study team members shall become eleven (11) month positions. These employees shall work either the month of July or August. Any person hired by the district as of July 1, 2002 shall be an eleven (11) month employee. Any person employed by the district as of June 30, 2002 may choose to remain as a ten (10) month employee.

6. Teachers of Public Information shall work eleven (11) months each year. They shall follow the teachers' ten (10) month school calendar plus they shall work a maximum of twenty-two (22) days during summer recess. Their daily work hours shall be 8:30 AM - 4:30 PM during the school year. Summer hours shall be the same as assigned the secretaries in the Mitchell Building.

7. Other teachers assigned to an Extended Year eleven (11) month position shall have a work year of two hundred and one (201) days except for teachers assigned to the Safety Net Program. They shall have a work year of one hundred and ninety-nine (199) days. The work year for all teachers covered by this provision shall be inclusive of one (1) orientation day. The work day shall remain the same as in effect during the 2003-2004 school year.

8. Teachers assigned to an Extended Day school shall work a regular day of eight (8) hours and fifteen (15) minutes. The normal hours shall be from 7:30 AM - 3:45 PM. The work year shall consist of one hundred and eighty (180) student contact days plus one (1) orientation day.

9. Teachers assigned to an Extended Day/Year school shall work a regular school day of eight (8) hours and fifteen (15) minutes. The normal hours shall be from 7:30 AM - 3:45 PM. The work year shall consist of two hundred (200) student contact days plus one (1) orientation day.

10. Time worked in addition to the above shall be compensated at the hourly rate for teachers (Appendix A, Part II - C).

D. Workday:
Grades Six, Seven and Eight: Teachers' Daily Schedules
Schools with a 410 minute workday

1. Effective September 1, 2006 the teacher workday shall be six (6) hours and fifty (50) continuous minutes in length. The day shall commence at 8:15am and end at 3:05pm except as otherwise modified per the flex time provision of this article. The day shall consist of the following periods.

- a. One (1) preparation period of no less than a continuous forty (40) minutes.

- b. One (1) duty free lunch of no less than a continuous thirty (30) minutes.

- c. One (1) assigned duty, family meeting or team planning period or any combination thereof. The assigned time shall be no less than forty (40) minutes in the aggregate. Additional duty, family meeting or team planning periods may be substituted for class instructional time at the discretion of the administration.

- d. Class Instructional time shall be no more than two hundred and forty (240) minutes assigned in three (3) eighty (80) minute blocks or their equivalents.

- 1. Teachers with more than two hundred and forty (240) instructional minutes shall be assigned and paid according to the procedures and practices of Article VIII-F.

- e. One (1) professional responsibility period of no more than a continuous forty (40) minutes. This period shall be non-instructional requiring no lesson plans, grading or preparation. The period shall also not be a duty assignment as is commonly understood; hall duty, lunch duty or other non-professional activities. Examples of appropriate professional assignments during this period are tutoring, assisting students with their homework, and research. Incidental planning, record keeping, student assessment, and student attendance may be part of the required professional responsibilities. Unassigned minutes of this paragraph may be reallocated to either paragraph f. and/or b.

- f. The remaining time of the teacher's day shall be used for either homeroom, passing time, sign-in/out or dismissal. Teachers not assigned a homeroom may be assigned to assist security, monitor the breakfast program or other related duties.

- g. The practice in effect at the particular school and grade for the workday of self-contained teachers during the 2005-06 year will remain in effect for the duration of this contract.

- h. Class coverage shall be the same as Article XXVII A.

E. Workday:
Grades Six, Seven and Eight: Teachers' Daily Schedules
Schools with a 495 minute workday

1. Effective July 1, 2006 the teacher workday shall be eight (8) hours and fifteen (15) continuous minutes in length. The day shall commence at 7:30am and end at 3:45pm. The day shall consist of the following periods.

- a. One (1) preparation period of no less than a continuous forty-five (45) minutes.
- b. One (1) team planning period of no less than a continuous forty-five (45) minutes.
- c. One (1) duty free lunch of no less than a continuous forty-five (45) minutes.
- d. Class Instructional time shall be no more than three hundred and fifteen (315) minutes.

1. Teachers with more than three hundred and fifteen (315) instructional minutes shall be assigned and paid according to the procedures and practices of Article VIII-F.

e. One (1) professional responsibility period of no more than a continuous forty-five (45) minutes. This period shall be non-instructional requiring no lesson plans, grading or preparation. The period shall also not be a duty assignment as is commonly understood; hall duty, lunch duty or other non-professional activities. Examples of appropriate professional assignments during this period are tutoring, assisting students with their homework, and research. Incidental planning, record keeping, student assessment, and student attendance may be part of the required professional responsibilities. Unassigned minutes of the paragraph may be reallocated to paragraph f.

f. The remaining time of the teacher's day shall be used for either homeroom, assigned duty, passing time, sign-in/out or dismissal. Teachers not assigned a homeroom may be assigned to assist security, monitor the breakfast program or other related duties.

g. The practice in effect at the particular school and grade for the workday of self-contained teachers during the 2005-06 year will remain in effect for the duration of this contract.

h. Class coverage shall be the same as Article XXVII A.

F. Instructional Time Compensation:

Teachers of Grades 6, 7 and 8

Teachers in grades 6, 7, and 8 employed as of February 1, 2005 who were assigned to a daily work schedule with more than 240 minutes of instructional time for the 2005-06 school year shall receive \$1,000 in a separate check.

G. High School Work Day

The teacher workday shall be as follows:

- 1. Six (6) hours and forty-four (44) continuous minutes.
- a. Eight (8) periods each of forty-seven (47) continuous minutes.
 - five (5) instructional periods
 - one (1) duty free lunch
 - one (1) preparation period
 - one (1) coverage-duty/common planning/advisory period*

The remainder of the time shall be used for passing, signing in/out.

- 2. *The coverage-duty/common planning/advisory period shall be utilized as follows:
 - a) Teachers shall be on call every day for either covering a class or for being assigned a duty or an advisory by the administration.
 - b) If no class coverage, duty, or advisory is assigned, teachers shall have a planning period.
 - c) The first ninety (90) class coverages are free; i.e. teachers will receive no compensation.
 - d) Beginning with the ninety-first (91st) class coverage, compensation shall be at the contractual rate.
 - e) Coverage and duty assignments will be made on a rotational basis so as to maintain an equitable distribution of assignments.
 - f) All classroom teachers will be assigned this period.
 - g) To the extent possible, the coverage assignments shall be first made during this period before using the regular preparation period. Teachers assigned to cover classes during their regular preparation periods shall receive the contractual compensation per the negotiated agreement.

- 3. There shall be three (3) shifts during the workday:
 - a) 7:30am to 2:14pm
 - b) 8:21am to 3:05pm
 - c) 9:12am to 3:56pm
 Assignment to the shifts shall be according to Article XXIX-D, FlexTime.

- 4. After school meetings shall occur as follows:
 - a) One (1) faculty meeting per house per month per shift.
 - b) One (1) department meeting every other month, unless exigent circumstances require additional meetings. However, there shall be no more than one meeting per month.

- c) Faculty meetings shall last no more than forty-five (45) continuous minutes. Department meetings shall last no more than sixty (60) continuous minutes. Each meeting shall begin ten (10) minutes after the end of the appropriate shift.
- d) Whenever exigent circumstances require the presence of the entire faculty a special meeting for that purpose may be called from time-to-time.

outside their regular workday and workweek to meet with their colleagues, assess new techniques, evaluate training programs, etc. as scheduled by the Division of Staff Development, Best Practices and Innovative Programs. Teachers who elect to remain on the "Regular" teachers guide are also subject to in-service training. Any required training outside of the regular workweek or work day for teachers on the "regular" guide shall be compensated at the hourly rate. Employees hired on July 1, 1997 or later shall be placed on the "Professional Development Guide". The hours worked outside the regular workday and workweek shall be counted toward the continuing education standards subject to the approval procedures contained within the law.

District Professional Development:

1. Coordination of the district professional development requirement and the state's continuing education requirement will be referred to a joint study committee comprised of representatives appointed by the Board and the Association.

2. Any teacher on the regular teacher salary guide for 2004 - 2005 as of January 1, 2005 may switch to the Professional Development teacher guide 2005-2006 by notifying in writing the Superintendent of Schools no later than January 31, 2005.

3. Graduate courses must be approved by the Director of Staff Development, Best Practices and Innovative Programs. Courses must be relevant to the New Jersey Core Curriculum Content Standards and/or the teacher's position in the school district. A teacher must complete the necessary forms. Graduate credits will count for three (3) hours of district professional development per graduate credit for a maximum of nine (9) hours district professional development credit in any one school year.

J. A joint committee shall be formed to study, review and make recommendations concerning the use of flex time.

**ARTICLE XXX
SECURITY PERSONNEL, ASSISTANTS,
ATTENDANTS, TECHNICIANS AND PARENT
LIAISONS**

A. Security Personnel assigned to schools. Assistants, Attendants, Audio-Visual and Laboratory Technicians and Parent Liaisons shall be given the school holidays and inclement weather days without deduction of salary, except that all Security Personnel are required to work the Christmas and Easter Recesses.

I. FLEX TIME

Effective July 1, 1994, school management teams duly elected pursuant to Board policy may recommend to the Superintendent that some positions in their respective schools start as early as 7:30 a.m. and end as late as 4:30 p.m. No teacher will be required to work more than six (6) hours and fifty(50) minutes continuous per day except for the high school. The requirement shall be no more than six (6) hours and forty-four (44) minutes continuous per day.. All such recommendations shall include the necessary staffing assignments needed to implement the recommendations. It is understood that such staffing assignments are voluntary and that the Superintendent of Schools shall not unilaterally impose staff schedule changes outside the regular workday. If more than one teacher volunteers, seniority shall prevail, provided all other criteria are equal. If approved by the Superintendent, the recommendation of the school management team shall be implemented.

Teachers who participate on the school management team shall be paid the following hourly rates:

For the school year 2006-07.....	\$27.67
For the school year 2007-08.....	\$28.76
For the school year 2008-09.....	\$29.89

I. The Elizabeth Board of Education and the Elizabeth Education Association recognize the importance of continuing education for staff members and its value to the students in the Elizabeth Public Schools. In an effort to improve delivery of instruction in the core curriculum content areas and address relevant issues arising from contemporary educational challenges, the parties enter into the following agreement. No later than July, 1998 certified employees shall choose to be placed on the "Regular" teachers guide or the "Professional Development Guide". Those teachers who elect to be placed on the "Professional Development Guide" will participate in a comprehensive staff development program designed to enhance delivery of instruction in the Core Curriculum Content Areas. Trained teachers who elect the "Professional Development Guide" agree to spend up to 20 hours per year

B. Employees covered by this Article shall serve a probationary period of thirty (30) workdays after commencement of employment. Upon written notice to the employee and the Association, the Board shall be entitled to an additional trial period of thirty (30) workdays. During this probationary period, an employee may be terminated with or without cause.

C. FLEX TIME

Effective July 1, 1994, school management teams, duly elected pursuant to Board of Education policy may recommend to the Superintendent that some employees covered by this Article start earlier and stay later than their regular work hours. No employee will be required to work more hours than constitutes his/her regular workday. All such recommendations shall include the necessary staffing assignments needed to implement the recommendations. It is understood that staffing assignments are voluntary and the Superintendent shall not unilaterally impose staff schedule changes outside the regular workday. If more than one employee volunteers, seniority shall prevail, provided all other criteria are equal. If approved by the Superintendent the recommendations of the school management team shall be implemented.

Employees who participate on the school management teams shall receive the following hourly rate of pay

For the school year 2006-07.....	\$16.15
For the school year 2007-08.....	\$16.79
For the school year 2008-09.....	\$17.45

D. Security Personnel

1. Eleven (11) month security personnel shall work either July or August. They shall be paid on the appropriate step of the eleven (11) month security salary guide. Any employee hired before July 1, 2002 shall have the option of remaining an hourly paid summer employee. For the purpose of pension credit for the eleven (11) month position, the Board will allow 24 salary pay periods for the eleven (11) month position. This provision shall take effect July 1, 2002.

2. Twelve (12) month security personnel at the Mitchell Building, Prince Street, Community Schools or other worksites shall be paid on the appropriate step of the twelve (12) month security salary guide. Vacation shall be the same as secretaries. All time served as a security guard in the district shall count towards the awarding of the twelve (12) month vacation allowance.

3. Effective July 1, 2002 security personnel transferred to a lower paying position shall not be entitled to continue receiving the higher pay, i.e. Security Personnel transferred from twelve (12) month positions to eleven (11) month position shall be paid on the eleven (11) month salary guide.

4. Effective July 1, 2002 head security personnel using their own vehicles for official district business shall be compensated at the same rate as the attendance officer.

5. A joint committee shall be formed to develop the RIF/Recall language for all employees agreed to in the previous settlement.

6. The Board agrees to establish an equitable system for rotation of overtime for security guards in each building or worksite. A joint committee established by the parties shall develop the details and procedures for the rotational system of assignment of overtime by July 1, 2000. The parties agree that if an employee refuses an offer of overtime, such employee shall be rotated to the bottom of said list, that any arbitration concerning an alleged violation of such rotational overtime assignment shall be limited to the granting of a preferential opportunity for a future overtime assignment and such arbitration shall be without authority to award compensation for lost overtime assignment, that such system shall provide procedure to recognize emergency overtime assignments and also take into consideration cases that may differentiate between employees who are held over for overtime and employees who are called back for overtime, that said system must work expeditiously for assignment of overtime, and that overtime must be worked as required.

7. The security personnel's workday shall be eight and one-half (8 1/2) hours inclusive of a one-half(1/2) hour lunch or meal break.

8. Effective July 1, 2005 security personnel shifts at extended day or extended day/year schools when school is in session shall be as follows:

- 7:00am - 3:30pm
- 8:00am - 4:30pm
- 9:00am - 5:30pm

Effective July 1, 2005 security personnel shifts at community schools such as School #1, School #3 and Elizabeth High School when school is in session shall be as follows:

- 7:00am - 3:30pm
- 7:30am - 4:00pm
- 1:00pm - 9:30pm

All shifts shall be established through the seniority system. Starting with the most senior security person to the least senior security person employees shall choose a shift for the school year. Such selection shall occur no later than June 30 of the preceding school year.

9. Effective July 1, 2005 a per hour shift differential shall be paid and added to the pensionable base salary. The differential rates shall be set at 63.0% of the custodial shift differential rates.

Any shift starting between twelve noon (12:00pm) and three fifty-nine (3:59pm) shall be compensated as follows:

2006-2007.....	\$0.37 per hour
2007-2008.....	\$0.39 per hour
2008-2009.....	\$0.41 per hour

Any shift starting at four o'clock pm (4:00pm) or after shall be compensated as follows:

2006-2007.....	\$0.48 per hour
2007-2008.....	\$0.50 per hour
2008-2009.....	\$0.52 per hour

E. Parent Liaisons

1. Those assigned to a ten (10) month schedule shall have a work year consisting of one hundred and eighty (180) student contact days and one (1) orientation day. The workday shall be six (6) hours and fifty (50) minutes of flex time.

2. Those assigned to an Extended Day school shall have a work year consisting of one hundred and eighty (180) student contact days and one (1) orientation day. The workday shall be eight (8) hours and fifteen (15) minutes of flex time.

3. Those assigned to an Extended Day/Year school shall have a work year consisting of two hundred (200) student contact days and one (1) orientation day. The workday shall be eight (8) hours and fifteen (15) minutes of flex time.

4. Head Parent Liaisons shall receive an annual pensionable stipend added to their regular salary.

For the school year 2006-07.....	\$4,493
For the school year 2007-08.....	\$4,670
For the school year 2008-09.....	\$4,855

F. Assistants and Attendants

1. Assistants and Attendants Other Than CDA Certified and ESEA/NCLB Qualified

a. Those assigned to a ten (10) month schedule shall have a work year consisting of one hundred and eighty (180) student contact days and one (1) orientation day. The workday shall be either six (6), six and one-half (6 1/2), seven (7) or eight (8) hours in length.

b. Those assigned to a ten month Extended Day School shall have a work year consisting of one hundred and eighty (180) student contact days and one (1) orientation day. The workday shall be eight (8) hours in length. The normal daily schedule shall be from 7:45 am to 3:45 pm.

c. Those assigned to an Extended Day/Year School shall have a work year consisting of two hundred (200) student contact days and one (1) orientation day. The workday shall be eight (8) hours in length. The normal daily schedule shall be from 7:45am to 3:45pm.

2. CDA Certified Classroom Assistants

a. Those assigned to neighborhood schools shall have a ten (10) month work year schedule consisting of one hundred and eighty (180) student contact days and one (1) orientation day. The workday shall be six (6) hours and fifty (50) minutes in length. The normal daily schedule shall be from 8:15am to 3:05pm.

b. Those assigned to the Center for Infant Development (CID) shall have a ten (10) month work year schedule consisting of one hundred and eighty (180) student contact days and one (1) orientation day. The workday shall be eight (8) hours in length. The normal daily schedule shall be from 7:45 am to 3:45pm.

c. Those assigned to a ten month Extended Day School shall have a work year consisting of one hundred and eighty (180) student contact days and one (1) orientation day. The workday shall be eight (8) hours and fifteen (15) minutes in length. The normal daily schedule shall be from 7:30 am to 3:45 pm.

d. Those assigned to an Extended Day/Year school shall have a work year consisting of two hundred (200) student contact days and one (1) orientation day. The workday shall be eight (8) hours and fifteen (15) minutes in length. The normal daily schedule shall be from 7:30am to 3:45pm.

3. ESEA/NCLB Assistants

a. Those assigned to a ten (10) month schedule shall have a work year consisting of one hundred and eighty (180) student contact days and one (1) orientation day. The

workday shall be either six (6), six and one-half (6 1/2), seven (7) or eight (8) hours in length.

b. Those assigned to a ten month Extended Day School shall have a work year consisting of one hundred and eighty (180) student contact days and one (1) orientation day. The workday shall be eight (8) hours in length. The normal daily schedule shall be from 7:45 am to 3:45 pm.

c. Those assigned to an Extended Day/Year school shall have a work year consisting of two hundred (200) student contact days and one (1) orientation day. The workday shall be eight (8) hours in length. The normal daily schedule shall be from 7:45am to 3:45pm.

4. Time worked in addition to the above shall be compensated at the hourly rate for assistants as per normal posting practices.

5. Classroom assistants shall have a continuous duty free lunch as follows:

<u>Workday</u>	<u>Lunch</u>
5 hours	length of students' lunch
5 1/2 hours	length of students' lunch
5 hours and 50 minutes	30 minutes
7 hours	30 minutes
3 hours (special education)	30 minutes
3 hours (non-special education)	length of students' lunch
3 hours and 15 minutes (special education)	30 minutes
3 hours and 15 minutes (non-special education)	length of students' lunch

- 3. Technicians
 - 1. Telecommunications and SNAP Technicians
 - a. Effective July 1, 2004 telecommunications technicians shall have the same vacation as the computer technicians.
 - b. Effective July 1, 2004 SNAP technicians shall have the same vacation as the secretaries.

2. The Board and the Association shall establish a committee to determine the work day and year for those technicians represented by the Association. The findings of the committee shall be presented to the Board and the Association no later than January 1, 2007.

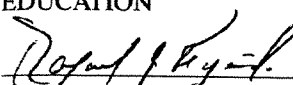
ARTICLE XXXI DURATION OF AGREEMENT

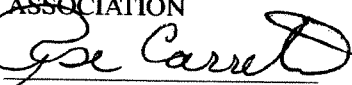
THIS AGREEMENT shall be effective July 1, 2006, except as otherwise provided, and shall continue and remain in full force and effect from July 1, 2006 to an including June 30, 2009 when it shall expire. This Agreement shall not be extended.

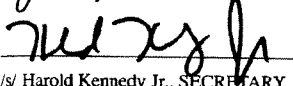
IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective secretaries, and their corporate seals to be affixed hereto, all on this 27th day of March, 2007

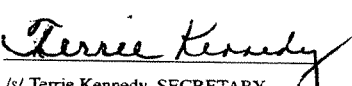
ELIZABETH BOARD OF
EDUCATION

ELIZABETH EDUCATION
ASSOCIATION


/s/ Rafael Fajardo, PRESIDENT
Attest:


/s/ Rose Carreto, PRESIDENT
Attest:


/s/ Harold Kennedy Jr., SECRETARY
Date: 3/27/07


/s/ Terrie Kennedy, SECRETARY
Date: 3/27/07

APPENDIX A RULES AND REGULATIONS FOR APPLICATION OF SALARY GUIDE FOR INSTRUCTIONAL PERSONNEL

PART I: GENERAL CONSIDERATIONS

A. Upon the recommendation of the Superintendent of Schools and with the approval of the Board of Education, increments as indicated in this salary guide may be withheld from individuals for cause.

B. For the purpose of computing levels of training, thirty-two (32) semester points of work approved by the Superintendent of Schools are considered the measure of one year of training. The bachelor's degree is considered as meeting the requirement of four (4) years of training and the master's degree the requirement of five (5) years of training.

C. Any approved semester points approved by the Superintendent of Schools and earned in accredited teachers' colleges, colleges and universities, or in courses conducted by the New Jersey Department of Education or any in-service training courses approved by the Superintendent of Schools will be applied toward advancement on the salary guide. There shall be no limit on the number of points applied per year.

D. Experience gained in any school system or in fields of work which are closely related to prospective assignments in the Elizabeth Public Schools, shall be evaluated by the Superintendent of Schools with the approval of the Board of Education in fixing initial salaries.

E. As an award for the achievement of the next higher academic milestone or degree, the annual rate of pay for any teacher, nurse or attendance officer employed under this guide shall be increased by an amount called for in the appropriate attached schedules, effective the first of the month following receipt of official evidence in the office of the Superintendent of Schools that such academic status has been achieved. Official evidence is defined as a transcript or diploma.

F. Teachers, nurses and attendance officers who plan to complete enough college work in order to achieve the next milestone level upward provided for in this guide for such training during any particular fiscal year shall notify the Superintendent of Schools in writing before September 15 of the preceding fiscal year.

G. To receive credit for academic training, nurses must have taken acceptable courses in nursing education, health education, or other closely related fields having the approval of the Superintendent of Schools.

H. Except in emergencies, only persons who have had academic training comparable to that expected of teachers will be considered for initial appointment as attendance officers.

I. To receive credit for academic training, attendance officers must have taken acceptable courses in social service or closely related fields having the approval of the Superintendent of schools.

J. All nurses and attendance officers shall be employed on a 10-month basis.

K. These salary guides shall supersede and replace all previous salary guides of the Board of Education effecting teachers, nurses, attendance officers and psychological service personnel, and such previous guides are hereby rescinded.

L. Teachers who desire payment for a "Recognized Club" must submit a request, in writing, to the Principal, outlining the goals of the Club no later than January 15th of each school year for the next school year. The Principal will evaluate each club's value based on the criteria approved by the Board of Education. The Principal shall recommend clubs to the Superintendent for official recognition by February 15th. The Board of Education shall have sole authority to recognize a club and will officially

recognize clubs for each school year by March 15th. No one who desires to be paid as a club advisor shall form a club prior to its official recognition by the Board of Education.

M. Employees reaching their 15th, 20th, 25th, 30th or 35th year of Elizabeth experience as of June 30th each contract year shall receive an additional salary adjustment per employee. This additional adjustment shall be incorporated into each employee's base salary. Employees working six and one-half (6 1/2) hours or more per day shall receive the entire adjustment. Employees working fewer than six and one-half (6 1/2) hours per day shall receive a pro-rated adjustment.

<u>Years of Service</u>	<u>Longevity Adjustment</u>
15	\$500 (effective July 1, 2007)
20	\$750
25	\$ 1,500
30	\$ 2,000
35	\$2,750 (effective July 1, 2006)

N. Tuition reimbursement shall be provided for the reimbursement of tuition for teachers who have successfully completed graduate level work at an accredited teachers' college, college and/or university, or courses conducted by the NJ Department of Education, or any in-service training courses approved by the Superintendent. Secretaries, assistants, security personnel, and other employees covered by the Instructional Unit contract are eligible for reimbursement for successfully completing course work approved by the Superintendent that relates to their assignment with the Board. The maximum rate for tuition shall be the tuition rate in effect at Rutgers University: a maximum of two courses per semester shall be subject to this program. In 2006-07 the sum of \$540,280, shall be provided for the program. In 2007-08 a sum of \$540,280 shall be provided for the program. In 2008-09 a sum of \$561,621 shall be provided for the program. Any unused funds shall be rolled into the next year.

O. A new procedure for distributing tuition reimbursement funds will be developed beginning the 1999-2000 year and throughout the years of this agreement. The first come first served allocations shall be terminated. The total annual allocation of funds for this benefit shall be divided in three (3) equal parts: summer, fall and spring semesters. Applicants who qualify for reimbursement shall receive an equal payment of money not to exceed the Rutgers University tuition rate. Any unused funds in a semester shall be rolled into the next semester or year. Teachers receiving tuition reimbursement shall refund to the Board 50% of the amount of tuition reimbursement paid to the teacher if the teacher does not remain in the employment of the Board for at least three (3) years from the last semester for which tuition reimbursement was

received. Any teacher leaving before three (3) years shall repay 50% of their payment within that three (3) year period. Exceptions from having to pay any refund shall be made for the following reasons:

1. A teacher is involuntarily severed from employment by the Board.
2. Medically unable to continue working;
3. Resigns following a Board approved leave of absence;
4. Upon death the teacher's estate shall not be encumbered;
5. Any other circumstances beyond the control of the teacher.

PART II: SPECIFIC CONSIDERATIONS

A. 1. Each currently employed commercial, art, physical education and music teacher whose salary, training and experience status is comparable to that of currently employed industrial arts and home economics teachers shall be classified in the same salary categories as currently employed industrial arts and home economics teachers.

2. The pay rate for daily substitute teachers shall be one hundred dollars (\$100.00) per day and minimum salary after twenty (20) consecutive days in the same position. The one hundred dollar (\$100.00) per diem rate shall be utilized for Article XXVII payment calculation.

3. Educational qualifications and professional experience shall be evaluated by the Superintendent of Schools in determining initial salaries for school psychologists, psychiatric social workers, learning disabilities specialists, guidance counselors and occupational instructors.

4. The hourly rate, including hourly summer session assignments, for teachers, guidance counselors, head teachers, child study team members and program assistants shall be as follows:

Effective July 1, 2006.....	\$35.00
Effective July 1, 2007.....	\$36.38
Effective July 1, 2008.....	\$37.82

5. Lab Assistants & Audio Visual Technicians

AV Technician with college degree shall be paid a pensionable depend as follows:

Effective July 1, 2006.....	\$500.00
Effective July 1, 2007.....	\$520.00
Effective July 1, 2008.....	\$540.00

**Salary Schedules
Finding Your Salary**

Q. How do I find my salary?

A. First make sure you are using the correct salary guide schedule. Salary guides are organized into schedules corresponding to your employment position or job classification with the Board of Education. More details can be found in Article XII, Salaries. Choose your salary guide from the list of salary schedules.

Schedule A: Regular teachers are those hired prior to July 1, 1997 and who have not chosen to be placed on the Schedule B salary guide. Teachers on Schedule A are subject to the inservice training requirements of Article XXIX-E of this agreement.

Schedule B: Professional Development teachers are those hired as of July 1, 1997 and those teachers formerly on Schedule A who have chosen to be placed on Schedule B. Teachers on this Schedule are subject to the Professional Development requirements of Article XXIX-E.

Schedule C: Secretaries and Clerks

Schedule D: Lab Assistants and A.V. Technicians

Schedule E: Security Personnel

Schedule F: Classroom Assistants

Schedule G: Parent Liaisons and Non-Certified Attendance Officers

Schedule H: Computer Data Entry

Schedule I: Miscellaneous

Schedule J: Special Activities

Schedule K: Athletic Coaches

Remember to refer to Article XII, Salaries if you need more information.

Q. What is the next step?

A. Now you need to know some more information.

Your job title or position, length of workday and/or year and educational credits or degrees will help you locate the correct salary guide.

For example, a Guidance Counselor with a Master's Degree on the Professional Development Teacher Schedule working an eleven month year would consult Schedule B. 2, Guidance Counselors, Extended Year, MA level.

A twelve month Administrative I secretary working at an extended day/year school would consult Schedule C. Extended Day/Year, AS-I.

A classroom assistant who is CDA certified and working in the Pre-K program at a neighborhood school would use Schedule F, CDA Neighborhood Schools.

Q. Now I can find my salary?

A. One more item.

Now you need to know what step you are on. Using the flow chart for your salary schedule you can trace your progress on the salary guides from 2004 to 2008. The flow charts are located before the salary guides within each schedule.

Q. Now I'm finished?

A. Yes but don't forget about longevity.

You will earn longevity pay after 15, 20, 25 and 30 years of service within the Elizabeth school district. Longevity is added to your salary guide amount and is also pensionable. Longevity information is found in Appendix A. Part I General Considerations, Section M.

Q. Now am I finished?

A. Yes.

If you need assistance, contact your EEA Building Representative who is your link to the EEA.

Still need help, call the EEA office at 908-355-1120.

Schedule A Regular Teachers' Flow Chart

05-06	06-07	07-08	08-09
		1	1
	1	2	2
1	2	3	3
2	3	4	4
3	4	5	5
4	5	6	6
5	6	7	7
6	7	8	8
7	8	9	9
8	9	10	10
9	10	11	11
10	11	12	12
11	12	13	13
12	13	14	14
13	14	15	15
14	15	16	16.5
15	16	16.5	17
16	16.5	17	17.5
16.5	17	17.5	18
17	17.5	18	18
17.5	18	18	18
18	18	18	18

**Schedule A 1. Regular Teachers
10 Months Salary Guides**

Teachers, Nurses and Certified Attendance Officers

**A 1. "Teachers..."
10 Months 2006-2007**

STEP	BA	MA	6TH YR
1	33216	33808	35265
2	33466	34058	35515
3	33692	34377	35866
4	33919	34696	36218
5	34166	35037	36597
6	34425	35388	37004
7	34701	35762	37453
8	35355	36441	38670
9	35992	38555	40610
10	37855	40453	42279
11	39055	41955	44155
12	39755	43255	45755
13	41269	44555	47755
14	43340	46857	49755
15	45555	49255	53005
16	48755	52655	56255
16.5	50555	54605	58255
17	52355	56555	60255
17.5	56740	60978	64770
18	64624	68900	72785

**A 1. "Teachers..."
10 Months 2007-2008**

STEP	BA	MA	6TH YR
1	34366	34958	36415
2	34616	35208	36665
3	34842	35527	37016
4	35069	35846	37368
5	35316	36187	37747
6	35575	36538	38154
7	35851	36912	38603
8	36505	37591	39820
9	37142	39705	41760
10	39005	41603	43429
11	40205	43105	45305
12	40905	44405	46905
13	42419	45705	48905
14	44490	48007	50905
15	46705	50405	54155
16	49905	53805	57405
16.5	51705	55755	59405
17	53505	57705	61405
17.5	57890	62128	65920
18	65774	70050	73935

**A 1. "Teachers..."
10 Months 2008-2009**

STEP	BA	MA	6TH YR
1	35366	35958	37415
2	35616	36208	37665
3	35842	36527	38016
4	36069	36846	38368
5	36316	37187	38747
6	36575	37538	39154
7	36851	37912	39603
8	37505	38591	40820
9	38142	40705	42760
10	40005	42603	44429
11	41205	44105	46305
12	41905	45405	47905
13	43419	46705	49905
14	45490	49007	51905
15	47705	51405	55155
16	50905	54805	58405
16.5	52705	56755	60405
17	54505	58705	62405
17.5	58890	63128	66920
18	66774	71050	74935

**Schedule A 2. Regular Teachers
10 Months Salary Guides**

**Guidance Counselors, Occupational Education Instructors,
Reading Consultants and English Mastery Consultants**

**A 2. "Guidance Counselors..."
10 Months 2006-2007**

STEP	BA	MA	6TH YR
1	34,877	35,498	37,028
2	35,139	35,761	37,291
3	35,377	36,096	37,659
4	35,615	36,431	38,029
5	35,874	36,789	38,427
6	36,146	37,157	38,854
7	36,436	37,550	39,326
8	37,123	38,263	40,604
9	37,792	40,483	42,641
10	39,748	42,476	44,393
11	41,008	44,053	46,363
12	41,743	45,418	48,043
13	43,332	46,783	50,143
14	45,507	49,200	52,243
15	47,833	51,718	55,655
16	51,193	55,288	59,068
16.5	53,083	57,335	61,168
17	54,973	59,383	63,268
17.5	59,577	64,027	68,009
18	67,855	72,345	76,424

A 2. "Guidance Counselors..."
10 Months 2007-2008

STEP	BA	MA	6TH YR
1	36,084	36,706	38,236
2	36,347	36,968	38,498
3	36,584	37,303	38,867
4	36,822	37,638	39,236
5	37,082	37,996	39,634
6	37,354	38,365	40,062
7	37,644	38,758	40,533
8	38,330	39,471	41,811
9	38,999	41,690	43,848
10	40,955	43,683	45,600
11	42,215	45,260	47,570
12	42,950	46,625	49,250
13	44,540	47,990	51,350
14	46,715	50,407	53,450
15	49,040	52,925	56,863
16	52,400	56,495	60,275
16.5	54,290	58,543	62,375
17	56,180	60,590	64,475
17.5	60,785	65,234	69,216
18	69,063	73,553	77,632

A 2. "Guidance Counselors..."
10 Months 2008-2009

STEP	BA	MA	6TH YR
1	37,134	37,756	39,286
2	37,397	38,018	39,548
3	37,634	38,353	39,917
4	37,872	38,688	40,286
5	38,132	39,046	40,684
6	38,404	39,415	41,112
7	38,694	39,808	41,583
8	39,380	40,521	42,861
9	40,049	42,740	44,898
10	42,005	44,733	46,650
11	43,265	46,310	48,620
12	44,000	47,675	50,300
13	45,590	49,040	52,400
14	47,765	51,457	54,500
15	50,090	53,975	57,913
16	53,450	57,545	61,325
16.5	55,340	59,593	63,425
17	57,230	61,640	65,525
17.5	61,835	66,284	70,266
18	70,113	74,603	78,682

Schedule A 3. Regular Teachers
10 Month Salary Guides

Psychologists, Psychiatric Social workers, Learning disability Teacher Consultants(LDTC), Speech Therapists and Whole School Reform(WSR) Social Workers

A 3. "Psychologists..."
10 Months 2006-2007

STEP	BA	MA	6TH YR
1	36,538	37,189	38,792
2	36,813	37,464	39,067
3	37,061	37,815	39,453
4	37,311	38,166	39,840
5	37,583	38,541	40,257
6	37,868	38,927	40,704
7	38,171	39,338	41,198
8	38,891	40,085	42,537
9	39,591	42,411	44,671
10	41,641	44,498	46,507
11	42,961	46,151	48,571
12	43,731	47,581	50,331
13	45,396	49,011	52,531
14	47,674	51,543	54,731
15	50,111	54,181	58,306
16	53,631	57,921	61,881
16.5	55,611	60,066	64,081
17	57,591	62,211	66,281
17.5	62,414	67,076	71,247
18	71,086	75,790	80,064

A 3. "Psychologists..."
10 Months 2007-2008

STEP	BA	MA	6TH YR
1	37,803	38,454	40,057
2	38,078	38,729	40,332
3	38,326	39,080	40,718
4	38,576	39,431	41,105
5	38,848	39,806	41,522
6	39,133	40,192	41,969
7	39,436	40,603	42,463
8	40,156	41,350	43,802
9	40,856	43,676	45,936
10	42,906	45,763	47,772
11	44,226	47,416	49,836
12	44,996	48,846	51,596
13	46,661	50,276	53,796
14	48,939	52,808	55,996
15	51,376	55,446	59,571
16	54,896	59,186	63,146
16.5	56,876	61,331	65,346
17	58,856	63,476	67,546
17.5	63,679	68,341	72,512
18	72,351	77,055	81,329

**A 3. "Psychologists..."
10 Months 2008-2009**

STEP	BA	MA	6TH YR
1	38,903	39,554	41,157
2	39,178	39,829	41,432
3	39,426	40,180	41,818
4	39,676	40,531	42,205
5	39,948	40,906	42,622
6	40,233	41,292	43,069
7	40,536	41,703	43,563
8	41,256	42,450	44,902
9	41,956	44,776	47,036
10	44,006	46,863	48,872
11	45,326	48,516	50,936
12	46,096	49,946	52,696
13	47,761	51,376	54,896
14	50,039	53,908	57,096
15	52,476	56,546	60,671
16	55,996	60,286	64,246
16.5	57,976	62,431	66,446
17	59,956	64,576	68,646
17.5	64,779	69,441	73,612
18	73,451	78,155	82,429

**Schedule A 1. Regular Teachers
Extended Day/Year Salary Guides
Teachers, Nurses and Certified Attendance Officers**

A 1. "Teachers..."

STEP	Extended Day/Year 2006-2007		
	BA	MA	6TH YR
1	38999	39694	41404
2	39292	39987	41698
3	39557	40362	42110
4	39824	40736	42523
5	40114	41137	42968
6	40418	41549	43446
7	40742	41988	43973
8	41510	42785	45402
9	42258	45267	47680
10	44445	47495	49639
11	45854	49259	51842
12	46676	50785	53721
13	48454	52312	56069
14	50885	55014	58417
15	53486	57830	62233
16	57243	61822	66048
16.5	59356	64111	68397
17	61470	66401	70745
17.5	66618	71594	76046
18	75874	80895	85456

A 1. "Teachers..."

STEP	Extended Day/Year 2007-2008		
	BA	MA	6TH YR
1	40692	41393	43119
2	40988	41689	43415
3	41256	42067	43830
4	41525	42445	44247
5	41817	42849	44696
6	42124	43264	45178
7	42451	43707	45709
8	43225	44511	47150
9	43980	47014	49448
10	46185	49262	51424
11	47606	51040	53645
12	48435	52580	55540
13	50228	54119	57908
14	52680	56845	60276
15	55303	59684	64124
16	59092	63710	67973
16.5	61223	66019	70341
17	63355	68328	72709
17.5	68547	73565	78055
18	77882	82946	87546

A 1. "Teachers..."

Extended Day/Year 2008-2009

STEP	BA	MA	6TH YR
1	41877	42578	44303
2	42173	42874	44599
3	42440	43251	45014
4	42709	43629	45431
5	43001	44033	45880
6	43308	44448	46362
7	43635	44891	46894
8	44409	45695	48335
9	45164	48198	50632
10	47370	50446	52608
11	48790	52224	54829
12	49619	53764	56724
13	51412	55303	59092
14	53864	58029	61460
15	56487	60868	65309
16	60276	64894	69157
16.5	62408	67203	71525
17	64539	69512	73893
17.5	69731	74749	79239
18	79066	84130	88730

Schedule A 2. Regular Teachers

Extended Day/Year Salary Guides

**Guidance Counselors, Occupational Education Instructors
Reading Consultants and English Mastery Consultants**

A 2. "Guidance Counselors..."

Extended Day/Year 2006-2007

STEP	BA	MA	6TH YR
1	40,949	41,678	43,475
2	41,257	41,987	43,783
3	41,535	42,380	44,215
4	41,815	42,773	44,649
5	42,120	43,193	45,117
6	42,439	43,626	45,618
7	42,779	44,087	46,172
8	43,585	44,924	47,672
9	44,371	47,530	50,064
10	46,667	49,870	52,121
11	48,147	51,722	54,434
12	49,010	53,325	56,407
13	50,876	54,927	58,872
14	53,429	57,765	61,338
15	56,160	60,721	65,344
16	60,105	64,913	69,351
16.5	62,324	67,317	71,816
17	64,543	69,721	74,282
17.5	69,949	75,173	79,848
18	79,668	84,940	89,729

A 2. "Guidance Counselors..."

Extended Day/Year 2007-2008

STEP	BA	MA	6TH YR
1	42,727	43,463	45,275
2	43,038	43,774	45,585
3	43,319	44,171	46,022
4	43,601	44,567	46,459
5	43,908	44,991	46,931
6	44,230	45,428	47,437
7	44,573	45,893	47,995
8	45,387	46,737	49,508
9	46,178	49,365	51,920
10	48,495	51,725	53,995
11	49,987	53,592	56,328
12	50,857	55,209	58,317
13	52,739	56,825	60,803
14	55,314	59,687	63,290
15	58,068	62,668	67,331
16	62,047	66,896	71,371
16.5	64,285	69,320	73,858
17	66,523	71,744	76,345
17.5	71,974	77,243	81,958
18	81,777	87,093	91,923

A 2. "Guidance Counselors..."

Extended Day/Year 2008-2009

STEP	BA	MA	6TH YR
1	43,970	44,706	46,518
2	44,281	45,017	46,829
3	44,562	45,414	47,265
4	44,844	45,810	47,703
5	45,152	46,234	48,174
6	45,474	46,671	48,680
7	45,817	47,136	49,238
8	46,630	47,980	50,751
9	47,422	50,608	53,163
10	49,738	52,968	55,238
11	51,230	54,836	57,571
12	52,100	56,452	59,560
13	53,983	58,068	62,047
14	56,558	60,930	64,533
15	59,311	63,912	68,574
16	63,290	68,139	72,615
16.5	65,528	70,563	75,101
17	67,766	72,988	77,588
17.5	73,218	78,487	83,201
18	83,020	88,336	93,166

**Schedule A 3. Regular Teachers
Extended Day/Year Salary Guides**

**Psychologists, Psychiatric Social workers, Learning
disability Teacher Consultants(LDTC), Speech Therapists
and Whole School Reform(WSR) Social Workers**

**A 3. "Psychologists..."
Extended Day/Year 2006-2007**

STEP	BA	MA	6TH YR
1	42,898	43,663	45,545
2	43,221	43,986	45,868
3	43,513	44,398	46,321
4	43,806	44,810	46,776
5	44,125	45,250	47,265
6	44,460	45,704	47,791
7	44,816	46,187	48,371
8	45,661	47,064	49,942
9	46,484	49,794	52,448
10	48,890	52,245	54,603
11	50,440	54,185	57,026
12	51,344	55,864	59,093
13	53,299	57,543	61,676
14	55,974	60,516	64,259
15	58,834	63,613	68,456
16	62,967	68,004	72,653
16.5	65,292	70,522	75,236
17	67,616	73,041	77,819
17.5	73,280	78,753	83,650
18	83,462	88,984	94,002

**A 3. "Psychologists..."
Extended Day/Year 2007-2008**

STEP	BA	MA	6TH YR
1	44,762	45,533	47,431
2	45,087	45,858	47,756
3	45,382	46,274	48,213
4	45,677	46,689	48,672
5	45,999	47,134	49,165
6	46,336	47,591	49,696
7	46,696	48,078	50,280
8	47,548	48,962	51,866
9	48,377	51,716	54,392
10	50,804	54,188	56,566
11	52,367	56,144	59,010
12	53,279	57,838	61,094
13	55,251	59,531	63,699
14	57,948	62,529	66,304
15	60,833	65,653	70,537
16	65,001	70,081	74,770
16.5	67,346	72,621	77,375
17	69,690	75,161	79,980
17.5	75,402	80,922	85,861
18	85,671	91,240	96,300

A 3. "Psychologists..."

Extended Day/Year 2008-2009

STEP	BA	MA	6TH YR
1	46,064	46,835	48,733
2	46,390	47,161	49,059
3	46,684	47,576	49,516
4	46,980	47,992	49,974
5	47,302	48,436	50,468
6	47,639	48,893	50,998
7	47,998	49,380	51,583
8	48,850	50,265	53,168
9	49,680	53,018	55,695
10	52,107	55,490	57,869
11	53,670	57,447	60,312
12	54,581	59,140	62,396
13	56,553	60,833	65,001
14	59,251	63,832	67,606
15	62,136	66,955	71,839
16	66,304	71,384	76,073
16.5	68,648	73,923	78,678
17	70,993	76,463	81,283
17.5	76,704	82,224	87,163
18	86,973	92,543	97,603

Schedule B. 1. Professional Development Teachers

Schedule B 1. Professional Development Teachers
10 Month Salary Guides
Teachers, Nurses and Certified Attendance Officers

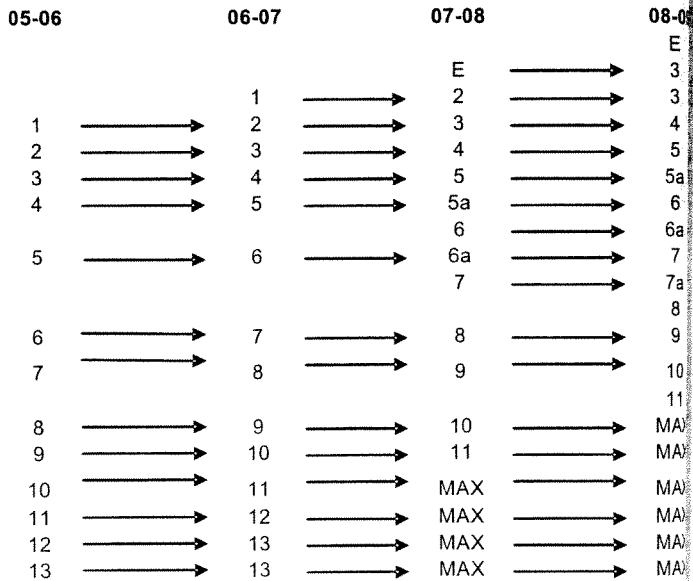
B 1. "Teachers..." 10 Months 2006-2007

STEP	BA	MA	6TH YR
1	45,965	49,482	52,380
2	46,265	49,782	52,680
3	46,565	50,082	52,980
4	46,865	50,382	53,280
5	49,056	52,756	56,506
6	53,746	57,646	61,246
7	58,477	61,746	65,446
8	63,207	67,445	71,238
9	67,288	71,564	75,449
10	70,008	74,284	78,169
11	71,008	75,284	79,169
12	72,008	76,284	80,169
13	73,008	77,284	81,169

B 1. "Teachers..." 10 Months 2007-2008

STEP	BA	MA	6TH YR
E	49,000	52,700	56,450
2	49,286	52,986	56,736
3	49,586	53,286	57,036
4	49,886	53,586	57,336
5	50,186	53,886	57,636
5a	52,531	56,331	60,006
6	54,876	58,776	62,376
6a	57,242	60,826	64,476
7	59,607	62,876	66,576
8	63,387	67,625	71,418
9	67,368	71,644	75,529
10	70,068	74,344	78,229
11	72,208	76,484	80,369
Max	74,608	78,884	82,769

Schedule B Professional Development Teachers' Flow Chart



B 1. "Teachers..."
10 Months 2008-2009

STEP	BA	MA	6TH YR
E	50,500	54,200	57,950
3	50,789	54,489	58,239
4	51,089	54,789	58,539
5	51,389	55,089	58,839
5a	53,734	57,534	61,209
6	56,079	59,979	63,579
6a	57,945	61,529	65,179
7	60,710	63,979	67,679
7a	63,297	66,902	70,663
8	65,884	69,824	73,648
9	68,471	72,747	76,632
10	71,171	75,447	79,332
11	73,802	78,078	81,963
Max	76,408	80,684	84,569

Schedule B 1. Professional Development Teachers
Extended Day Salary Guides
Teachers, Nurses and Certified Attendance Officers

B 1. "Teachers..."
Extended Day 2006-2007

STEP	BA	MA	6TH YR
1	49,371	53,148	56,261
2	49,693	53,470	56,583
3	50,015	53,793	56,905
4	50,337	54,115	57,228
5	52,691	56,665	60,693
6	57,728	61,917	65,784
7	62,809	66,321	70,295
8	67,890	72,442	76,516
9	72,273	76,866	81,039
10	75,195	79,788	83,961
11	76,269	80,862	85,035
12	77,343	81,936	86,109
13	78,417	83,010	87,183

B 1. "Teachers..."
Extended Day 2007-2008

STEP	BA	MA	6TH YR
E	53,120	57,132	61,197
2	53,431	57,442	61,507
3	53,756	57,767	61,832
4	54,081	58,092	62,157
5	54,406	58,417	62,483
5a	56,948	61,068	65,052
6	59,491	63,719	67,621
6a	62,056	65,941	69,898
7	64,619	68,163	72,174
8	68,717	73,312	77,423
9	73,033	77,669	81,880
10	75,960	80,596	84,807
11	78,280	82,916	87,127
Max	80,882	85,517	89,729

B 1. "Teachers..."
Extended Day 2008-2009

STEP	BA	MA	6TH YR
E	54,747	58,758	62,823
3	55,060	59,071	63,136
4	55,385	59,396	63,462
5	55,710	59,721	63,787
5a	58,253	62,372	66,356
6	60,795	65,023	68,925
6a	62,818	66,703	70,660
7	65,815	69,359	73,370
7a	68,619	72,527	76,605
8	71,424	75,696	79,841
9	74,229	78,864	83,076
10	77,156	81,791	86,003
11	80,008	84,644	88,855
Max	82,833	87,469	91,680

Schedule B 1. Professional Development Teachers
 Extended Year Salary Guides
 Teachers, Nurses and Certified Attendance Officers

B 1. "Teachers..."
 Extended Year 2006-2007

STEP	BA	MA	6TH YR
1	50,562	54,430	57,618
2	50,892	54,760	57,948
3	51,222	55,090	58,278
4	51,552	55,420	58,608
5	53,962	58,032	62,157
6	59,121	63,411	67,371
7	64,324	67,921	71,991
8	69,528	74,190	78,361
9	74,017	78,720	82,994
10	77,009	81,712	85,986
11	78,109	82,812	87,086
12	79,209	83,912	88,186
13	80,309	85,012	89,286

B 1. "Teachers..."
 Extended Year 2007-2008

STEP	BA	MA	6TH YR
E	53,900	57,970	62,095
2	54,215	58,285	62,410
3	54,545	58,615	62,740
4	54,875	58,945	63,070
5	55,205	59,275	63,400
5a	57,784	61,964	66,007
6	60,364	64,654	68,614
6a	62,966	66,909	70,924
7	65,567	69,164	73,234
8	69,726	74,388	78,559
9	74,105	78,808	83,082
10	77,075	81,778	86,052
11	79,429	84,132	88,406
Max	82,069	86,772	91,046

B 1. "Teachers..."
 Extended Year 2008-2009

STEP	BA	MA	6TH YR
E	55,550	59,620	63,745
3	55,868	59,938	64,063
4	56,198	60,268	64,393
5	56,528	60,598	64,723
5a	59,107	63,287	67,330
6	61,687	65,977	69,937
6a	63,740	67,682	71,697
7	66,780	70,377	74,447
7a	69,626	73,592	77,730
8	72,472	76,807	81,012
9	75,318	80,022	84,295
10	78,288	82,992	87,265
11	81,182	85,886	90,159
Max	84,049	88,752	93,026

Schedule B 1. Professional Development Teachers
 Extended Day/Year Salary Guides
 Teachers, Nurses and Certified Attendance Officers

B 1. "Teachers..."
 Extended Day/Year 2006-2007

STEP	BA	MA	6TH YR
1	53,967	58,096	61,499
2	54,319	58,449	61,851
3	54,672	58,801	62,203
4	55,024	59,153	62,556
5	57,596	61,940	66,343
6	63,103	67,682	71,908
7	68,657	72,495	76,840
8	74,211	79,187	83,639
9	79,002	84,023	88,584
10	82,196	87,216	91,778
11	83,370	88,390	92,952
12	84,544	89,564	94,126
13	85,718	90,738	95,300

Schedule B.2. Professional Development Guidance Counselors

Schedule B 2. Professional Development Teachers 10 Month Salary Guides

Guidance Counselors, Occupational Education Instructors,
Reading Consultants and English Mastery Consultants

B 2. "Guidance Counselors..." 10 Months 2006-2007

STEP	BA	MA	6TH YR
1	48,263	51,956	54,999
2	48,578	52,271	55,314
3	48,893	52,586	55,629
4	49,208	52,901	55,944
5	51,509	55,394	59,331
6	56,433	60,528	64,308
7	61,400	64,833	68,718
8	66,367	70,817	74,799
9	70,652	75,142	79,221
10	73,508	77,998	82,077
11	74,558	79,048	83,127
12	75,608	80,098	84,177
13	76,658	81,148	85,227

B 2. "Guidance Counselors..." 10 Months 2007-2008

STEP	BA	MA	6TH YR
E	51,450	55,335	59,273
2	51,750	55,635	59,573
3	52,065	55,950	59,888
4	52,380	56,265	60,203
5	52,695	56,580	60,518
5a	55,158	59,148	63,006
6	57,620	61,715	65,495
6a	60,104	63,867	67,700
7	62,587	66,020	69,905
8	66,556	71,006	74,988
9	70,736	75,226	79,305
10	73,571	78,061	82,140
11	75,818	80,308	84,387
Max	78,338	82,828	86,907

B 1. "Teachers..."

Extended Day/Year 2007-2008

STEP	BA	MA	6TH YR
E	58,020	62,402	66,842
2	58,359	62,740	67,181
3	58,714	63,095	67,536
4	59,070	63,451	67,891
5	59,425	63,806	68,246
5a	62,201	66,701	71,053
6	64,978	69,596	73,859
6a	67,780	72,024	76,345
7	70,580	74,451	78,832
8	75,056	80,074	84,565
9	79,770	84,833	89,433
10	82,967	88,030	92,630
11	85,501	90,564	95,164
Max	88,343	93,406	98,006

B 1. "Teachers..."

Extended Day/Year 2008-2009

STEP	BA	MA	6TH YR
E	59,797	64,178	68,618
3	60,139	64,520	68,960
4	60,494	64,875	69,315
5	60,849	65,230	69,671
5a	63,626	68,125	72,477
6	66,403	71,021	75,283
6a	68,612	72,856	77,178
7	71,886	75,757	80,138
7a	74,949	79,218	83,672
8	78,012	82,678	87,206
9	81,076	86,139	90,739
10	84,273	89,336	93,936
11	87,388	92,451	97,052
Max	90,474	95,537	100,137

B 2. "Guidance Counselors..."

10 Months 2008-2009

STEP	BA	MA	6TH YR
E	53,025	56,910	60,848
3	53,328	57,213	61,151
4	53,643	57,528	61,466
5	53,958	57,843	61,781
5a	56,421	60,411	64,269
6	58,883	62,978	66,758
6a	60,842	64,605	68,438
7	63,745	67,178	71,063
7a	66,462	70,247	74,197
8	69,178	73,316	77,330
9	71,895	76,384	80,464
10	74,730	79,219	83,299
11	77,492	81,982	86,061
Max	80,228	84,718	88,797

B 2. "Guidance Counselors..."

Extended Day 2007-2008

Step	BA	MA	6th Yr.
E	55,776	59,988	64,257
2	56,102	60,314	64,582
3	56,444	60,655	64,924
4	56,785	60,997	65,265
5	57,126	61,338	65,607
5a	59,796	64,121	68,305
6	62,465	66,904	71,002
6a	65,158	69,238	73,393
7	67,850	71,571	75,783
8	72,153	76,977	81,294
9	76,685	81,552	85,974
10	79,758	84,625	89,048
11	82,194	87,061	91,484
Max	84,926	89,793	94,216

Schedule B 2. Professional Development Teachers

Extended Day Salary Guides

Guidance Counselors, Occupational Education Instructors,
Reading Consultants and English Mastery Consultants

B 2. "Guidance Counselors..."

Extended Day 2006-2007

Step	BA	MA	6th Yr.
1	51,839	55,806	59,074
2	52,177	56,144	59,412
3	52,516	56,482	59,751
4	52,854	56,821	60,089
5	55,325	59,498	63,727
6	60,614	65,013	69,073
7	65,950	69,637	73,810
8	71,285	76,064	80,341
9	75,887	80,710	85,091
10	78,955	83,777	88,159
11	80,082	84,905	89,286
12	81,210	86,033	90,414
13	82,338	87,161	91,542

B 2. "Guidance Counselors..."

Extended Day 2008-2009

Step	BA	MA	6th Yr.
E	57,484	61,696	65,964
3	57,813	62,025	66,293
4	58,154	62,366	66,635
5	58,496	62,708	66,976
5a	61,165	65,491	69,674
6	63,834	68,274	72,372
6a	65,959	70,038	74,193
7	69,105	72,827	77,039
7a	72,050	76,154	80,436
8	74,995	79,481	83,833
9	77,940	82,808	87,230
10	81,014	85,881	90,303
11	84,008	88,876	93,298
Max	86,975	91,842	96,265

Schedule B 2. Professional Development Teachers
 Extended Year Salary Guides
 Guidance Counselors, Occupational Education Instructors,
 Reading Consultants and English Mastery Consultants

B 2. "Guidance Counselors..."
 Extended Year 2006-2007

STEP	BA	MA	6TH YR
1	53,090	57,152	60,499
2	53,436	57,498	60,845
3	53,783	57,845	61,192
4	54,129	58,191	61,538
5	56,660	60,933	65,264
6	62,077	66,581	70,739
7	67,540	71,317	75,590
8	73,004	77,899	82,279
9	77,718	82,656	87,144
10	80,859	85,798	90,285
11	82,014	86,953	91,440
12	83,169	88,108	92,595
13	84,324	89,263	93,750

B 2. "Guidance Counselors..."
 Extended Year 2007-2008

STEP	BA	MA	6TH YR
E	56,595	60,869	65,200
2	56,925	61,199	65,530
3	57,272	61,545	65,877
4	57,618	61,892	66,223
5	57,965	62,238	66,570
5a	60,673	65,062	69,307
6	63,382	67,886	72,044
6a	66,115	70,254	74,470
7	68,846	72,622	76,895
8	73,212	78,107	82,487
9	77,810	82,749	87,236
10	80,929	85,867	90,354
11	83,400	88,339	92,826
Max	86,172	91,111	95,598

B 2. "Guidance Counselors..."
 Extended Year 2008-2009

Step	BA	MA	6th Yr.
E	58,328	62,601	66,932
3	58,661	62,935	67,266
4	59,008	63,281	67,613
5	59,354	63,628	67,959
5a	62,063	66,452	70,696
6	64,771	69,276	73,434
6a	66,926	71,066	75,282
7	70,119	73,896	78,169
7a	73,108	77,271	81,616
8	76,096	80,647	85,063
9	79,084	84,023	88,510
10	82,203	87,141	91,628
11	85,241	90,180	94,667
Max	88,251	93,190	97,677

Schedule B 2. Professional Development Teachers
 Extended Day/Year Salary Guides
 Guidance Counselors, Occupational Education Instructors,
 Reading Consultants and English Mastery Consultants

B 2. "Guidance Counselors..."
 Extended Day/Year 2006-2007

STEP	BA	MA	6TH YR
1	56,665	61,001	64,574
2	57,035	61,371	64,944
3	57,405	61,741	65,314
4	57,775	62,111	65,683
5	60,476	65,037	69,660
6	66,258	71,066	75,504
7	72,090	76,120	80,682
8	77,921	83,146	87,821
9	82,952	88,224	93,013
10	86,306	91,577	96,366
11	87,538	92,810	97,599
12	88,771	94,043	98,832
13	90,004	95,275	100,065

**Schedule B. 3. Professional
Development Psychologists**

Schedule B 3. Professional Development Teachers
10 Month Salary Guides
Psychologists, Psychiatric Social Workers, Learning
Disability Teacher Consultants(LDTC), Speech Therapists
and Whole School Reform (WSR) Social Workers

**B 2. "Guidance Counselors..."
Extended Day/Year 2007-2008**

Step	BA	MA	6th Yr.
E	60,921	65,522	70,184
2	61,277	65,877	70,540
3	61,650	66,250	70,913
4	62,023	66,623	71,286
5	62,396	66,996	71,659
5a	65,312	70,036	74,605
6	68,227	73,076	77,552
6a	71,169	75,625	80,163
7	74,108	78,173	82,774
8	78,809	84,078	88,793
9	83,758	89,075	93,905
10	87,115	92,432	97,262
11	89,776	95,092	99,922
Max	92,760	98,076	102,906

**B 2. "Guidance Counselors..."
Extended Day/Year 2008-2009**

Step	BA	MA	6th Yr.
E	62,786	67,387	72,049
3	63,146	67,746	72,408
4	63,519	68,119	72,781
5	63,892	68,492	73,154
5a	66,807	71,532	76,101
6	69,723	74,572	79,047
6a	72,043	76,499	81,037
7	75,480	79,545	84,145
7a	78,696	83,179	87,855
8	81,913	86,812	91,566
9	85,130	90,446	95,276
10	88,487	93,803	98,633
11	91,758	97,074	101,904
Max	94,998	100,314	105,144

**B 3. "Psychologists..."
10 Months 2006-2007**

STEP	BA	MA	6TH YR
1	50,562	54,430	57,618
2	50,892	54,760	57,948
3	51,222	55,090	58,278
4	51,552	55,420	58,608
5	53,962	58,032	62,157
6	59,121	63,411	67,371
7	64,324	67,921	71,991
8	69,528	74,190	78,361
9	74,017	78,720	82,994
10	77,009	81,712	85,986
11	78,109	82,812	87,086
12	79,209	83,912	88,186
13	80,309	85,012	89,286

**B 3. "Psychologists..."
10 Months 2007-2008**

STEP	BA	MA	6TH YR
E	53,900	57,970	62,095
2	54,215	58,285	62,410
3	54,545	58,615	62,740
4	54,875	58,945	63,070
5	55,205	59,275	63,400
5a	57,784	61,964	66,007
6	60,364	64,654	68,614
6a	62,966	66,909	70,924
7	65,567	69,164	73,234
8	69,726	74,388	78,559
9	74,105	78,808	83,082
10	77,075	81,778	86,052
11	79,429	84,132	88,406
Max	82,069	86,772	91,046

**B 3. "Psychologists..."
10 Months 2008-2009**

STEP	BA	MA	6TH YR
E	55,550	59,620	63,745
3	55,868	59,938	64,063
4	56,198	60,268	64,393
5	56,528	60,598	64,723
5a	59,107	63,287	67,330
6	61,687	65,977	69,937
6a	63,740	67,682	71,697
7	66,780	70,377	74,447
7a	69,626	73,592	77,730
8	72,472	76,807	81,012
9	75,318	80,022	84,295
10	78,288	82,992	87,265
11	81,182	85,886	90,159
Max	84,049	88,752	93,026

Schedule B 3. Professional Development Teachers
Extended Day Salary Guides
Psychologists, Psychiatric Social workers, Learning
disability Teacher Consultants(LDTC), Speech Therapists
and Whole School Reform(WSR) Social Workers

**B 3. "Psychologists..."
Extended Day 2006-2007**

STEP	BA	MA	6TH YR
1	54,308	58,463	61,887
2	54,662	58,817	62,241
3	55,017	59,172	62,596
4	55,371	59,526	62,950
5	57,960	62,331	66,762
6	63,501	68,109	72,362
7	69,090	72,953	77,324
8	74,679	79,686	84,167
9	79,501	84,553	89,143
10	82,714	87,767	92,357
11	83,896	88,948	93,538
12	85,077	90,130	94,720
13	86,259	91,311	95,901

**B 3. "Psychologists..."
Extended Day 2007-2008**

STEP	BA	MA	6TH YR
E	58,432	62,845	67,317
2	58,774	63,186	67,658
3	59,131	63,544	68,015
4	59,489	63,901	68,373
5	59,847	64,259	68,731
5a	62,643	67,175	71,557
6	65,440	70,090	74,383
6a	68,261	72,535	76,888
7	71,081	74,980	79,392
8	75,589	80,643	85,165
9	80,336	85,435	90,068
10	83,556	88,655	93,288
11	86,108	91,207	95,840
Max	88,970	94,069	98,702

**B 3. "Psychologists..."
Extended Day 2008-2009**

STEP	BA	MA	6TH YR
E	60,221	64,633	69,105
3	60,566	64,978	69,450
4	60,924	65,336	69,808
5	61,281	65,694	70,166
5a	64,078	68,609	72,992
6	66,874	71,525	75,818
6a	69,099	73,373	77,726
7	72,396	76,295	80,707
7a	75,481	79,780	84,266
8	78,566	83,266	87,825
9	81,652	86,751	91,384
10	84,871	89,971	94,603
11	88,009	93,108	97,741
Max	91,117	96,216	100,849

**Schedule B 3. Professional Development Teachers
Extended Year Salary Guides
Psychologists, Psychiatric Social Workers, Learning
Disability Teacher Consultants (LDT), Speech Therapists
and Whole School Reform (WSR) Social Workers**

**B 3. "Psychologists..."
Extended Year 2006-2007**

STEP	BA	MA	6TH YR
1	55,618	59,873	63,380
2	55,981	60,236	63,743
3	56,344	60,599	64,106
4	56,707	60,962	64,469
5	59,358	63,835	68,372
6	65,033	69,752	74,108
7	70,757	74,713	79,190
8	76,480	81,608	86,197
9	81,418	86,592	91,293
10	84,710	89,884	94,584
11	85,920	91,094	95,794
12	87,130	92,304	97,004
13	88,340	93,514	98,214

**B 3. "Psychologists..."
Extended Year 2007-2008**

STEP	BA	MA	6TH YR
E	59,290	63,767	68,305
2	59,636	64,113	68,651
3	59,999	64,476	69,014
4	60,362	64,839	69,377
5	60,725	65,202	69,740
5a	63,563	68,161	72,607
6	66,400	71,119	75,475
6a	69,263	73,599	78,016
7	72,124	76,080	80,557
8	76,698	81,826	86,415
9	81,515	86,689	91,390
10	84,782	89,956	94,657
11	87,372	92,546	97,246
Max	90,276	95,450	100,150

**B 3. "Psychologists..."
Extended Year 2008-2009**

STEP	BA	MA	6TH YR
E	61,105	65,582	70,120
3	61,455	65,932	70,469
4	61,818	66,295	70,832
5	62,181	66,658	71,195
5a	65,018	69,616	74,063
6	67,856	72,575	76,931
6a	70,113	74,450	78,867
7	73,458	77,415	81,892
7a	76,589	80,951	85,503
8	79,719	84,487	89,114
9	82,850	88,024	92,725
10	86,117	91,291	95,992
11	89,300	94,474	99,175
Max	92,454	97,628	102,328

**Schedule B 3. Professional Development Teachers
Extended Day/Year Salary Guides
Psychologists, Psychiatric Social Workers, Learning
Disability Teacher Consultants (LDT), Speech Therapists
and Whole School Reform (WSR) Social Workers**

**B 3. "Psychologists..."
Extended Day/Year 2006-2007**

STEP	BA	MA	6TH YR
1	59,364	63,906	67,649
2	59,751	64,293	68,036
3	60,139	64,681	68,424
4	60,526	65,068	68,811
5	63,356	68,134	72,977
6	69,413	74,450	79,099
7	75,522	79,745	84,524
8	81,632	87,105	92,003
9	86,902	92,425	97,442
10	90,415	95,938	100,955
11	91,707	97,229	102,247
12	92,998	98,521	103,538
13	94,290	99,812	104,830

Schedule B. 4 Teacher Assistants

Schedule B 4a. Professional Development Teachers 10 Months Salary Guides

Teacher Assistants

Teachers, Nurses and Certified Attendance Officers

B 4a. "Teacher Assistants: Teachers..." 10 Months 2006-2007

STEP	BA	MA	6TH YR
1	49,819	53,336	56,234
2	50,119	53,636	56,534
3	50,419	53,936	56,834
4	50,719	54,236	57,134
5	52,910	56,610	60,360
6	57,600	61,500	65,100
7	62,331	65,600	69,300
8	67,061	71,299	75,092
9	71,142	75,418	79,303
10	73,862	78,138	82,023
11	74,862	79,138	83,023
12	75,862	80,138	84,023
13	76,862	81,138	85,023

B 4a. "Teacher Assistants: Teachers..." 10 Months 2007-2008

STEP	BA	MA	6TH YR
E	53,006	56,706	60,456
2	53,292	56,992	60,742
3	53,592	57,292	61,042
4	53,892	57,592	61,342
5	54,192	57,892	61,642
5a	56,537	60,337	64,012
6	58,882	62,782	66,382
6a	61,248	64,832	68,482
7	63,613	66,882	70,582
8	67,393	71,631	75,424
9	71,374	75,650	79,535
10	74,074	78,350	82,235
11	76,214	80,490	84,375
Max	78,614	82,890	86,775

B 3. "Psychologists..."

Extended Day/Year 2007-2008

STEP	BA	MA	6TH YR
E	63,822	68,642	73,526
2	64,195	69,014	73,899
3	64,586	69,405	74,289
4	64,977	69,796	74,680
5	65,367	70,187	75,071
5a	68,422	73,371	78,158
6	71,476	76,556	81,245
6a	74,558	79,226	83,980
7	77,637	81,896	86,715
8	82,562	88,082	93,021
9	87,747	93,316	98,377
10	91,264	96,833	101,893
11	94,051	99,620	104,681
Max	97,177	102,746	107,807

B 3. "Psychologists..."

Extended Day/Year 2008-2009

STEP	BA	MA	6TH YR
E	65,776	70,595	75,480
3	66,153	70,972	75,856
4	66,543	71,363	76,247
5	66,934	71,753	76,638
5a	69,989	74,938	79,725
6	73,043	78,123	82,812
6a	75,473	80,142	84,896
7	79,074	83,333	88,152
7a	82,444	87,139	92,039
8	85,814	90,946	95,926
9	89,183	94,753	99,813
10	92,700	98,270	103,330
11	96,127	101,697	106,757
Max	99,521	105,091	110,151

**B 4a. "Teacher Assistants: Teachers..."
10 Months 2008-2009**

STEP	BA	MA	6TH YR
E	54,664	58,364	62,114
3	54,953	58,653	62,403
4	55,253	58,953	62,703
5	55,553	59,253	63,003
5a	57,898	61,698	65,373
6	60,243	64,143	67,743
6a	62,109	65,693	69,343
7	64,874	68,143	71,843
7a	67,461	71,066	74,827
8	70,048	73,988	77,812
9	72,635	76,911	80,796
10	75,335	79,611	83,496
11	77,966	82,242	86,127
Max	80,572	84,848	88,733

Schedule B 4a. Professional Development Teachers
Extended Day Salary Guides
Teacher Assistants
Teachers, Nurses and Certified Attendance Officers

**B 4a. "Teacher Assistants: Teachers..."
Extended Day 2006-2007**

STEP	BA	MA	6TH YR
1	53,225	57,002	60,115
2	53,547	57,324	60,437
3	53,869	57,647	60,759
4	54,191	57,969	61,082
5	56,545	60,519	64,547
6	61,582	65,771	69,638
7	66,663	70,175	74,149
8	71,744	76,296	80,370
9	76,127	80,720	84,893
10	79,049	83,642	87,815
11	80,123	84,716	88,889
12	81,197	85,790	89,963
13	82,271	86,864	91,037

**B 4a. "Teacher Assistants: Teachers..."
Extended Day 2007-2008**

STEP	BA	MA	6TH YR
E	57,126	61,138	65,203
2	57,437	61,448	65,513
3	57,762	61,773	65,838
4	58,087	62,098	66,163
5	58,412	62,423	66,489
5a	60,954	65,074	69,058
6	63,497	67,725	71,627
6a	66,062	69,947	73,904
7	68,625	72,169	76,180
8	72,723	77,318	81,429
9	77,039	81,675	85,886
10	79,966	84,602	88,813
11	82,286	86,922	91,133
Max	84,888	89,523	93,735

**B 4a. "Teacher Assistants: Teachers..."
Extended Day 2008-2009**

STEP	BA	MA	6TH YR
E	58,911	62,922	66,987
3	59,224	63,235	67,300
4	59,549	63,560	67,626
5	59,874	63,885	67,951
5a	62,417	66,536	70,520
6	64,959	69,187	73,089
6a	66,982	70,867	74,824
7	69,979	73,523	77,534
7a	72,783	76,691	80,769
8	75,588	79,860	84,005
9	78,393	83,028	87,240
10	81,320	85,955	90,167
11	84,172	88,808	93,019
Max	86,997	91,633	95,844

Schedule B 4a. Professional Development Teachers
 Extended Year Salary Guides
 Teacher Assistants
 Teachers, Nurses and Certified Attendance Officers

B 4a. "Teacher Assistants: Teachers..."
 Extended Year 2006-2007

STEP	BA	MA	6TH YR
1	54,416	58,284	61,472
2	54,746	58,614	61,802
3	55,076	58,944	62,132
4	55,406	59,274	62,462
5	57,816	61,886	66,011
6	62,975	67,265	71,225
7	68,178	71,775	75,845
8	73,382	78,044	82,215
9	77,871	82,574	86,848
10	80,863	85,566	89,840
11	81,963	86,666	90,940
12	83,063	87,766	92,040
13	84,163	88,866	93,140

B 4a. "Teacher Assistants: Teachers..."
 Extended Year 2007-2008

STEP	BA	MA	6TH YR
E	57,906	61,976	66,101
2	58,221	62,291	66,416
3	58,551	62,621	66,746
4	58,881	62,951	67,076
5	59,211	63,281	67,406
5a	61,790	65,970	70,013
6	64,370	68,660	72,620
6a	66,972	70,915	74,930
7	69,573	73,170	77,240
8	73,732	78,394	82,565
9	78,111	82,814	87,088
10	81,081	85,784	90,058
11	83,435	88,138	92,412
Max	86,075	90,778	95,052

B 4a. "Teacher Assistants: Teachers..."
 Extended Year 2008-2009

STEP	BA	MA	6TH YR
E	59,714	63,784	67,909
3	60,032	64,102	68,227
4	60,362	64,432	68,557
5	60,692	64,762	68,887
5a	63,271	67,451	71,494
6	65,851	70,141	74,101
6a	67,904	71,846	75,861
7	70,944	74,541	78,611
7a	73,790	77,756	81,894
8	76,636	80,971	85,176
9	79,482	84,186	88,459
10	82,452	87,156	91,429
11	85,346	90,050	94,323
Max	88,213	92,916	97,190

Schedule B 4a. Professional Development Teachers
 Extended Day/Year Salary Guides
 Teacher Assistants
 Teachers, Nurses and Certified Attendance Officers

B 4a. "Teacher Assistants: Teachers..."
 Extended Day/Year 2006-2007

STEP	BA	MA	6TH YR
1	57,821	61,950	65,353
2	58,173	62,303	65,705
3	58,526	62,655	66,057
4	58,878	63,007	66,410
5	61,450	65,794	70,197
6	66,957	71,536	75,762
7	72,511	76,349	80,694
8	78,065	83,041	87,493
9	82,856	87,877	92,438
10	86,050	91,070	95,632
11	87,224	92,244	96,806
12	88,398	93,418	97,980
13	89,572	94,592	99,154

**B 4a. "Teacher Assistants: Teachers..."
Extended Day/Year 2007-2008**

STEP	BA	MA	6TH YR
E	62,026	66,408	70,848
2	62,365	66,746	71,187
3	62,720	67,101	71,542
4	63,076	67,457	71,897
5	63,431	67,812	72,252
5a	66,207	70,707	75,059
6	68,984	73,602	77,865
6a	71,786	76,030	80,351
7	74,586	78,457	82,838
8	79,062	84,080	88,571
9	83,776	88,839	93,439
10	86,973	92,036	96,636
11	89,507	94,570	99,170
Max	92,349	97,412	102,012

**B 4a. "Teacher Assistants: Teachers..."
Extended Day/Year 2008-2009**

STEP	BA	MA	6TH YR
E	63,961	68,342	72,782
3	64,303	68,684	73,124
4	64,658	69,039	73,479
5	65,013	69,394	73,835
5a	67,790	72,289	76,641
6	70,567	75,185	79,447
6a	72,776	77,020	81,342
7	76,050	79,921	84,302
7a	79,113	83,382	87,836
8	82,176	86,842	91,370
9	85,240	90,303	94,903
10	88,437	93,500	98,100
11	91,552	96,615	101,216
Max	94,638	99,701	104,301

**Schedule B 4b. Professional Development Teachers
10 Months Salary Guides**

**Teacher Assistants
Guidance Counselors, Occupational Education Instructors,
Reading Consultants and English Mastery Consultants**

**B 4b. "Teacher Assistants: Guidance
Counselors..." 10 Months 2006-2007**

STEP	BA	MA	6TH YR
1	52,117	55,810	58,853
2	52,432	56,125	59,168
3	52,747	56,440	59,483
4	53,062	56,755	59,798
5	55,363	59,248	63,185
6	60,287	64,382	68,162
7	65,254	68,687	72,572
8	70,221	74,671	78,653
9	74,506	78,996	83,075
10	77,362	81,852	85,931
11	78,412	82,902	86,981
12	79,462	83,952	88,031
13	80,512	85,002	89,081

**B 4b. "Teacher Assistants: Guidance
Counselors..." 10 Months 2007-2008**

STEP	BA	MA	6TH YR
E	55,456	59,341	63,279
2	55,756	59,641	63,579
3	56,071	59,956	63,894
4	56,386	60,271	64,209
5	56,701	60,586	64,524
5a	59,164	63,154	67,012
6	61,626	65,721	69,501
6a	64,110	67,873	71,706
7	66,593	70,026	73,911
8	70,562	75,012	78,994
9	74,742	79,232	83,311
10	77,577	82,067	86,146
11	79,824	84,314	88,393
Max	82,344	86,834	90,913

**B 4b. "Teacher Assistants: Guidance Counselors..."
10 Months 2008-2009**

STEP	BA	MA	6TH YR
E	57,189	61,074	65,012
3	57,492	61,377	65,315
4	57,807	61,692	65,630
5	58,122	62,007	65,945
5a	60,585	64,575	68,433
6	63,047	67,142	70,922
6a	65,006	68,769	72,602
7	67,909	71,342	75,227
7a	70,626	74,411	78,361
8	73,342	77,480	81,494
9	76,059	80,548	84,628
10	78,894	83,383	87,463
11	81,656	86,146	90,225
Max	84,392	88,882	92,961

Schedule B 4b. Professional Development Teachers
Extended Day Salary Guides
Guidance Counselors, Occupational Education Instructors,
Reading Consultants and English Mastery Consultants

**B 4b. "Teacher Assistants: Guidance Counselors..."
Extended Day 2006-2007**

STEP	BA	MA	6TH YR
1	55,693	59,660	62,928
2	56,031	59,998	63,266
3	56,370	60,336	63,605
4	56,708	60,675	63,943
5	59,179	63,352	67,581
6	64,468	68,867	72,927
7	69,804	73,491	77,664
8	75,139	79,918	84,195
9	79,741	84,564	88,945
10	82,809	87,631	92,013
11	83,936	88,759	93,140
12	85,064	89,887	94,268
13	86,192	91,015	95,396

**B 4b. "Teacher Assistants: Guidance Counselors..."
Extended Day 2007-2008**

STEP	BA	MA	6TH YR
E	59,782	63,994	68,263
2	60,108	64,320	68,588
3	60,450	64,661	68,930
4	60,791	65,003	69,271
5	61,132	65,344	69,613
5a	63,802	68,127	72,311
6	66,471	70,910	75,008
6a	69,164	73,244	77,399
7	71,856	75,577	79,789
8	76,159	80,983	85,300
9	80,691	85,558	89,980
10	83,764	88,631	93,054
11	86,200	91,067	95,490
Max	88,932	93,799	98,222

**B 4b. "Teacher Assistants: Guidance Counselors..."
Extended Day 2008-2009**

STEP	BA	MA	6TH YR
E	61,648	65,860	70,128
3	61,977	66,189	70,457
4	62,318	66,530	70,799
5	62,660	66,872	71,140
5a	65,329	69,655	73,838
6	67,998	72,438	76,536
6a	70,123	74,202	78,357
7	73,269	76,991	81,203
7a	76,214	80,318	84,600
8	79,159	83,645	87,997
9	82,104	86,972	91,394
10	85,178	90,045	94,467
11	88,172	93,040	97,462
Max	91,139	96,006	100,429

**Schedule B 4b. Professional Development Teachers
Extended Year Salary Guides
Teacher Assistants, Guidance Counselors, Occupational
Education Instructors, Reading Consultants and English
Mastery Consultants**

**B 4b. "Teacher Assistants: Guidance Counselors..."
Extended Year 2006-2007**

STEP	BA	MA	6TH YR
1	56,944	61,006	64,353
2	57,290	61,352	64,699
3	57,637	61,699	65,046
4	57,983	62,045	65,392
5	60,514	64,787	69,118
6	65,931	70,435	74,593
7	71,394	75,171	79,444
8	76,858	81,753	86,133
9	81,572	86,510	90,998
10	84,713	89,652	94,139
11	85,868	90,807	95,294
12	87,023	91,962	96,449
13	88,178	93,117	97,604

**B 4b. "Teacher Assistants: Guidance Counselors..."
Extended Year 2007-2008**

STEP	BA	MA	6TH YR
E	60,601	64,875	69,206
2	60,931	65,205	69,536
3	61,278	65,551	69,883
4	61,624	65,898	70,229
5	61,971	66,244	70,576
5a	64,679	69,068	73,313
6	67,388	71,892	76,050
6a	70,121	74,260	78,476
7	72,852	76,628	80,901
8	77,218	82,113	86,493
9	81,816	86,755	91,242
10	84,935	89,873	94,360
11	87,406	92,345	96,832
Max	90,178	95,117	99,604

**B 4b. "Teacher Assistants: Guidance Counselors..."
Extended Year 2008-2009**

STEP	BA	MA	6TH YR
E	62,492	66,765	71,096
3	62,825	67,099	71,430
4	63,172	67,445	71,777
5	63,518	67,792	72,123
5a	66,227	70,616	74,860
6	68,935	73,440	77,598
6a	71,090	75,230	79,446
7	74,283	78,060	82,333
7a	77,272	81,435	85,780
8	80,260	84,811	89,227
9	83,248	88,187	92,674
10	86,367	91,305	95,792
11	89,405	94,344	98,831
Max	92,415	97,354	101,841

**Schedule B 4b. Professional Development Teachers
Extended Day/Year Salary Guides
Teacher Assistants, Guidance Counselors, Occupational
Education Instructors, Reading Consultants and English
Mastery Consultants**

**B 4b. "Teacher Assistants: Guidance Counselors..."
Extended Day/Year 2006-2007**

STEP	BA	MA	6TH YR
1	60,519	64,855	68,428
2	60,889	65,225	68,798
3	61,259	65,595	69,168
4	61,629	65,965	69,537
5	64,330	68,891	73,514
6	70,112	74,920	79,358
7	75,944	79,974	84,536
8	81,775	87,000	91,675
9	86,806	92,078	96,867
10	90,160	95,431	100,220
11	91,392	96,664	101,453
12	92,625	97,897	102,686
13	93,858	99,129	103,919

**B 4b. "Teacher Assistants: Guidance Counselors..."
Extended Day/Year 2007-2008**

STEP	BA	MA	6TH YR
E	64,927	69,528	74,190
2	65,283	69,883	74,546
3	65,656	70,256	74,919
4	66,029	70,629	75,292
5	66,402	71,002	75,665
5a	69,318	74,042	78,611
6	72,233	77,082	81,558
6a	75,175	79,631	84,169
7	78,114	82,179	86,780
8	82,815	88,084	92,799
9	87,764	93,081	97,911
10	91,121	96,438	101,268
11	93,782	99,098	103,928
Max	96,766	102,082	106,912

**B 4b. "Teacher Assistants: Guidance Counselors..."
Extended Day/Year 2008-2009**

STEP	BA	MA	6TH YR
E	66,950	71,551	76,213
3	67,310	71,910	76,572
4	67,683	72,283	76,945
5	68,056	72,656	77,318
5a	70,971	75,696	80,265
6	73,887	78,736	83,211
6a	76,207	80,663	85,201
7	79,644	83,709	88,309
7a	82,860	87,343	92,019
8	86,077	90,976	95,730
9	89,294	94,610	99,440
10	92,651	97,967	102,797
11	95,922	101,238	106,068
Max	99,162	104,478	109,308

**Schedule B 4c. Professional Development Teachers
10 Months Salary Guides**

**Teacher Assistants
Psychologists, Psychiatric Social workers, Learning
Disability Teacher Consultants(LDTC), Speech Therapists
and Whole School Reform(WSR) Social Workers**

**B 4c. "Teacher Assistants: Psychologists..."
10 Months 2006-2007**

STEP	BA	MA	6TH YR
1	54,416	58,284	61,472
2	54,746	58,614	61,802
3	55,076	58,944	62,132
4	55,406	59,274	62,462
5	57,816	61,886	66,011
6	62,975	67,265	71,225
7	68,178	71,775	75,845
8	73,382	78,044	82,215
9	77,871	82,574	86,848
10	80,863	85,566	89,840
11	81,963	86,666	90,940
12	83,063	87,766	92,040
13	84,163	88,866	93,140

**B 4c. "Teacher Assistants: Psychologists..."
10 Months 2007-2008**

STEP	BA	MA	6TH YR
E	57,906	61,976	66,101
2	58,221	62,291	66,416
3	58,551	62,621	66,746
4	58,881	62,951	67,076
5	59,211	63,281	67,406
5a	61,790	65,970	70,013
6	64,370	68,660	72,620
6a	66,972	70,915	74,930
7	69,573	73,170	77,240
8	73,732	78,394	82,565
9	78,111	82,814	87,088
10	81,081	85,784	90,058
11	83,435	88,138	92,412
Max	86,075	90,778	95,052

**B 4c. "Teacher Assistants: Psychologists..."
10 Months 2008-2009**

STEP	BA	MA	6TH YR
E	59,714	63,784	67,909
3	60,032	64,102	68,227
4	60,362	64,432	68,557
5	60,692	64,762	68,887
5a	63,271	67,451	71,494
6	65,851	70,141	74,101
6a	67,904	71,846	75,861
7	70,944	74,541	78,611
7a	73,790	77,756	81,894
8	76,636	80,971	85,176
9	79,482	84,186	88,459
10	82,452	87,156	91,429
11	85,346	90,050	94,323
Max	88,213	92,916	97,190

Schedule B 4c. Professional Development Teachers
Extended Day Salary Guides
Teacher Assistants
Psychologists, Psychiatric Social workers, Learning
disability Teacher Consultants(LDTC), Speech Therapists
and Whole School Reform(WSR) Social Workers

**B 4c. "Teacher Assistants: Psychologists..."
Extended Day 2006-2007**

STEP	BA	MA	6TH YR
1	58,162	62,317	65,741
2	58,516	62,671	66,095
3	58,871	63,026	66,450
4	59,225	63,380	66,804
5	61,814	66,185	70,616
6	67,355	71,963	76,216
7	72,944	76,807	81,178
8	78,533	83,540	88,021
9	83,355	88,407	92,997
10	86,568	91,621	96,211
11	87,750	92,802	97,392
12	88,931	93,984	98,574
13	90,113	95,165	99,755

**B 4c. "Teacher Assistants: Psychologists..."
Extended Day 2007-2008**

STEP	BA	MA	6TH YR
E	62,438	66,851	71,323
2	62,780	67,192	71,664
3	63,137	67,550	72,021
4	63,495	67,907	72,379
5	63,853	68,265	72,737
5a	66,649	71,181	75,563
6	69,446	74,096	78,389
6a	72,267	76,541	80,894
7	75,087	78,986	83,398
8	79,595	84,649	89,171
9	84,342	89,441	94,074
10	87,562	92,661	97,294
11	90,114	95,213	99,846
Max	92,976	98,075	102,708

**B 4c. "Teacher Assistants: Psychologists..."
Extended Day 2008-2009**

STEP	BA	MA	6TH YR
E	64,385	68,797	73,269
3	64,730	69,142	73,614
4	65,088	69,500	73,972
5	65,445	69,858	74,330
5a	68,242	72,773	77,156
6	71,038	75,689	79,982
6a	73,263	77,537	81,890
7	76,560	80,459	84,871
7a	79,645	83,944	88,430
8	82,730	87,430	91,989
9	85,816	90,915	95,548
10	89,035	94,135	98,767
11	92,173	97,272	101,905
Max	95,281	100,380	105,013

Schedule B 4c. Professional Development Teachers
Extended Year Salary Guides

Teacher Assistants
Psychologists, Psychiatric Social workers, Learning
Disability Teacher Consultants(LDTC), Speech
Therapists and Whole School Reform(WSR) Social Workers

B 4c. "Teacher Assistants: Psychologists..."
Extended Year 2006-2007

STEP	BA	MA	6TH YR
1	59,472	63,727	67,234
2	59,835	64,090	67,597
3	60,198	64,453	67,960
4	60,561	64,816	68,323
5	63,212	67,689	72,226
6	68,887	73,606	77,962
7	74,611	78,567	83,044
8	80,334	85,462	90,051
9	85,272	90,446	95,147
10	88,564	93,738	98,438
11	89,774	94,948	99,648
12	90,984	96,158	100,858
13	92,194	97,368	102,068

B 4c. "Teacher Assistants: Psychologists..."
Extended Year 2007-2008

STEP	BA	MA	6TH YR
E	63,296	67,773	72,311
2	63,642	68,119	72,657
3	64,005	68,482	73,020
4	64,368	68,845	73,383
5	64,731	69,208	73,746
5a	67,569	72,167	76,613
6	70,406	75,125	79,481
6a	73,269	77,605	82,022
7	76,130	80,086	84,563
8	80,704	85,832	90,421
9	85,521	90,695	95,396
10	88,788	93,962	98,663
11	91,378	96,552	101,252
Max	94,282	99,456	104,156

B 4c. "Teacher Assistants: Psychologists..."
Extended Year 2008-2009

STEP	BA	MA	6TH YR
E	65,269	69,746	74,284
3	65,619	70,096	74,633
4	65,982	70,459	74,996
5	66,345	70,822	75,359
5a	69,182	73,780	78,227
6	72,020	76,739	81,095
6a	74,277	78,614	83,031
7	77,622	81,579	86,056
7a	80,753	85,115	89,667
8	83,883	88,651	93,278
9	87,014	92,188	96,889
10	90,281	95,455	100,156
11	93,464	98,638	103,339
Max	96,618	101,792	106,492

Schedule B 4c. Professional Development Teachers
Extended Day/Year Salary Guides
Teacher Assistants, Psychologists, Psychiatric Social
workers, Learning, Disability Teacher Consultants (LDTC),
Speech Therapists and Whole School Reform (WSR)
Social Workers

B 4c. "Teacher Assistants: Psychologists..."
Extended Day/Year 2006-2007

STEP	BA	MA	6TH YR
1	63,218	67,760	71,503
2	63,605	68,147	71,890
3	63,993	68,535	72,278
4	64,380	68,922	72,665
5	67,210	71,988	76,831
6	73,267	78,304	82,953
7	79,376	83,599	88,378
8	85,486	90,959	95,857
9	90,756	96,279	101,296
10	94,269	99,792	104,809
11	95,561	101,083	106,101
12	96,852	102,375	107,392
13	98,144	103,666	108,684

B 4c. "Teacher Assistants: Psychologists..."

Extended Day/Year 2007-2008

STEP	BA	MA	6TH YR
E	67,828	72,648	77,532
2	68,201	73,020	77,905
3	68,592	73,411	78,295
4	68,983	73,802	78,686
5	69,373	74,193	79,077
5a	72,428	77,377	82,164
6	75,482	80,562	85,251
6a	78,564	83,232	87,986
7	81,643	85,902	90,721
8	86,568	92,088	97,027
9	91,753	97,322	102,383
10	95,270	100,839	105,899
11	98,057	103,626	108,687
Max	101,183	106,752	111,813

B 4c. "Teacher Assistants: Psychologists..."

Extended Day/Year 2008-2009

STEP	BA	MA	6TH YR
E	69,940	74,759	79,644
3	70,317	75,136	80,020
4	70,707	75,527	80,411
5	71,098	75,917	80,802
5a	74,153	79,102	83,889
6	77,207	82,287	86,976
6a	79,637	84,306	89,060
7	83,238	87,497	92,316
7a	86,608	91,303	96,203
8	89,978	95,110	100,090
9	93,347	98,917	103,977
10	96,864	102,434	107,494
11	100,291	105,861	110,921
Max	103,685	109,255	114,315

**Schedule B 4d. Professional Development Teachers
10 Months Salary Guides**

**Teacher Assistants
Industrial Arts, Home Economics
and Vocational Shop Teachers**

**B 4d. "Teacher Assistants: Industrial Arts....."
10 Months 2006-2007**

STEP	2 YEARS	3 YEARS	IA&HE/VS	2 YEARS	3 YEARS
1	49,819	49,819	49,819	49,819	49,819
2	50,119	50,119	50,119	50,119	50,119
3	50,419	50,419	50,419	50,419	50,419
4	50,719	50,719	50,719	50,719	50,719
5	52,910	52,910	52,910	52,910	52,910
6	57,600	57,600	57,600	57,600	57,600
7	62,331	62,331	62,331	62,331	62,331
8	65,622	66,127	66,329	66,734	69,493
9	69,609	70,148	70,363	70,793	73,733
10	71,173	71,724	71,944	72,385	75,395
11	72,150	72,709	72,932	73,380	76,433
12	73,127	73,694	73,921	74,374	77,472
13	74,104	74,679	74,909	75,369	78,511

**B 4d. "Teacher Assistants: Industrial Arts....."
10 Months 2007-2008**

STEP	2 YEARS	3 YEARS	IA&HE/VS	2 YEARS	3 YEARS
E	53,006	53,006	53,006	53,006	53,006
2	53,292	53,292	53,292	53,292	53,292
3	53,592	53,592	53,592	53,592	53,592
4	53,892	53,892	53,892	53,892	53,892
5	54,192	54,192	54,192	54,192	54,192
5a	56,537	56,537	56,537	56,537	56,537
6	58,882	58,882	58,882	58,882	58,882
6a	61,248	61,248	61,248	61,248	61,248
7	63,613	63,613	63,613	63,613	63,613
8	67,393	67,393	67,393	67,393	67,393
9	71,374	71,374	71,374	71,374	71,374
10	73,265	73,770	73,972	74,377	77,136
11	75,852	76,391	76,606	77,036	79,976
Max	76,016	76,567	76,787	77,228	80,238

**B 4d. "Teacher Assistants: Industrial Arts....."
10 Months 2008-2009**

STEP	2 YEARS	3 YEARS	IA&HE/VS	2 YEARS	3 YEARS
E	54,664	54,664	54,664	54,664	54,664
3	54,953	54,953	54,953	54,953	54,953
4	55,253	55,253	55,253	55,253	55,253
5	55,553	55,553	55,553	55,553	55,553
5a	57,898	57,898	57,898	57,898	57,898
6	60,243	60,243	60,243	60,243	60,243
6a	62,109	62,109	62,109	62,109	62,109
7	64,874	64,874	64,874	64,874	64,874
7a	67,461	67,461	67,461	67,461	67,461
8	70,048	70,048	70,048	70,048	70,048
9	72,635	72,635	72,635	72,635	72,635
10	74,526	75,031	75,233	75,638	78,397
11	77,113	77,652	77,867	78,297	81,237
Max	77,277	77,828	78,048	78,489	81,499

Schedule B. 5. Industrial Arts

Schedule B 5. Professional Development Teachers 10 Months Salary Guides Industrial Arts, Home Economics and Vocational Shop Teachers

**B 5. "Industrial Arts....."
10 Months 2006-2007**

STEP	2 YEARS	3 YEARS	IA&HE/VS	2 YEARS	3 YEARS
1	45,965	45,965	45,965	45,965	45,965
2	46,265	46,265	46,265	46,265	46,265
3	46,565	46,565	46,565	46,565	46,565
4	46,865	46,865	46,865	46,865	46,865
5	49,056	49,056	49,056	49,056	49,056
6	53,746	53,746	53,746	53,746	53,746
7	58,477	58,477	58,477	58,477	58,477
8	61,768	62,273	62,475	62,880	65,639
9	65,755	66,294	66,509	66,939	69,879
10	67,319	67,870	68,090	68,531	71,541
11	68,296	68,855	69,078	69,526	72,579
12	69,273	69,840	70,067	70,520	73,618
13	70,250	70,825	71,055	71,515	74,657

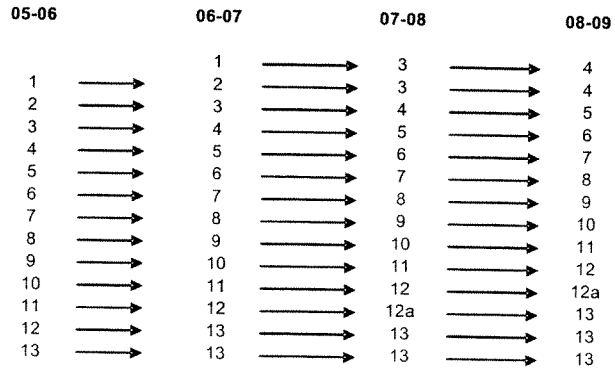
**B 5. "Industrial Arts....."
10 Months 2007-2008**

STEP	2 YEARS	3 YEARS	IA&HE/VS	2 YEARS	3 YEARS
E	49,000	49,000	49,000	49,000	49,000
2	49,286	49,286	49,286	49,286	49,286
3	49,586	49,586	49,586	49,586	49,586
4	49,886	49,886	49,886	49,886	49,886
5	50,186	50,186	50,186	50,186	50,186
5a	52,531	52,531	52,531	52,531	52,531
6	54,876	54,876	54,876	54,876	54,876
6a	57,242	57,242	57,242	57,242	57,242
7	59,607	59,607	59,607	59,607	59,607
8	63,387	63,387	63,387	63,387	63,387
9	67,368	67,368	67,368	67,368	67,368
10	69,259	69,764	69,966	70,371	73,130
11	71,846	72,385	72,600	73,030	75,970
Max	72,010	72,561	72,781	73,222	76,232

**B 5. "Industrial Arts....."
10 Months 2008-2009**

STEP	2 YEARS	3 YEARS	IA&HE/VS	2 YEARS	3 YEARS
E	50,500	50,500	50,500	50,500	50,500
3	50,789	50,789	50,789	50,789	50,789
4	51,089	51,089	51,089	51,089	51,089
5	51,389	51,389	51,389	51,389	51,389
5a	53,734	53,734	53,734	53,734	53,734
6	56,079	56,079	56,079	56,079	56,079
6a	57,945	57,945	57,945	57,945	57,945
7	60,710	60,710	60,710	60,710	60,710
7a	63,297	63,297	63,297	63,297	63,297
8	65,884	65,884	65,884	65,884	65,884
9	68,471	68,471	68,471	68,471	68,471
10	70,362	70,867	71,069	71,474	74,233
11	72,949	73,488	73,703	74,133	77,073
Max	73,113	73,664	73,884	74,325	77,335

Schedule C Secretaries' Flow Chart



Secretaries 2006 - 2007

Steps	S/10.5	S/12	WP/12	AS/10.5	ASI	ASII	ASIII	ASIV	EXSEC
1	23,548	23,904	24,379	23,948	24,722	25,338	29,154	30,852	32,557
2	23,848	24,204	24,679	24,248	25,022	25,638	29,454	31,152	32,857
3	24,148	24,504	24,979	24,548	25,322	25,938	29,754	31,452	33,157
4	24,448	24,804	25,279	24,848	25,622	26,238	30,054	31,752	33,457
5	24,748	25,104	25,579	25,148	25,922	26,538	30,354	32,052	33,757
6	25,048	25,404	25,879	25,448	26,320	27,014	30,888	33,311	34,821
7	25,648	26,254	26,755	26,034	27,987	28,725	32,491	35,146	36,714
8	27,060	27,651	28,317	27,460	29,802	30,371	34,024	36,801	38,818
9	29,074	30,468	30,308	29,474	32,145	33,337	37,099	40,422	43,748
10	30,074	33,013	33,287	30,707	34,842	35,141	40,232	43,852	47,470
11	31,074	34,968	35,991	32,515	36,909	38,288	42,635	46,480	50,329
12	34,512	38,554	39,603	36,036	40,545	41,959	46,420	50,365	54,312
13	40,951	45,140	46,216	42,558	47,181	48,631	53,205	57,250	61,296

Secretaries 2007 - 2008

Steps	S/10.5	S/12	WP/12	AS/10.5	ASI	ASII	ASIII	ASIV	EXSEC
3	25,038	25,394	25,869	25,294	26,212	26,828	30,844	32,342	34,047
4	25,338	25,694	26,169	25,594	26,512	27,128	30,944	32,642	34,347
5	25,838	26,394	26,469	25,894	26,812	27,428	31,244	32,942	34,647
6	25,938	26,294	26,769	26,194	27,210	27,304	31,778	34,201	35,711
7	26,524	27,144	27,645	26,924	28,877	29,515	33,381	36,036	37,604
8	28,320	29,911	29,577	28,720	30,862	31,631	35,284	38,061	40,078
9	30,334	31,728	31,568	30,734	33,405	34,597	38,359	41,682	45,008
10	31,334	34,273	34,547	31,967	36,102	37,401	41,492	45,112	48,730
11	32,374	36,268	37,291	33,815	38,209	39,588	43,935	47,780	51,629
12	35,812	39,854	40,903	37,336	41,845	43,259	47,720	51,665	55,612
12a	39,032	43,147	44,210	40,597	45,163	46,595	51,112	55,107	59,104
13	42,251	46,440	47,516	43,858	48,481	49,931	54,505	58,550	62,996

Secretaries 2008 - 2009

Steps	S/10.5	S/12	WP/12	AS/10.5	ASI	ASII	ASIII	ASIV	EXSEC
4	26,478	26,834	27,309	26,734	27,652	28,268	32,084	33,782	35,487
5	26,778	27,134	27,609	27,034	27,952	28,568	32,384	34,082	35,787
6	27,078	27,434	27,909	27,334	28,350	29,044	32,918	35,341	36,951
7	27,599	28,219	28,720	27,999	29,952	30,690	34,456	37,111	38,679
8	29,395	29,986	30,652	29,795	31,937	32,706	36,359	39,136	41,153
9	31,329	32,723	32,563	31,729	34,400	35,592	39,354	42,677	46,003
10	32,369	35,308	35,382	33,002	37,137	38,436	42,527	45,147	49,765
11	33,654	37,548	38,571	35,095	39,459	40,568	45,215	49,050	52,909
12	36,892	40,934	41,983	38,416	42,325	44,339	48,800	52,745	56,692
12a	40,112	44,227	45,290	41,677	46,243	47,675	52,192	56,187	60,184
13	43,451	47,640	48,716	45,058	49,881	51,131	55,705	59,750	63,796

Schedule C Secretaries Extended Day Salary Guides

Secretaries Extended Day 2006 - 2007

Steps	S/10.5	S/12	WP/12	AS/10.5	ASI	ASII	ASIII	ASIV	EXSEC
1	25,057	25,436	25,941	25,483	26,306	26,962	31,022	32,829	34,643
2	25,376	25,755	26,260	25,802	26,625	27,281	31,341	33,148	34,963
3	25,695	26,074	26,580	26,121	26,945	27,600	31,661	33,468	35,282
4	26,015	26,393	26,899	26,441	27,264	27,919	31,980	33,787	35,601
5	26,334	26,713	27,218	26,760	27,583	28,239	32,299	34,106	35,920
6	26,653	27,032	27,537	27,079	28,007	28,745	32,667	35,446	37,052
7	27,277	27,936	28,470	27,703	29,780	30,566	34,573	37,398	39,067
8	28,794	29,453	30,132	29,220	31,499	32,317	36,204	39,159	41,306
9	30,937	32,420	32,250	31,363	34,205	35,473	39,476	43,012	46,552
10	32,001	35,129	35,420	32,675	37,075	38,457	42,810	46,662	50,512
11	33,065	37,209	38,297	34,599	39,274	40,742	45,367	49,459	53,954
12	36,724	41,025	42,142	38,346	43,143	44,649	49,395	53,593	57,793
13	43,576	48,033	49,178	45,286	50,205	51,748	56,615	60,919	65,225

Secretaries Extended Day 2007 - 2008

Steps	S/10.5	S/12	WP/12	AS/10.5	ASI	ASII	ASIII	ASIV	EXSEC
3	26,842	27,021	27,527	26,915	27,892	28,547	32,608	34,415	36,229
4	26,962	27,341	27,846	27,234	28,211	28,866	32,927	34,734	36,548
5	27,281	27,660	28,165	27,553	28,530	29,186	33,246	35,053	36,867
6	27,600	27,979	28,484	27,873	28,954	29,692	33,814	36,393	38,000
7	28,224	28,883	29,417	28,650	30,728	31,513	35,520	38,345	40,014
8	30,135	30,764	31,472	30,561	32,840	33,658	37,545	40,500	42,646
9	32,278	33,761	33,591	32,704	35,546	36,914	40,817	44,353	47,692
10	33,342	36,469	36,761	34,016	38,416	39,798	44,151	48,003	51,953
11	34,449	38,592	39,681	35,982	40,658	42,125	46,751	50,842	54,938
12	38,108	42,408	43,525	39,729	44,527	46,032	50,778	54,976	59,177
12A	41,533	45,912	47,043	43,199	48,057	49,582	54,388	58,639	62,892
13	44,959	49,416	50,561	46,669	51,588	53,131	57,998	62,303	66,608

Secretaries Extended Day 2008 - 2009

Steps	S/10.5	S/12	WP/12	AS/10.5	ASI	ASII	ASIII	ASIV	EXSEC
4	28,175	28,554	29,059	28,447	29,424	30,079	34,140	35,947	37,761
5	28,494	28,873	29,378	28,766	29,743	30,399	34,459	36,266	38,080
6	28,813	29,192	29,697	29,086	30,167	30,905	35,028	37,606	39,213
7	29,368	30,027	30,560	29,793	31,871	32,657	36,664	39,489	41,158
8	31,279	31,908	32,616	31,705	33,984	34,802	38,689	41,644	43,790
9	33,337	34,820	34,650	33,763	36,504	37,873	41,876	45,412	48,951
10	34,443	37,571	37,862	35,117	39,517	40,899	45,252	49,104	52,954
11	35,811	39,954	41,043	37,344	42,020	43,487	49,113	52,204	56,300
12	39,257	43,557	44,674	40,879	45,876	47,181	51,928	56,125	60,326
12A	42,682	47,061	48,192	44,348	49,207	50,711	55,538	59,789	64,041
13	46,236	50,693	51,838	47,946	52,885	54,408	59,275	63,579	67,885

Schedule D: Lab Assistants and A.V. Technicians

Lab Assistants and A.V. Technicians 2006-2007

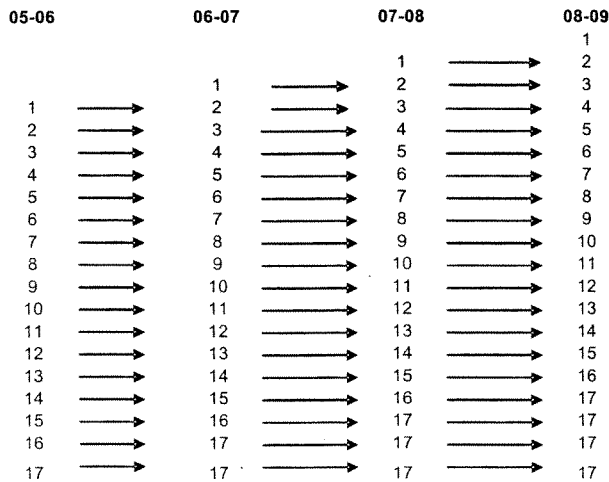
Step	LAB ASST	AV 10.5	AV 12
1	18,638	20,654	20,835
2	18,993	21,072	21,255
3	19,365	21,510	21,734
4	19,747	21,979	22,243
5	20,152	22,506	22,780
6	20,572	22,963	23,248
7	21,059	23,574	23,891
8	21,567	24,644	24,999
9	22,298	25,673	25,999
10	23,109	26,743	26,766
11	23,921	27,997	28,106
12	24,738	28,997	29,106
13	25,786	30,375	30,482
14	26,757	31,676	31,783
15	27,729	32,978	33,083
16	29,176	34,755	34,860
17	30,420	36,329	36,432

Lab Assistants and A.V. Technicians 2007-2008

Step	LAB ASST	AV 10.5	AV 12
1	19,133	21,149	21,330
2	19,488	21,567	21,750
3	19,860	22,005	22,229
4	20,242	22,474	22,738
5	20,647	23,001	23,275
6	21,067	23,458	23,743
7	21,554	24,069	24,386
8	22,062	25,139	25,494
9	22,793	26,168	26,494
10	23,604	27,238	27,261
11	24,416	28,492	28,601
12	25,233	29,492	29,601
13	26,281	30,870	30,977
14	27,252	32,171	32,278
15	28,224	33,473	33,578
16	29,771	35,350	35,455
17	31,220	37,129	37,232

Schedule D

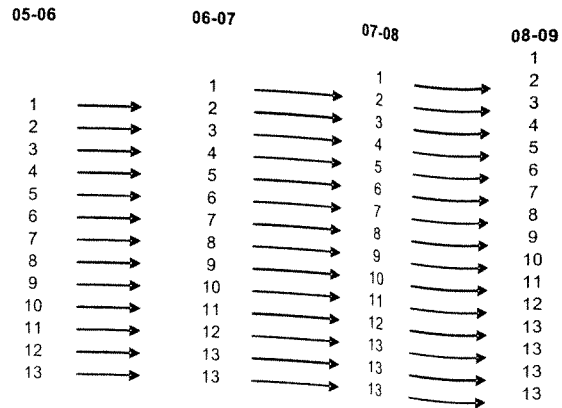
Lab Assistants' & A.V. Technicians' Flow Chart



Lab Assistants and A.V. Technicians 2008-2009

Step	LAB ASST	AV 10.5	AV 12
1	19,478	21,494	21,675
2	19,833	21,912	22,095
3	20,205	22,350	22,574
4	20,587	22,819	23,083
5	20,992	23,346	23,620
6	21,412	23,803	24,088
7	21,899	24,414	24,731
8	22,407	25,484	25,839
9	23,138	26,513	26,839
10	23,949	27,583	27,606
11	24,761	28,837	28,946
12	25,578	29,837	29,946
13	26,626	31,215	31,322
14	27,647	32,566	32,673
15	28,619	33,868	33,973
16	30,166	35,745	35,850
17	31,720	37,629	37,732

**Schedule E
Security Personnel Flow Chart**



Schedule E: Security Personnel

Security Personnel 2006 - 2007

Step	10M	11M	12M	HD-10M	HD-11M	HD-12M
1	24,809	27,290	27,864	28,322	31,154	32,080
2	25,109	27,620	28,164	28,622	31,484	32,380
3	25,409	27,950	28,464	28,922	31,814	32,680
4	25,733	28,306	28,901	29,395	32,335	33,289
5	26,078	28,686	29,356	29,897	32,887	33,946
6	26,452	29,097	29,838	30,448	33,493	34,626
7	26,863	29,549	30,346	31,039	34,143	35,348
8	27,301	30,031	30,878	31,667	34,834	36,115
9	27,772	30,549	31,444	32,327	35,560	36,951
10	28,383	31,221	32,176	33,097	36,407	38,437
11	29,047	31,952	33,220	34,364	37,800	39,970
12	31,179	34,297	35,745	36,885	40,574	42,620
13	33,311	36,642	38,269	39,406	43,347	45,270

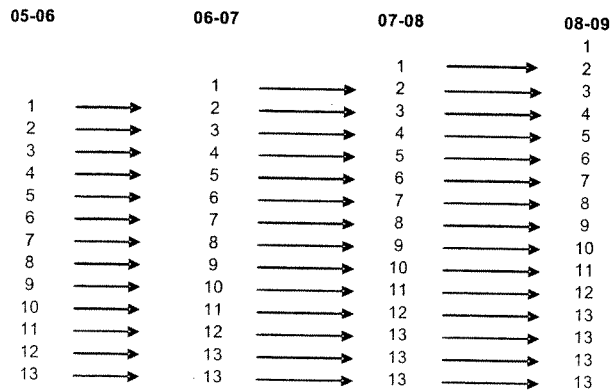
Security Personnel 2007 - 2008

Step	10M	11M	12M	HD-10M	HD-11M	HD-12M
1	25,526	28,079	28,585	29,043	31,947	32,801
2	25,826	28,409	28,885	29,343	32,277	33,101
3	26,126	28,739	29,185	29,643	32,607	33,401
4	26,450	29,095	29,622	30,116	33,128	34,010
5	26,795	29,475	30,077	30,618	33,680	34,667
6	27,169	29,886	30,559	31,169	34,286	35,347
7	27,580	30,338	31,067	31,760	34,936	36,069
8	28,018	30,820	31,599	32,388	35,627	36,836
9	28,489	31,338	32,165	33,048	36,353	37,672
10	29,100	32,010	32,897	33,818	37,200	39,158
11	29,764	32,740	33,941	35,085	38,594	40,691
12	32,075	35,283	36,645	37,785	41,564	43,520
13	34,220	37,642	39,269	40,315	44,347	46,270

Security Personnel 2008 - 2009

Step	10M	11M	12M	HD-10M	HD-11M	HD-12M
1	26,379	29,017	29,438	29,896	32,886	33,654
2	26,679	29,347	29,738	30,196	33,216	33,954
3	26,979	29,677	30,038	30,496	33,546	34,254
4	27,303	30,033	30,475	30,969	34,066	34,863
5	27,648	30,413	30,930	31,471	34,618	35,523
6	28,022	30,824	31,412	32,022	35,224	36,203
7	28,433	31,276	31,920	32,613	35,874	36,923
8	28,871	31,758	32,452	33,241	36,565	37,683
9	29,342	32,276	33,018	33,901	37,291	38,523
10	29,953	32,948	33,750	34,671	38,138	40,013
11	30,617	33,679	34,794	35,938	39,532	41,523
12	32,928	36,221	37,498	38,638	42,502	44,373
13	35,073	38,580	40,122	41,168	45,285	47,123

Schedule F Classroom Assistants' Flow Chart



Schedule F: Classroom Assistants

Classroom Assistants 2006 - 2007 Extended Day/Year 2006 - 2007

Step	6 HRS	6.5 HRS	7 HRS	LOCKER	MULTI/8 HR	Step	LOCKER	MULTI/8 HR
1	12,440	13,037	13,663	14,254	14,859	1	15,742	16,413
2	12,590	13,187	13,813	14,404	15,009	2	15,942	16,613
3	12,740	13,337	13,963	14,554	15,159	3	16,142	16,813
4	12,890	13,487	14,113	14,704	15,309	4	16,308	16,979
5	13,124	13,750	14,376	15,004	15,630	5	16,641	17,335
6	13,371	14,018	14,665	15,312	16,012	6	16,982	17,759
7	13,616	14,283	14,952	15,920	16,962	7	17,657	18,812
8	13,963	14,785	15,828	16,870	17,912	8	18,710	19,866
9	14,692	15,735	16,778	17,820	18,862	9	19,764	20,920
10	15,642	16,685	17,728	18,770	19,812	10	20,818	21,973
11	16,242	17,285	18,387	19,526	20,668	11	21,656	22,923
12	18,146	19,270	20,420	21,590	22,762	12	23,945	25,245
13	20,552	21,756	22,954	24,155	25,358	13	26,790	28,124

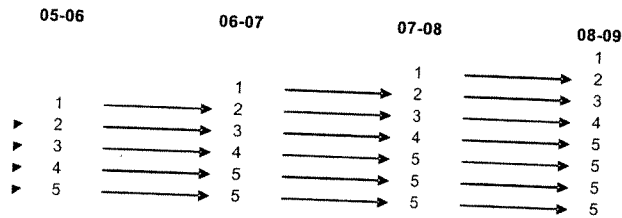
Classroom Assistants 2007 - 2008 Extended Day/Year 2007 - 2008

Step	6 HRS	6.5 HRS	7 HRS	LOCKER	MULTI/8 HR	Step	LOCKER	MULTI/8 HR
1	13,121	13,768	14,415	15,062	15,762	1	16,787	17,563
2	13,271	13,918	14,565	15,212	15,912	2	16,937	17,713
3	13,421	14,068	14,715	15,362	16,062	3	17,087	17,863
4	13,571	14,218	14,865	15,512	16,212	4	17,237	18,013
5	13,721	14,368	15,015	15,662	16,362	5	17,387	18,163
6	13,871	14,518	15,165	15,812	16,512	6	17,537	18,313
7	14,116	14,783	15,452	16,420	17,462	7	18,211	19,367
8	14,483	15,305	16,348	17,390	18,432	8	19,287	20,443
9	15,247	16,290	17,333	18,375	19,417	9	20,380	21,535
10	16,242	17,285	18,328	19,370	20,412	10	21,483	22,639
11	16,943	17,986	19,088	20,227	21,369	11	22,434	23,700
12	18,846	19,970	21,120	22,290	23,462	12	24,721	26,021
13	21,152	22,356	23,554	24,755	25,958	13	27,456	28,790

Classroom Assistants 2008 - 2009 Extended Day/Year 2008 - 2009

Step	6 HRS	6.5 HRS	7 HRS	LOCKER	MULTI/8 HR	Step	LOCKER	MULTI/8 HR
1	13,321	13,968	14,615	15,262	15,962	1	17,009	17,785
2	13,471	14,118	14,765	15,412	16,112	2	17,159	17,935
3	13,621	14,268	14,915	15,562	16,262	3	17,309	18,085
4	13,771	14,418	15,065	15,712	16,412	4	17,459	18,235
5	13,921	14,568	15,215	15,862	16,562	5	17,609	18,385
6	14,071	14,718	15,365	16,012	16,712	6	17,759	18,535
7	14,316	14,983	15,652	16,620	17,462	7	18,433	19,367
8	14,483	15,305	16,348	17,390	18,432	8	19,287	20,443
9	15,247	16,290	17,333	18,375	19,417	9	20,380	21,535
10	16,242	17,285	18,328	19,370	20,412	10	21,483	22,639
11	16,943	17,986	19,088	20,227	21,369	11	22,434	23,700
12	18,846	19,970	21,120	22,290	23,462	12	24,721	26,021
13	21,452	22,656	23,854	25,055	26,258	13	27,788	29,122

Schedule F CDA Certified Pre-K Assistants' Flow Chart



**Schedule F: Classroom Assistants
CDA Certified**

**Classroom Assistants CDA Certified 2006 - 2007
Neighborhood Schools Pre-K Center for Infant
Development**

Step	N/Pre-K	Step	CID
1	28,133	1	32,936
2	28,560	2	33,436
3	28,987	3	33,936
4	29,414	4	34,436
5	29,841	5	34,936

**Classroom Assistants CDA Certified 2007 - 2008
Neighborhood Schools Pre-K Center for Infant
Development**

Step	N/Pre-K	Step	CID
1	29,158	1	34,136
2	29,585	2	34,636
3	30,012	3	35,136
4	30,439	4	35,636
5	30,866	5	36,136

**Classroom Assistants CDA Certified 2008 - 2009
Neighborhood Schools Pre-K Center for Infant
Development**

Step	N/Pre-K	Step	CID
1	30,534	1	35,747
2	30,961	2	36,247
3	31,388	3	36,747
4	31,815	4	37,247
5	32,242	5	37,747

Classroom Assistants CDA Certified 2006 - 2007

Extended Day Pre-K		Extended Day/Year Pre-K	
Step	X - D/Pre-K	Step	X - DY/Pre-K
1	33,965	1	36,594
2	34,481	2	37,149
3	34,997	3	37,705
4	35,512	4	38,260
5	36,028	5	38,816

Classroom Assistants CDA Certified 2007 - 2008

Extended Day Pre-K		Extended Day/Year Pre-K	
Step	X - D/Pre-K	Step	X - DY/Pre-K
1	35,203	1	37,927
2	35,718	2	38,483
3	36,234	3	39,038
4	36,750	4	39,594
5	37,265	5	40,149

Classroom Assistants CDA Certified 2008 - 2009

Extended Day Pre-K		Extended Day/Year Pre-K	
Step	X - D/Pre-K	Step	X - DY/Pre-K
1	36,864	1	39,717
2	37,380	2	40,272
3	37,895	3	40,828
4	38,411	4	41,383
5	38,927	5	41,939

Schedule F: Classroom Assistants ESEA/NCLB

ESEA/NCLB

Classroom Assistants 2006 - 2007					Extended Day/Year 2006 - 2007			
Step	6 HRS	6.5 HRS	7 HRS	LOCKER	MULTI/8 HR	Step	LOCKER	MULTI/8 HR
4	22,500	24,375	26,250	27,000	30,000	4	29,945	33,273
5	22,962	24,876	26,789	27,554	30,616	5	30,560	33,956
6	23,397	25,347	27,297	28,076	31,196	6	31,139	34,599
7	23,832	25,818	27,804	28,598	31,776	7	31,718	35,242
8	24,267	26,289	28,312	29,120	32,356	8	32,297	35,886
9	24,702	26,761	28,819	29,642	32,936	9	32,876	36,529
10	25,077	27,167	29,257	30,092	33,436	10	33,375	37,084
11	25,452	27,573	29,694	30,542	33,936	11	33,874	37,638
12	25,827	27,979	30,132	30,992	34,436	12	34,373	38,193
13	26,312	28,386	30,569	31,442	34,936	13	34,872	38,747

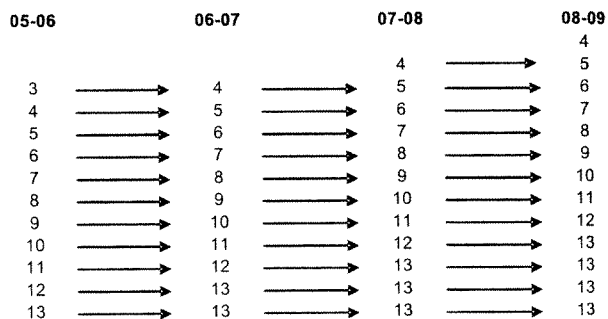
ESEA/NCLB

Classroom Assistants 2007 - 2008					Extended Day/Year 2007 - 2008			
Step	6 HRS	6.5 HRS	7 HRS	LOCKER	MULTI/8 HR	Step	LOCKER	MULTI/8 HR
4	23,475	25,431	27,388	28,170	31,300	4	31,243	34,715
5	23,937	25,932	27,927	28,724	31,916	5	31,858	35,398
6	24,372	26,403	28,434	29,246	32,496	6	32,437	36,041
7	24,807	26,874	28,942	29,768	33,076	7	33,016	36,684
8	25,242	27,346	29,449	30,290	33,656	8	33,595	37,328
9	25,677	27,817	29,957	30,812	34,236	9	34,174	37,971
10	26,052	28,223	30,394	31,262	34,736	10	34,673	38,525
11	26,427	28,629	30,832	31,712	35,236	11	35,172	39,080
12	26,802	29,036	31,269	32,162	35,736	12	35,671	39,634
13	27,312	29,386	31,619	32,522	36,136	13	36,070	40,078

ESEA/NCLB

Classroom Assistants 2008 - 2009					Extended Day/Year 2008 - 2009			
Step	6 HRS	6.5 HRS	7 HRS	LOCKER	MULTI/8 HR	Step	LOCKER	MULTI/8 HR
4	24,663	26,740	28,797	29,820	32,911	4	32,851	36,501
5	25,145	27,241	29,336	30,174	33,527	5	33,466	37,184
6	25,580	27,712	29,844	30,596	34,107	6	34,045	37,828
7	26,015	28,193	30,351	31,218	34,687	7	34,624	38,471
8	26,450	28,654	30,859	31,740	35,267	8	35,203	39,114
9	26,885	29,126	31,366	32,262	35,847	9	35,782	39,758
10	27,260	29,532	31,804	32,712	36,347	10	36,281	40,312
11	27,635	29,938	32,241	33,162	36,847	11	36,780	40,867
12	28,010	30,344	32,679	33,612	37,347	12	37,279	41,421
13	28,310	30,669	33,029	33,972	37,747	13	37,678	41,865

Schedule F ESEA/NCLB Classroom Assistants Flow Chart



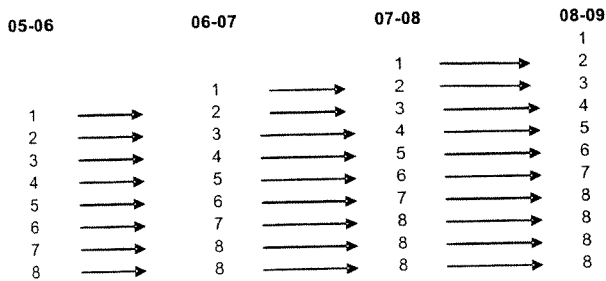
Schedule G: Parent Liaisons and Non-Certified Attendance Officers

Parent Liaisons & Non-Certified Attendance Officers

2006-2007		Extended	Extended
Step	10 Months	Day	Day/Year
1	33,570	35,721	39,078
2	34,101	36,286	39,696
3	34,632	36,851	40,314
4	35,163	37,416	40,933
5	35,694	37,981	41,551
6	36,225	38,546	42,169
7	36,756	39,111	42,787
8	37,287	39,676	43,405

Schedule G

Parent Liaisons & Non-Certified Attendance Officers Flow Chart



Parent Liaisons & Non-Certified Attendance Officers

2007-2008		Extended	Extended
Step	10 Months	Day	Day/Year
1	35,105	37,355	40,865
2	35,636	37,920	41,483
3	36,167	38,485	42,101
4	36,698	39,050	42,719
5	37,229	39,615	43,338
6	37,760	40,180	43,956
7	38,291	40,745	44,574
8	38,822	41,310	45,192

Parent Liaisons & Non-Certified Attendance Officers

2008-2009		Extended	Extended
Step	10 Months	Day	Day/Year
1	36,695	39,046	42,716
2	37,226	39,611	43,334
3	37,757	40,177	43,952
4	38,288	40,742	44,570
5	38,819	41,307	45,188
6	39,350	41,872	45,807
7	39,881	42,437	46,425
8	40,412	43,002	47,043

Schedule H: Computer Data Entry

2006-2007 Step	CDE Guide
1	41,630
2	42,130
3	42,630
4	43,130
5	43,630

2007-2008 Step	CDE Guide
1	43,325
2	43,825
3	44,325
4	44,825
5	45,325

2008-2009 Step	CDE Guide
1	45,098
2	45,598
3	46,098
4	46,598
5	47,098

Schedule I: Miscellaneous

Miscellaneous Title	2006-07	2007-08	2008-09
Job Developer	49,525	51,753	54,311
Senior Computer Operator	57,642	60,235	63,211
Computer Operator	52,037	54,379	57,071
Junior Computer Operator	33,697	35,213	36,957
Computer Technician Five (5) or more years of district experience	43,238	45,184	47,421
Computer Technician Fewer than five (5) years of district experience	35,838	37,450	39,304
Guidance Associates	35,838	37,450	39,304
SNAP Technician	39,793	41,583	43,642
Telecommunications Technician	49,135	51,346	53,888
Parent Liaison/Attendance Officer Hired before 1/1/99	39,671	41,456	43,508
Parent Liaison/Attendance Officer Hired before 1/1/99 (Extended Day/Year)	46,181	48,259	50,648

Schedule J: Special Activities

Elizabeth Special Activities Salary Guide

Elizabeth High School	2006-07	2007-08	2008-09
School Newspaper/Focus Advisor	\$1,540	\$1,601	\$1,664
Public Speaking/Debate Advisor	\$6,911	\$7,184	\$7,468
Assistant Public Speaking/Debate Advisor	\$3,455	\$3,592	\$3,733
Yearbook Advisor	\$2,506	\$2,605	\$2,708
Play Production Advisor	\$3,663	\$3,808	\$3,958
Senior Class Advisor	\$1,731	\$1,799	\$1,870
Junior Class Advisor	\$1,731	\$1,799	\$1,870
Sophomore Class Advisor	\$1,731	\$1,799	\$1,870
Freshman Class Advisor	\$1,731	\$1,799	\$1,870
Student Government Advisor	\$1,731	\$1,799	\$1,870
Teaching Assistant	\$3,854	\$4,006	\$4,164
Chief VICA Advisor	\$4,319	\$4,489	\$4,667
VICA	\$3,455	\$3,592	\$3,733
Literary Magazine	\$4,784	\$4,973	\$5,169
Band Director	\$6,086	\$6,326	\$6,576
Band Ass't Director	\$4,495	\$4,673	\$4,857
Color Guard Advisor	\$5,595	\$5,816	\$6,046
Choral Arts Director	\$3,772	\$3,921	\$4,076
Modern Dance Coach(Girls)	\$4,011	\$4,170	\$4,334
Faculty Manager	\$5,470	\$5,686	\$5,911

Recognized Clubs

20 hours per year at hourly rate for teachers (rules and regulations for application of salary guide for instructional personnel, Part II specific considerations, C.)

Little Schools

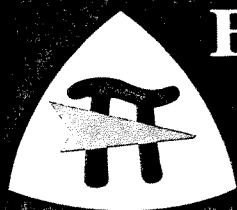
10 hours per year at hourly rate for teachers (rules and regulations for application of salary guide for instructional personnel, Part II specific considerations, C.)

Schedule K: Athletic Coaches

Elizabeth Athletic Coaches Salary Guide

Elizabeth High School	2006-07	2007-08	2008-09
Teacher-in-Charge of Athletics	\$10,426	\$10,838	\$11,266
Asst. Teacher-in-Charge of Athletics	\$6,460	\$6,715	\$6,980
FOOTBALL			
Head Coach	\$10,328	\$10,736	\$11,160
Asst. Varsity	\$5,500	\$5,718	\$5,943
Sophomore Coach	\$5,500	\$5,718	\$5,943
Asst. Junior Varsity	\$4,845	\$5,037	\$5,236
Asst. Sophomore	\$4,845	\$5,037	\$5,236
Freshman	\$4,845	\$5,037	\$5,236
7th & 8th Grade	\$4,845	\$5,037	\$5,236
BASKETBALL (Boys & Girls)			
Head Coach	\$7,424	\$7,718	\$8,023
Asst. Coach	\$4,758	\$4,946	\$5,141
Asst. Junior Varsity	\$4,260	\$4,428	\$4,603
Freshman	\$3,896	\$4,049	\$4,209
7th & 8th Grade	\$3,663	\$3,808	\$3,958
WRESTLING			
Head Coach	\$7,424	\$7,718	\$8,023
Asst. Head Coach	\$4,961	\$5,157	\$5,360
Asst. Junior Varsity	\$4,260	\$4,428	\$4,603
Freshman	\$3,896	\$4,049	\$4,209
7th & 8th Grade	\$3,663	\$3,808	\$3,958
SOCCER (Boys & Girls)			
Head Coach	\$6,170	\$6,414	\$6,667
Asst. Varsity	\$4,155	\$4,319	\$4,490
Junior Varsity	\$4,155	\$4,319	\$4,490
Asst. Junior Varsity	\$4,155	\$4,319	\$4,490
Freshman	\$3,826	\$3,977	\$4,134
7th & 8th Grade	\$3,373	\$3,506	\$3,645
BASEBALL & SOFTBALL (Boys & Girls)			
Head Coach	\$6,170	\$6,414	\$6,667
Asst. Coach	\$4,155	\$4,319	\$4,490
Junior Varsity	\$4,155	\$4,319	\$4,490
Asst. Junior Varsity	\$4,155	\$4,319	\$4,490
Freshman	\$3,826	\$3,977	\$4,134
7th & 8th Grade	\$3,373	\$3,506	\$3,645
TRACK (Boys & Girls)			
Head Coach	\$6,170	\$6,414	\$6,667
Asst. Coach	\$4,155	\$4,319	\$4,490
Freshman	\$3,826	\$3,977	\$4,134
7th & 8th Grade	\$3,373	\$3,506	\$3,645
SWIMMING (Boys & Girls)			
Head Coach	\$6,170	\$6,414	\$6,667
Head Diving Coach	\$6,170	\$6,414	\$6,667
Asst. Coach	\$4,155	\$4,319	\$4,490
Asst. Middle School	\$3,373	\$3,506	\$3,645
GYMNASTICS (Girls)			
Head Coach	\$5,136	\$5,339	\$5,551
Asst. Coach	\$3,936	\$4,091	\$4,251
VOLLEYBALL (Girls)			
Head Coach	\$5,136	\$5,339	\$5,551
Asst. Coach	\$3,936	\$4,091	\$4,251

	2006-07	2007-08	2008-09
CROSS COUNTRY (Boys & Girls)			
Head Coach	\$4,854	\$5,046	\$5,238
Asst. Coach	\$3,885	\$4,038	\$4,191
7th & 8th Grades	\$3,373	\$3,506	\$3,639
INDOOR TRACK (Boys & Girls)			
Head Coach	\$4,854	\$5,046	\$5,238
Asst. Coach	\$3,885	\$4,038	\$4,191
GOLF			
Head Coach	\$4,202	\$4,368	\$4,534
TENNIS (Boys & Girls)(Spring & Fall)			
Head Coach	\$4,202	\$4,368	\$4,534
Asst. Coach	\$3,373	\$3,506	\$3,639
BOWLING (Boys & Girls)			
Head Coach	\$3,373	\$3,506	\$3,639
CHEERLEADER (Per Season- Fall & Winter)			
Advisor	\$3,373	\$3,506	\$3,639
Advisor Middle School	\$1,560	\$1,622	\$1,684



**Elizabeth
Education
Association**

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