

Contract no. 1383

T

AGREEMENT  
BETWEEN  
WILLINGBORO TOWNSHIP BOARD OF EDUCATION  
AND  
WILLINGBORO EDUCATIONAL ADMINISTRATORS' ASSOCIATION  
FOR  
JULY 1, 1987  
TO  
JUNE 30, 1991

Prepared by:

JAMES P. GRANELLO, ESQ.  
530 Prospect Avenue  
Little Silver, NJ 07739  
(201) 842-4114

## TABLE OF CONTENTS

<u>Article</u>		<u>Page</u>
	PREAMBLE	1
I	STATEMENT OF ASSOCIATION-BOARD OF EDUCATION RELATIONSHIP	2
II	UNIT MEMBERS' RIGHTS	5
III	ASSOCIATION RIGHTS AND PRIVILEGES	7
IV	WORKING HOURS	8
V	VACATION	9
VI	PROMOTIONS	11
VII	TRANSFER POLICY	13
VIII	LEAVE AND ABSENCE	14
IX	PERSONNEL FILES	17
X	GRIEVANCE PROCEDURE	19
XI	SALARIES	23
XII	HEALTH INSURANCE	25
XIII	SCHOOL CALENDAR	28
XIV	ADMINISTRATORS' STUDY COMMITTEE	29
XV	MISCELLANEOUS PROVISIONS	30
XVI	MODIFICATION OF AGREEMENT AND NEGOTIATION OF SUCCESSOR AGREEMENT	31
XVII	MANAGEMENT RIGHTS	32
XVIII	DURATION	33

PREAMBLE

In order to comply with and effectuate the provisions of existing law in the State of New Jersey, THIS AGREEMENT IS MADE AND EXECUTED on \_\_\_\_\_, 1989 by and between WILLINGBORO TOWNSHIP BOARD OF EDUCATION, hereinafter referred to as the "Board," and the WILLINGBORO EDUCATIONAL ADMINISTRATORS' ASSOCIATION, hereinafter referred to as the "Association."

ARTICLE I  
STATEMENT OF ASSOCIATION-BOARD  
OF EDUCATION RELATIONSHIP

A. Recognizing that providing a high quality education for children of Willingboro is the paramount aim of this school district, and that good morale in the district is necessary for the best education of the children.

We do hereby declare that:

1. The Board, under law, has the final responsibility of establishing policies for the district.

2. The Superintendent and the Superintendent's staff have the responsibility of carrying out the policies established.

B. PRINCIPLES:

1. Objectives:

a. Attainment of the objectives of the educational program conducted in the schools of the district requires mutual understanding and cooperation among the Board, the Superintendent, the professional personnel, the other personnel, the student body, and the citizens of the community. To this end, free and open exchange of views is desirable, proper and necessary.

b. This Agreement is negotiated in order to establish for its term the salaries and other conditions of employment of all members of the unit, those being all principals, vice-principals, assistant principals, supervisors pupil

personnel services, supervisor language art/basic skills, and director vocational education.

c. The Board and the Association recognize the importance of orderly, just and expeditious resolution of disputes which may arise as to proper interpretation or implementation of this Agreement and accordingly therein agree upon a grievance procedure for the effective processing of such disputes.

2. Implementation:

a. The Board and the Association, the parties to this Agreement, accept the provisions of this Agreement as commitments which they will cooperatively and in good faith, honor, support and seek to fulfill.

b. Subject to the provisions of Section 19 of Article 1 of the New Jersey Constitution and pursuant to the provisions of existing law in the State of New Jersey, as the same may be amended or supplemented, the Board agrees not to negotiate with any other organization or individual during the duration of this Agreement with respect to the personnel whom the Board has designated as being represented by the Association; however, the Board will be free to communicate with unit members or their representative, individually or collectively, for whatever purpose the Board may deem to be necessary and desirable, subject to the existing laws of the State of New Jersey.

c. Despite reference herein to the Board or Association as such, each reserves the right to act hereunder by committee, individual member or designated representative,

professional or law, whether or not a member. Each party will provide to the other, upon request, satisfactory evidence (such as official minutes or certificates of resolutions) of authority so to act.

d. The provisions of this Agreement will constitute a binding obligation of the parties for the duration hereof unless changed by mutual consent in writing. Any previously adopted policy, rule or regulation of the parties which is in conflict with a provision of this Agreement shall be superseded and replaced by this Agreement. Nothing in this Agreement which changes pre-existing policy, rules or regulations of the parties will operate retroactively unless expressly so stated.

ARTICLE II  
UNIT MEMBERS' RIGHTS

A. Nothing contained herein shall be construed to deny or restrict to any unit members such rights as they may have under New Jersey School Laws or other applicable laws and regulations. The rights granted to unit members hereunder shall be deemed to be in addition to those provided elsewhere.

B. No unit member shall be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without just cause. Any such action asserted by the Board, or any agent or representative thereof, shall be subject to the grievance procedure herein set forth with the exception of disciplinary matters where there exists alternate statutory appeal procedures.

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

D. This Agreement contains the full and complete agreement between the parties. Any practice or procedure predating this Agreement, unless expressly included herein, is superseded and replaced hereby. The control of all terms and conditions

of employment not expressly set forth herein are expressly vested in the Board of Education for the duration hereof and the Board may establish, eliminate or modify such matters, from time to time, as it determines appropriate subject to the statutory conditions set forth under N.J.S.A. 34:13A-5.3 which requires proposed new rules or modifications of existing rules governing working conditions to be negotiated with the majority representative before they are established.

E. The filing of a communication of a derogatory nature concerning the performance of a member shall take place only after the member has had the opportunity to become fully acquainted with the contents of the communication. The member shall have the opportunity to respond in writing and/or to rebut such material, and such response shall be placed in his/her personnel file. Each member of the Association has the reserve right to inspect his/her personnel file upon request to the Superintendent of Schools.



## ARTICLE III

### ASSOCIATION RIGHTS AND PRIVILEGES

A. The Board will make available to the Association in response to reasonable requests from time to time available public information concerning the financial resources of the district, including annual financial reports and audits, published directory of personnel, agendas and minutes of all public meetings of the Board, census data, names and addresses of all teachers, and all other public information which may be necessary for evaluation of grievances or complaints and for intelligent negotiation.

B. Whenever any representative of the Association or any Administrator is mutually scheduled by the parties to participate during working hours in negotiations, grievance proceedings, conferences or meetings, said person shall suffer no loss in pay.

C. The Association and its representatives shall have the right to use the school buildings at reasonable hours:

1. for meetings;
2. for conferences with individual teachers about grievances or about potential grievances.

Such meetings and conferences shall be held with the prior approval of the Personnel Manager, which approval shall not be unreasonably withheld.

ARTICLE IV  
WORKING HOURS

A. The Board and the Association recognize and agree that the unit members' responsibility to their profession generally entails the performance of duties and the expenditure of time beyond the normal working day, but that the unit members are entitled to regular time and work schedules on which they can rely in the ordinary course and which will be fairly and evenly maintained to the extent possible throughout the school system, except in emergencies and instances of staffing exigencies, and without prejudice to voluntary professional service above and beyond contract requirements.

B. The length of the regular work day shall not exceed eight (8) hours.

C. Regular duty hours, once fixed, shall not be changed without notice to and discussion with the Association.

D. Where there are exceptional demands upon a particular individual for time over and beyond the regular work day as hereinbefore set forth, the Superintendent or the Superintendent's designee may work out with the individual concerned an arrangement for compensatory time off or adequate compensation which is subject to final approval by the Board of Education.

E. It is understood that all unit members are entitled to a duty free lunch period.

## ARTICLE V

### VACATION

A. All unit members who work twelve months shall be entitled to twenty-three (23) working days vacation to be taken between the Monday following the close of school and one week prior to Labor Day of the following contract year. Vacation time is earned during the fiscal year immediately preceding that in which it is taken. Any person who had been employed during that entire preceding fiscal year in a twelve month position, will be entitled to the twenty-three working days vacation. Any person, in a twelve month position, who had been employed during only a portion of said preceding fiscal year shall be entitled to vacation time of one and one-half (1-1/2) days for each month of employment. With respect to persons in the latter category whose employment begins after the first day of a calendar month or terminated prior to the last day of a calendar month, they shall be credited for a full month's employment (for purposes of this Article) if they have been employed for fifteen (15) working days during said month. Ten month positions receive no vacation leave.

B. A unit member may accrue up to sixty (60) days of vacation leave without losing credit for the same. Provided, that any unit member who has accumulated in excess of sixty (60) days of vacation prior to the reaching of this agreement shall be entitled to accumulate up to seventy-five (75) days of vacation leave without losing credit for the same. However, any such accrued vacation leave when exercised will be subject

to all restrictions contained in this Agreement with respect to the exercise of vacation leaves.

C. Vacation may be granted during a time other than that specified in Paragraph A of this Article only by mutual agreement of the Superintendent and the individual requesting same.

D. In the event a unit member is separated from service prior to June 30th of a given year for any reason, that member or, if deceased, their personal representative, shall be entitled to receive the cash payment for the monetary value of current vacation standing to their credit at the rate of salary prevailing at the time of their separation but such vacation credit shall be computed at the rate of 1.916 days per month of employment. A person in this category shall be considered as having worked a full month for the purposes of computing vacation credit if they had been employed for 15 working days during said calendar month.

ARTICLE VI

PROMOTIONS

A. All vacancies in promotional positions and all newly created promotional positions shall be filled according to the following procedure.

1. Such vacancies shall be adequately publicized, including a notice in every school (by posting, through the Superintendent's bulletin or otherwise) as far in advance of the date of filling such vacancy as possible.

2. Such notice of vacancy shall clearly set forth the qualifications for the position. Standards of qualifications will be consistent with the position and may change from time to time providing notice of change shall be given at least fifteen (15) days prior to the publication of said position.

3. Unit members who desire to apply for such vacancies shall file their applications in writing with the Office of the Superintendent within the time limit specified in the notice.

B. Promotional positions are defined as follows: Positions paying a salary differential and/or positions on the administrator supervisory level, including but not limited to positions such as assistant superintendent, principal, vice-principal and assistant principal.

C. All appointments to the aforesaid vacancies shall be made without regard to age, race, creed, color, religion, nationality, sex or marital status.

D. Vacancies which arise during July and August shall be posted in the Board office.

E. Interim appointments to vacancies (not exceeding three months) may be made at the discretion of the Board. It is understood that such appointments are temporary in nature, and will be void upon final selection of personnel.

Any employee performing such temporary duties shall be compensated for the period of time for which he/she was officially designated by the Board of Education. Compensation for the performance of additional duties shall be subject to negotiations between the Association and the Board. The extra compensation will be paid in the form of a stipend. The Board of Education will pay this stipend for duties performed within the regular work day as applicable to the position.

Such temporary appointments must be confirmed in writing by the Board of Education.

F. Announcements of appointments shall be made by posting a list in the office of the central administration and in each school building and a list shall be forwarded to the Association.

ARTICLE VII  
TRANSFER POLICY

A. REQUEST

1. All requests for change of assignment must be submitted prior to May 1. Any request received after that date may be given consideration by the Superintendent if, in the Superintendent's discretion, it is felt that the same would be in the best interest of school district. All requests shall be in writing and shall be filed with the Superintendent.

2. Upon request of the unit member, the Superintendent or the Superintendent's designee will confer with the member to discuss reasons for denial of a transfer request within 10 days after decision.

3. A list of the known vacancies that will exist the following year should be posted in all schools so that the unit members may apply for open positions. This list should be kept up to date with new openings added as they occur. During the summer this list will be kept posted in the Board office. A copy of such notice will be made available to the Association upon request.

B. Notice of all transfers will be given to the unit members as soon as practicable, and under normal circumstances before the end of the year. Whenever a reduction in staff requires the transfer of unit members, any impact upon terms and conditions of employment shall be negotiated with the majority representative.

**ARTICLE VIII**  
**LEAVE AND ABSENCE**

A. All unit members holding ten month contracts are entitled to thirteen days sick leave in each contract year and all unit members holding twelve month contracts are entitled to fifteen days sick leave in each contract year. In the event that a unit member is absent due to a continuing, extended illness for a period of time exceeding their accumulated sick leave, the Board of Education, on a case-by-case basis, may provide extended sick leave benefits in accordance with N.J.S.A. 18A:30-6. A continuing extended illness as referred to above shall be defined as illness which necessitates employee absence for a consecutive period of ten or more working days.

B. All unit members shall be permitted to utilize a combined total of three days for personal business or religious holiday leave during the contract year. Notice of the intended exercise of such leave must be forwarded in writing to the office of the Superintendent at least one calendar week in advance of the day on which leave is to be taken. It is, however, recognized that leave for personal business will not require such advance notice when an emergency arises which does not feasibly permit such notice to be given. In such instances the unit member shall give as much advance notice as is reasonably possible under the circumstances.

C. All unit members will be permitted to exercise up to five days leave for death in the immediate family, and the



"immediate family" shall be construed to encompass one's mother, father, wife, husband, children, brother, sister, mother-in-law, father-in-law, and any relative domiciled in the unit member's household at the time of death.

D. All unit members may be absent from their positions for five consecutive school days for their marriage and honeymoon, but those days shall be regarded as personal business days under Paragraph B of this Article, or vacation leave, if applicable, under Article V of this Agreement. If such days are not available, this leave shall be without pay.

E. All unit members shall be entitled to all holidays, recesses and emergency closing days as provided for the teaching staff and all holidays declared by the State of New Jersey while school is not in session. The work year for ten (10) month positions will be September 1 to June 30. The work year for twelve (12) month positions will be July 1 to June 30.

F. The Board may recognize the need for unit members to attend and participate in conferences of local, state and/or national organizations relating to their respective assignments without suffering any loss of pay. Application for permission to attend such conference shall be made in writing to the Superintendent of Schools at least one calendar week in advance of the event, and attendance shall be conditioned upon the prior approval of the Superintendent and the Board of Education. If such an application is approved by the Superintendent and the Board of Education, the attendance of the unit member shall be without loss of pay and with reimbursement for such reasonable expenses as may be incurred incident to said attend-

ance as, for example, but without limitation, registration fees, travel expenses, lodging and food allowance. Written verification of attendance and of expenses actually incurred must be submitted in order for reimbursement payments to be made.

G. Leave of absence may be granted, subject to the following conditions.

1. No more than 10% of the administrative unit will be on leave at one time.

2. The member requesting leave has completed at least four (4) full school years of service in the Willingboro School District.

3. Leave may be granted for travel, further studies, writing and/or research in pursuance of professional growth.

4. Seniority shall be the determining factor for awarding leaves of absence.

H. All unit employees on leave of absence intending to return to active employment shall notify the Superintendent or the designated Administrator, in writing, of said intention no later than April 15 of the prior school year. Said notification shall specify the return date requested. Failure to comply with this paragraph shall constitute a waiver of all rights of return.

I. Retirement Pay Plan

Employees who retire from the district as retirement is defined by TPAF shall be entitled to be paid \$30.00 per day for all accumulated, in-district sick days earned at the time of retirement.

ARTICLE IX  
PERSONNEL FILES

A. Official files shall be maintained in accordance with the following procedures:

1. The Superintendent shall place in the file information of a positive nature received from and signed by responsible sources indicating special competencies, achievements, performance or contributions of an academic, professional or civil nature. All other material received from and signed by responsible sources concerning a unit member's conduct, service or character will likewise be placed in the file.

2. The unit members shall be given the opportunity to review the contents of their individual file once during the year by request of said member to the Superintendent of Schools.

Pre-employment records are to be kept in a separate folder and exempt from review by unit member.

3. If at any time any material is included in a unit member's personnel file pursuant to Paragraph A.1 of this Article, the unit member shall be notified thereof and given an opportunity to review the material. The unit member has the right to reply to said material by formal letter addressed to the Superintendent. The Superintendent shall place the unit member's reply letter in the file as well as any additional response which the Superintendent desires to make. A copy of the Superintendent's response, if any, will be forwarded to the unit member involved.

4. Because these materials are of a highly confidential nature, no unit member will be permitted to reproduce or circulate any material in his file.

ARTICLE X  
GRIEVANCE PROCEDURE

A. General Provisions

1. The term "grievance" means an allegation that there has been:

- A violation;
- an erroneous application; or
- an erroneous interpretation

of this contract or of any administrative decision or Board policy affecting employees.

2. The term "grievant" means the complainant.

3. A grievance may be initiated:

- a. By an aggrieved employee; or
- b. By a group of aggrieved employees or by the

Association as the representative of a group of employees whose respective complaints all present essentially the same question.

4. The failure to answer a grievance within the applicable limit of time shall entitle the grievant to proceed in accordance with these rules, to the next level.

5. The failure to appeal any decision upon the grievance, in accordance with these rules, to the next level, shall constitute acceptance of the answer not appealed.

6. The written statement required by Section B.5 shall contain:

- a. The identity of the grievant or grievants;
- b. A general description of the grievance;

- c. The nature of the relief sought;
- d. The signature of the grievant or grievants except where the foregoing Article A.3.b is applicable;
- e. The date of initial presentation at the first level;
- f. The name and title of the individual to whom, at the first level, the presentation was made.

B. Levels and Limits

- 1. There shall be three levels:
  - a. The level of the principal or immediate superior involved;
  - b. The level of the Superintendent;
  - c. Arbitration, final and binding, conducted under the rules of the American Arbitration Association.
- 2. If the grievant is employed in television, or in special services, or in any other function which, though included within the unit, does not involve teacher-pupil contact, the first level shall be his or her immediate supervisor.
- 3. Every other grievance shall be initiated at the level of the principal of the grievant or grievants.
- 4. The first level in any situation is recognized as the point where, ideally, a resolution consistent with the contract should be reached. Toward that end, the procedure there followed shall be informal and the individual grievant may elect to make his or her own presentation. The conference shall not be conducted, however, unless an appropriate representative of the Association has been accorded an adequate opportunity to be present.

5. If no mutually satisfactory decision is received within five calendar days after the completion of the presentation made at the level of the principal or immediate supervisor, then within seven calendar days thereafter a written statement of the grievance shall be delivered either manually or by ordinary mail to the office of the Superintendent who shall have seven additional calendar days, measured from the date of such delivery, to provide a response. In that interim, the appropriate representative or representatives of the Association shall confer with the Superintendent or with the Superintendent's designee in an effort to effect a voluntary settlement.

6. If the complaint is presented by the Association, as the representative of a group of grievants who are employed in different schools, then the initial presentation shall be made at the level of the Superintendent, rather than at the level of either principal involved.

7. In any event, if, within seven calendar days after the date of resort to the level of Superintendent no mutually satisfactory decision is received, then the grievance, at the election of either party hereto signatory, may be submitted to final and binding arbitration conducted under the applicable rules of the American Arbitration Association.

#### C. Limitation

1. Unless the initial submission is made no later than ninety (90) days after the action or event challenged, the grievance shall be untimely and the administration shall have no obligation to entertain the complaint.

2. Any person who desires to have an unresolved grievance submitted to arbitration pursuant to the provisions of Paragraph B.7 hereof must, in order to do so, file with the American Arbitration Association and serve upon the Board, through the office of the Assistant Superintendent for Personnel, a written demand for arbitration within thirty (30) working days after the date on which the Superintendent either:

a. made the determination with respect to the matter; or

b. was due to have made the determination with respect to the matter in the event that the Superintendent had failed to do so.



SCHEDULE G

DENTAL  
SCHEDULE OF BENEFITS

Employee Benefits

All Employees

(except employee who works less than 20 hours per week)

(Employees who are members of the EANS - employee only)

Employee and Family Members

Basic Benefits

Diagnostic - Examinations/x-rays

Preventive-Procedures to assist in preventing oral disease

Oral surgery - extractions and other oral surgery pre and post operative care.

Restorative treatment of carious lesions using amalgam, composite, porcelain or plastic restorations.

Endodontics - pulpal therapy and root canal filling.

Periodontics - treatment of tissues supporting the teeth.

Emergency Care - necessary palliative treatment for minor dental pain.

PAYMENT

NJDSP will pay 100% of NJDSP participating dentist's usual, customary and reasonable fee charged for Diagnostic and Preventive Services (50% for Dependents).

NJDSP will pay 50% of NJDSP participating dentist's usual, customary and reasonable fee charged for Remaining Basic Services, whichever is less. (50% for dependents)

Maximum Amount

Payable for dental services in any calendar year is \$1,000.00 per patient.

WILLINGBORO EDUCATIONAL ADMINISTRATORS ASSOCIATION SALARY GUIDES 1987-1991  
 Guide structure prepared in response to Exhibit "F" of report presented to  
 Board Negotiating Team by Mr. Carl Kurtzman, Facilitator  
 Guide features: Three percent increment  
 Ref: ad2-23-89  
 Senior High School Principal Master's

Step #	1987-88	Step #	1988-89	% Inc.	Step #	1989-90	% Inc.	Step #	1990-91	% Inc.	Step #	1990-91	% Inc.
1	34383	1	35684		1	37036		1	38438		1	38438	
2	35414	2	36755	0.069	2	38147	0.069	2	39591	0.069	2	39591	0.069
3	36477	3	37858	0.069	3	39291	0.069	3	40779	0.069	3	40779	0.069
4	37571	4	38993	0.069	4	40470	0.069	4	42002	0.069	4	42002	0.069
5	38698	5	40163	0.069	5	41684	0.069	5	43262	0.069	5	43262	0.069
6	39859	6	41368	0.069	6	42934	0.069	6	44560	0.069	6	44560	0.069
7	41055	7	42609	0.069	7	44222	0.069	7	45897	0.069	7	45897	0.069
8	42286	8	43887	0.069	8	45549	0.069	8	47274	0.069	8	47274	0.069
9	43555	9	45204	0.069	9	46916	0.069	9	48692	0.069	9	48692	0.069
10	44862	10	46560	0.069	10	48323	0.069	10	50153	0.069	10	50153	0.069
11	46207	11	47957	0.069	11	49773	0.069	11	51657	0.069	11	51657	0.069
12	47594	12	49396	0.069	12	51266	0.069	12	53207	0.069	12	53207	0.069
13	49021	13	50878	0.069	13	52804	0.069	13	54803	0.069	13	54803	0.069
14	50492	14	52404	0.069	14	54388	0.069	14	56447	0.069	14	56447	0.069
15	52007	15	53976	0.069	15	56020	0.069	15	58141	0.069	15	58141	0.069
16	53567	16	55595	0.069	16	57700	0.069	16	59885	0.069	16	59885	0.069
17		17	57263	0.069	17	59431	0.069	17	61682	0.069	17	61682	0.069
18		18			18	61214	0.069	18	63532	0.069	18	63532	0.069
19		19			19			19	65438	0.069	19	65438	0.069

Senior High School Principal MA 30

Step #	1987-88	Step #	1988-89	% Inc.	Step #	1989-90	% Inc.	Step #	1990-91	% Inc.	Step #	1990-91	% Inc.
1	38474	1	39633		1	40847		1	42117		1	42117	
2	39629	2	40822	0.061	2	42072	0.062	2	43381	0.062	2	43381	0.062
3	40818	3	42047	0.061	3	43335	0.062	3	44682	0.062	3	44682	0.062
4	42042	4	43309	0.061	4	44635	0.062	4	46023	0.062	4	46023	0.062
5	43303	5	44608	0.061	5	45974	0.062	5	47403	0.062	5	47403	0.062
6	44602	6	45946	0.061	6	47353	0.062	6	48826	0.062	6	48826	0.062
7	45941	7	47324	0.061	7	48774	0.062	7	50290	0.062	7	50290	0.062
8	47319	8	48744	0.061	8	50237	0.062	8	51799	0.062	8	51799	0.062
9	48738	9	50206	0.061	9	51744	0.062	9	53353	0.062	9	53353	0.062
10	50200	10	51713	0.061	10	53296	0.062	10	54954	0.062	10	54954	0.062
11	51706	11	53264	0.061	11	54895	0.062	11	56602	0.062	11	56602	0.062
12	53258	12	54862	0.061	12	56542	0.062	12	58300	0.062	12	58300	0.062
13	54855	13	56508	0.061	13	58238	0.062	13	60049	0.062	13	60049	0.062
14	56501	14	58203	0.061	14	59985	0.062	14	61851	0.062	14	61851	0.062
15	58196	15	59949	0.061	15	61785	0.062	15	63706	0.062	15	63706	0.062
16	59942	16	61748	0.061	16	63638	0.062	16	65617	0.062	16	65617	0.062
17		17	63600	0.061	17	65548	0.062	17	67586	0.062	17	67586	0.062
18		18			18	67514	0.062	18	69614	0.062	18	69614	0.062
19		19			19			19	71702	0.062	19	71702	0.062

Senior High School Principal Doctorate

Step #	1987-88	Step #	1988-89	\$ Inc.	% Inc.	Step #	1989-90	\$ Inc.	% Inc.	Step #	1990-91	\$ Inc.	% Inc.
1	40272	1	41378	2348	0.058	1	42541	2439	0.059	1	43762	2534	0.060
2	41480	2	42620	2418	0.058	2	43817	2512	0.059	2	45075	2610	0.060
3	42724	3	43898	2491	0.058	3	45132	2508	0.059	3	46427	2688	0.060
4	44006	4	45215	2566	0.058	4	46486	2665	0.059	4	47820	2769	0.060
5	45326	5	46572	2643	0.058	5	47880	2745	0.059	5	49255	2852	0.060
6	46686	6	47969	2722	0.058	6	49317	2828	0.059	6	50732	2937	0.060
7	48087	7	49408	2804	0.058	7	50796	2912	0.059	7	52254	3026	0.060
8	49529	8	50890	2888	0.058	8	52320	3090	0.059	8	53822	3116	0.060
9	51015	9	52417	2974	0.058	9	53890	3182	0.059	9	55436	3210	0.060
10	52545	10	53989	3064	0.058	10	55507	3278	0.059	10	57100	3306	0.060
11	54122	11	55609	3155	0.058	11	57172	3376	0.059	11	58813	3405	0.060
12	55745	12	57277	3250	0.058	12	58887	3478	0.059	12	60577	3507	0.060
13	57418	13	58996	3348	0.058	13	60653	3582	0.059	13	62394	3613	0.060
14	59140	14	60765	3448	0.058	14	62473	3689	0.059	14	64266	3721	0.060
15	60915	15	62588	3551	0.058	15	64347	3800	0.059	15	66194	3833	0.060
16	62742	16	64466	3658	0.058	16	66278	3914	0.059	16	68180	3948	0.060
		17	66400			17	68266			17	70225		
		18				18	70314			18	72312		
		19				19				19	74502		

Senior High Vice Princ

Master's

Step #	1987-88	Step #	1988-89	\$ Inc.	% Inc.	Step #	1989-90	\$ Inc.	% Inc.	Step #	1990-91	\$ Inc.	% Inc.
1	32151	1	33338	2187	0.068	1	34572	2271	0.068	1	35856	2360	0.068
2	33115	2	34338	2252	0.068	2	35609	2340	0.068	2	36931	2430	0.068
3	34109	3	35368	2320	0.068	3	36677	2410	0.068	3	38039	2503	0.068
4	35132	4	36429	2390	0.068	4	37778	2482	0.068	4	39181	2578	0.068
5	36186	5	37522	2461	0.068	5	38911	2557	0.068	5	40356	2656	0.068
6	37272	6	38647	2535	0.068	6	40078	2633	0.068	6	41567	2735	0.068
7	38390	7	39807	2611	0.068	7	41201	2712	0.068	7	42814	2817	0.068
8	39542	8	41001	2690	0.068	8	42519	2794	0.068	8	44098	2902	0.068
9	40728	9	42231	2770	0.068	9	43795	2877	0.068	9	45421	2989	0.068
10	41950	10	43498	2853	0.068	10	45108	2964	0.068	10	46784	3079	0.068
11	43208	11	44803	2939	0.068	11	46462	3053	0.068	11	48187	3171	0.068
12	44504	12	46147	3027	0.068	12	47856	3144	0.068	12	49633	3266	0.068
13	45839	13	47531	3118	0.068	13	49291	3239	0.068	13	51122	3364	0.068
14	47215	14	48957	3211	0.068	14	50770	3336	0.068	14	52655	3465	0.068
15	48631	15	50426	3308	0.068	15	52293	3436	0.068	15	54235	3569	0.068
16	50090	16	51939	3407	0.068	16	53862	3539	0.068	16	55862	3676	0.068
		17	53497			17	55478			17	57538	3786	0.068
						18	57142	3645	0.068	18	59264	3900	0.068

Senior High Vice Princ

MA 30

Step #	1987-88	Step #	1988-89	\$ Inc.	% Inc.	Step #	1989-90	\$ Inc.	% Inc.	Step #	1990-91	\$ Inc.	% Inc.
1	34524	1	35798	2348	0.068	1	37123	2439	0.068	1	38502	2534	0.068
2	35560	2	36872	2418	0.068	2	38237	2512	0.068	2	39657	2610	0.068
3	36626	3	37978	2491	0.068	3	39384	2588	0.068	3	40847	2688	0.068
4	37725	4	39117	2566	0.068	4	40566	2665	0.068	4	42072	2769	0.068
5	38857	5	40291	2643	0.068	5	41782	2745	0.068	5	43314	2852	0.068
6	40023	6	41499	2722	0.068	6	43036	2828	0.068	6	44634	2937	0.068
7	41223	7	42744	2804	0.068	7	44327	2912	0.068	7	45973	3026	0.068
8	42460	8	44027	2888	0.068	8	45657	3000	0.068	8	47353	3116	0.068
9	43734	9	45348	2974	0.068	9	47027	3090	0.068	9	48773	3210	0.068
10	45046	10	46708	3064	0.068	10	48437	3182	0.068	10	50236	3306	0.068
11	46397	11	48109	3155	0.068	11	49890	3278	0.068	11	51743	3405	0.068
12	47789	12	49553	3250	0.068	12	51387	3376	0.068	12	53296	3507	0.068
13	49223	13	51039	3348	0.068	13	52929	3478	0.068	13	54895	3613	0.068
14	50699	14	52570	3448	0.068	14	54517	3582	0.068	14	56541	3721	0.068
15	52220	15	54147	3551	0.068	15	56152	3689	0.068	15	58238	3833	0.068
16	53787	16	55772	3658	0.068	16	57837	3800	0.068	16	59985	3948	0.068
		17	57445			17	59572			17	61784	4066	0.068
						18	61359	3914	0.068	18	63638	4188	0.068
						19				19	65547		

Senior High Vice Princ

Doctorate

	Step # 1987-88	Step # 1988-89	\$ Inc.	% Inc.	Step # 1989-90	\$ Inc.	% Inc.	Step # 1990-91	\$ Inc.	% Inc.
1	36219	37751	2665	0.074	38946	2163	0.063	40392	2658	0.068
2	37306	38884	2745	0.074	40115	2434	0.063	41604	2738	0.068
3	38425	40051	2827	0.074	41318	2507	0.063	42852	2820	0.068
4	39577	41252	2912	0.074	42557	2582	0.063	44138	2904	0.068
5	40765	42490	2999	0.074	43834	2660	0.063	45462	2991	0.068
6	41988	43764	3089	0.074	45149	2739	0.063	46826	3081	0.068
7	43247	45077	3182	0.074	46504	2822	0.063	48230	3174	0.068
8	44545	46430	3278	0.074	47899	2906	0.063	49677	3269	0.068
9	45881	47822	3376	0.074	49336	2993	0.063	51160	3367	0.068
10	47258	49257	3477	0.074	50816	3083	0.063	52703	3468	0.068
11	48675	50735	3582	0.074	52340	3176	0.063	54284	3572	0.068
12	50136	52257	3689	0.074	53911	3271	0.063	55912	3679	0.068
13	51640	53825	3800	0.074	55528	3369	0.063	57590	3789	0.068
14	53189	55439	3914	0.074	57194	3470	0.063	59317	3903	0.068
15	54784	57102	4031	0.074	58909	3574	0.063	61097	4020	0.068
16	56428	58816	4152	0.074	60677	3682	0.063	62930	4141	0.068
		60580	4152	0.074	62497	3792	0.063	64818	4265	0.068
					64172			66762		
								68765	4393	0.068

Elementary Principal Master's

Step #	1987-88	Step #	1988-89	\$ Inc.	% Inc.	Step #	1989-90	\$ Inc.	% Inc.	Step #	1990-91	\$ Inc.	% Inc.
1	33391	1	34573	2220	0.066	1	35805	2306	0.067	1	37089	2396	0.067
2	34393	2	35611	2286	0.066	2	36880	2176	0.067	2	38201	2468	0.067
3	35424	3	36679	2355	0.066	3	37986	2447	0.067	3	39347	2542	0.067
4	36487	4	37779	2425	0.066	4	39126	2520	0.067	4	40528	2618	0.067
5	37582	5	38913	2498	0.066	5	40299	2596	0.067	5	41744	2697	0.067
6	38709	6	40080	2573	0.066	6	41508	2674	0.067	6	42996	2777	0.067
7	39871	7	41282	2650	0.066	7	42754	2754	0.067	7	44286	2861	0.067
8	41067	8	42521	2730	0.066	8	44036	2837	0.067	8	45614	2947	0.067
9	42299	9	43796	2812	0.066	9	45357	2922	0.067	9	46983	3035	0.067
10	43568	10	45110	2896	0.066	10	46718	3009	0.067	10	48392	3126	0.067
11	44875	11	46464	2983	0.066	11	48120	3100	0.067	11	49844	3220	0.067
12	46221	12	47858	3072	0.066	12	49563	3193	0.067	12	51339	3316	0.067
13	47607	13	49293	3165	0.066	13	51050	3288	0.067	13	52880	3416	0.067
14	49036	14	50772	3259	0.066	14	52582	3387	0.067	14	54466	3518	0.067
15	50507	15	52295	3357	0.066	15	54159	3489	0.067	15	56100	3624	0.067
16	52022	16	53864	3458	0.066	16	55784	3593	0.067	16	57783	3733	0.067
		17	55480			17	57457	3701	0.067	17	59516	3845	0.067
		18				18	59181			18	61302	3960	0.067
		19				19				19	63141		

Elementary Principal MA 30

Step #	1987-88	Step #	1988-89	\$ Inc.	% Inc.	Step #	1989-90	\$ Inc.	% Inc.	Step #	1990-91	\$ Inc.	% Inc.
1	35314	1	36565	2348	0.066	1	37868	2439	0.067	1	39225	2534	0.067
2	36373	2	37662	2418	0.066	2	39004	2512	0.067	2	40402	2610	0.067
3	37465	3	38792	2491	0.066	3	40174	2588	0.067	3	41614	2688	0.067
4	38589	4	39956	2566	0.066	4	41379	2665	0.067	4	42862	2769	0.067
5	39746	5	41154	2643	0.066	5	42621	2745	0.067	5	44148	2852	0.067
6	40939	6	42389	2722	0.066	6	43899	2828	0.067	6	45473	2937	0.067
7	42167	7	43660	2804	0.066	7	45216	2912	0.067	7	46837	3026	0.067
8	43432	8	44970	2888	0.066	8	46573	3000	0.067	8	48242	3116	0.067
9	44735	9	46319	2974	0.066	9	47970	3090	0.067	9	49689	3210	0.067
10	46077	10	47709	3064	0.066	10	49409	3182	0.067	10	51180	3306	0.067
11	47459	11	49140	3155	0.066	11	50891	3278	0.067	11	52715	3405	0.067
12	48883	12	50614	3250	0.066	12	52418	3376	0.067	12	54297	3507	0.067
13	50349	13	52133	3348	0.066	13	53991	3478	0.067	13	55926	3613	0.067
14	51860	14	53697	3448	0.066	14	55610	3582	0.067	14	57603	3721	0.067
15	53416	15	55308	3551	0.066	15	57279	3689	0.067	15	59331	3833	0.067
16	55018	16	56967	3658	0.066	16	58997	3800	0.067	16	61111	3948	0.067
		17	58676			17	60767	3914	0.067	17	62945	4066	0.067
		18				18	62590			18	64833	4188	0.067
		19				19				19	66778		

Elementary Principal

Doctorate

Step # 1987-88	Step # 1988-89	\$ Inc.	% Inc.	Step # 1989-90	\$ Inc.	% Inc.	Step # 1990-91	\$ Inc.	% Inc.
1	1	36956		1	39416		1	40728	
2	2	38065	0.064	2	40598	0.064	2	41949	0.064
3	3	39206	0.064	3	41816	0.064	3	43208	0.064
4	4	40383	0.064	4	43071	0.064	4	44504	0.064
5	5	41594	0.064	5	44363	0.064	5	45839	0.064
6	6	42842	0.064	6	45693	0.064	6	47214	0.064
7	7	44127	0.064	7	47064	0.064	7	48631	0.064
8	8	45451	0.064	8	48476	0.064	8	50090	0.064
9	9	46815	0.064	9	49931	0.064	9	51592	0.064
10	10	48219	0.064	10	51428	0.064	10	53140	0.064
11	11	49666	0.064	11	52971	0.064	11	54734	0.064
12	12	51156	0.064	12	54560	0.064	12	56377	0.064
13	13	52690	0.064	13	56197	0.064	13	58068	0.064
14	14	54271	0.064	14	57883	0.064	14	59810	0.064
15	15	55899	0.064	15	59620	0.064	15	61604	0.064
16	16	57576	0.064	16	61408	0.064	16	63452	0.064
	17			17	63250	0.064	17	65356	0.064
	18			18	65148	0.064	18	67317	0.064
	19			19			19	69336	0.064

Senior High Asst. Princ Master's

Step # 1987-88	Step # 1988-89	\$ Inc.	% Inc.	Step # 1989-90	\$ Inc.	% Inc.	Step # 1990-91	\$ Inc.	% Inc.
1	27838	29150	0.079	1	30506	0.078	1	31908	0.077
2	28673	30024	0.079	2	31421	0.078	2	32866	0.077
3	29534	30925	0.079	3	32364	0.078	3	33852	0.077
4	30420	31853	0.079	4	33335	0.078	4	34867	0.077
5	31332	32808	0.079	5	34335	0.078	5	35913	0.077
6	32272	33793	0.079	6	35365	0.078	6	36991	0.077
7	33240	34806	0.079	7	36426	0.078	7	38100	0.077
8	34237	35851	0.079	8	37519	0.078	8	39243	0.077
9	35265	36926	0.079	9	38644	0.078	9	40421	0.077
10	36323	38034	0.079	10	39804	0.078	10	41633	0.077
11	37412	39175	0.079	11	40998	0.078	11	42882	0.077
12	38535	40350	0.079	12	42228	0.078	12	44169	0.077
13	39691	41561	0.079	13	43494	0.078	13	45494	0.077
14	40881	42808	0.079	14	44799	0.078	14	46859	0.077
15	42108	44092	0.079	15	46143	0.078	15	48264	0.077
16	43371	45415	0.079	16	47528	0.078	16	49712	0.077
17		46777	0.079	17	48953	0.078	17	51204	0.077
18				18	50422	0.078	18	52740	0.077
19				19			19	54322	0.077

Senior High Asst. Princ MA 30

Step # 1987-88	Step # 1988-89	\$ Inc.	% Inc.	Step # 1989-90	\$ Inc.	% Inc.	Step # 1990-91	\$ Inc.	% Inc.
1	29895	31304	0.079	1	32760	0.078	1	34266	0.077
2	30792	32243	0.079	2	33743	0.078	2	35294	0.077
3	31716	33211	0.079	3	34756	0.078	3	36353	0.077
4	32667	34207	0.079	4	35790	0.078	4	37444	0.077
5	33647	35233	0.079	5	36872	0.078	5	38567	0.077
6	34657	36290	0.079	6	37978	0.078	6	39724	0.077
7	35697	37379	0.079	7	39110	0.078	7	40916	0.077
8	36768	38500	0.079	8	40291	0.078	8	42143	0.077
9	37871	39655	0.079	9	41500	0.078	9	43407	0.077
10	39007	40845	0.079	10	42745	0.078	10	44710	0.077
11	40177	42070	0.079	11	44027	0.078	11	46051	0.077
12	41302	43332	0.079	12	45348	0.078	12	47433	0.077
13	42624	44632	0.079	13	46709	0.078	13	48855	0.077
14	43902	45971	0.079	14	48110	0.078	14	50321	0.077
15	45219	47350	0.079	15	49553	0.078	15	51831	0.077
16	46576	48771	0.079	16	51040	0.078	16	53306	0.077
17		50234	0.079	17	52571	0.078	17	54987	0.077
18				18	54148	0.078	18	56637	0.077
19				19			19	58336	0.077



Senior High Asst Princ Doctorate

Step # 1987-88	Step # 1988-89	\$ Inc.	% Inc.	Step # 1989-90	\$ Inc.	% Inc.	Step # 1990-91	\$ Inc.	% Inc.
1	1	31604	0.078	1	33060	0.077	1	34566	0.077
2	2	32543	0.078	2	34043	0.077	2	35594	0.077
3	3	33511	0.078	3	35056	0.077	3	36653	0.077
4	4	34507	0.078	4	36090	0.077	4	37744	0.077
5	5	35533	0.078	5	37172	0.077	5	38867	0.077
6	6	36590	0.078	6	38278	0.077	6	40024	0.077
7	7	37679	0.078	7	39418	0.077	7	41216	0.077
8	8	38800	0.078	8	40591	0.077	8	42443	0.077
9	9	39955	0.078	9	41800	0.077	9	43707	0.077
10	10	41145	0.078	10	43045	0.077	10	45010	0.077
11	11	42370	0.078	11	44327	0.077	11	46351	0.077
12	12	43632	0.078	12	45648	0.077	12	47733	0.077
13	13	44932	0.078	13	47009	0.077	13	49155	0.077
14	14	46271	0.078	14	48410	0.077	14	50621	0.077
15	15	47650	0.078	15	49853	0.077	15	52131	0.077
16	16	49071	0.078	16	51340	0.077	16	53686	0.077
17	17	50534	0.078	17	52871	0.077	17	55287	0.077
18	18	52058	0.078	18	54448	0.077	18	56937	0.077
19	19	53648	0.078	19	56048	0.077	19	58616	0.077

Director, Vocational Education

Master's

Step # 1987-88	Step # 1988-89	\$ Inc.	% Inc.	Step # 1989-90	\$ Inc.	% Inc.	Step # 1990-91	\$ Inc.	% Inc.
1	1	32926	0.069	1	34172	0.069	1	35467	0.069
2	2	33913	0.069	2	35197	0.069	2	36531	0.069
3	3	34931	0.069	3	36253	0.069	3	37627	0.069
4	4	35979	0.069	4	37341	0.069	4	38756	0.069
5	5	37058	0.069	5	38461	0.069	5	39919	0.069
6	6	38170	0.069	6	39615	0.069	6	41117	0.069
7	7	39315	0.069	7	40803	0.069	7	42350	0.069
8	8	40494	0.069	8	42027	0.069	8	43621	0.069
9	9	41709	0.069	9	43288	0.069	9	44929	0.069
10	10	42961	0.069	10	44587	0.069	10	46277	0.069
11	11	44249	0.069	11	45924	0.069	11	47655	0.069
12	12	45577	0.069	12	47302	0.069	12	49095	0.069
13	13	46944	0.069	13	48721	0.069	13	50568	0.069
14	14	48352	0.069	14	50183	0.069	14	52085	0.069
15	15	49803	0.069	15	51608	0.069	15	53648	0.069
16	16	51297	0.069	16	53239	0.069	16	55257	0.069
17	17	52836	0.069	17	54836	0.069	17	56915	0.069
18	18	54406	0.069	18	56401	0.069	18	58622	0.069
19	19	56006	0.069	19	58001	0.069	19	60381	0.069

Director, Vocational Education MA 30

Step # 1987-88	Step # 1988-89	\$ Inc.	% Inc.	Step # 1989-90	\$ Inc.	% Inc.	Step # 1990-91	\$ Inc.	% Inc.
1	1	35359	0.069	1	36697	0.069	1	38088	0.069
2	2	36420	0.069	2	37798	0.069	2	39231	0.069
3	3	37512	0.069	3	38932	0.069	3	40408	0.069
4	4	38638	0.069	4	40100	0.069	4	41620	0.069
5	5	39797	0.069	5	41303	0.069	5	42869	0.069
6	6	40991	0.069	6	42542	0.069	6	44155	0.069
7	7	42221	0.069	7	43818	0.069	7	45480	0.069
8	8	43487	0.069	8	45133	0.069	8	46844	0.069
9	9	44792	0.069	9	46487	0.069	9	48249	0.069
10	10	46136	0.069	10	47882	0.069	10	49697	0.069
11	11	47520	0.069	11	49318	0.069	11	51188	0.069
12	12	48945	0.069	12	50798	0.069	12	52723	0.069
13	13	50414	0.069	13	52322	0.069	13	54305	0.069
14	14	51926	0.069	14	53891	0.069	14	55934	0.069
15	15	53484	0.069	15	55508	0.069	15	57612	0.069
16	16	55088	0.069	16	57173	0.069	16	59341	0.069
17	17	56741	0.069	17	58888	0.069	17	61121	0.069
18	18	58446	0.069	18	60655	0.069	18	62954	0.069
19	19	60206	0.069	19	62514	0.069	19	64843	0.069

Director, Vocational Education

Doctorate

Step # 1987-88	Step # 1988-89	\$ Inc.	% Inc.	Step # 1989-90	\$ Inc.	% Inc.	step # 1990-91	\$ Inc.	% Inc.
1	1	37099		1	38503		1	39962	
2	2	38212	0.069	2	39658	0.069	2	41161	0.069
3	3	39358	0.069	3	40847	0.069	3	42396	0.069
4	4	40519	0.069	4	42073	0.069	4	43668	0.069
5	5	41755	0.069	5	43335	0.069	5	44978	0.069
6	6	43008	0.069	6	44635	0.069	6	46327	0.069
7	7	44298	0.069	7	45974	0.069	7	47717	0.069
8	8	45627	0.069	8	47353	0.069	8	49148	0.069
9	9	46996	0.069	9	48774	0.069	9	50623	0.069
10	10	48406	0.069	10	50237	0.069	10	52142	0.069
11	11	49858	0.069	11	51744	0.069	11	53706	0.069
12	12	51354	0.069	12	53297	0.069	12	55317	0.069
13	13	52894	0.069	13	54896	0.069	13	56977	0.069
14	14	54481	0.069	14	56542	0.069	14	58686	0.069
15	15	56116	0.069	15	58239	0.069	15	60446	0.069
16	16	57799	0.069	16	59986	0.069	16	62260	0.069
17	17	59533	0.069	17	61785	0.069	17	64128	0.069
				18	63639	0.069	18	66051	0.069
				19			19	68033	0.069

Pup Fers/ Rdg & Basic Sk Supv Master's

Step #	1987-88	Step #	1988-89	\$ Inc.	% Inc.	Step #	1989-90	\$ Inc.	% Inc.	Step #	1990-91	\$ Inc.	% Inc.
1	20804	1	30146	2166	0.075	1	31463	2261	0.075	1	32037	2160	0.075
2	29750	2	31050	2231	0.075	2	32407	2329	0.075	2	33027	2430	0.075
3	30643	3	31902	2298	0.075	3	33379	2399	0.075	3	34037	2503	0.075
4	31562	4	32941	2367	0.075	4	34300	2471	0.075	4	35002	2579	0.075
5	32509	5	33929	2438	0.075	5	35412	2545	0.075	5	36959	2656	0.075
6	33484	6	34947	2511	0.075	6	36474	2621	0.075	6	38067	2736	0.075
7	34489	7	35996	2587	0.075	7	37568	2701	0.075	7	39209	2818	0.075
8	35523	8	37075	2664	0.075	8	38695	2781	0.075	8	40306	2902	0.075
9	36589	9	38188	2744	0.075	9	39856	2864	0.075	9	41597	2989	0.075
10	37687	10	39333	2827	0.075	10	41052	2950	0.075	10	42845	3079	0.075
11	38817	11	40513	2911	0.075	11	42283	3038	0.075	11	44131	3171	0.075
12	39902	12	41729	2999	0.075	12	43552	3130	0.075	12	45455	3266	0.075
13	41181	13	42981	3089	0.075	13	44858	3224	0.075	13	46818	3364	0.075
14	42417	14	44270	3181	0.075	14	46204	3320	0.075	14	48223	3465	0.075
15	43689	15	45598	3277	0.075	15	47590	3420	0.075	15	49669	3569	0.075
16	45000	16	46966	3375	0.075	16	49018	3522	0.075	16	51159	3676	0.075
17		17	48375			17	50488			17	52694	3787	0.075
18		18				18	52003	3628	0.075	18	54275	3900	0.075
19		19				19				19	55903		

Pup Fers/ Rdg & Basic Sk Supv MA 30

Step #	1987-88	Step #	1988-89	\$ Inc.	% Inc.	Step #	1989-90	\$ Inc.	% Inc.	Step #	1990-91	\$ Inc.	% Inc.
1	31250	1	32620	2348	0.075	1	34038	2439	0.075	1	35506	2534	0.074
2	32188	2	33598	2418	0.075	2	35059	2512	0.075	2	36571	2610	0.074
3	33153	3	34606	2491	0.075	3	36111	2588	0.075	3	37669	2688	0.074
4	34148	4	35644	2566	0.075	4	37194	2665	0.075	4	38799	2769	0.074
5	35173	5	36714	2643	0.075	5	38310	2745	0.075	5	39963	2852	0.074
6	36228	6	37815	2722	0.075	6	39459	2828	0.075	6	41161	2937	0.074
7	37315	7	38950	2804	0.075	7	40643	2912	0.075	7	42396	3026	0.074
8	38434	8	40118	2888	0.075	8	41862	2990	0.075	8	43668	3116	0.074
9	39587	9	41322	2974	0.075	9	43118	3090	0.075	9	44978	3210	0.074
10	40775	10	42561	3064	0.075	10	44411	3182	0.075	10	46328	3306	0.074
11	41998	11	43838	3155	0.075	11	45744	3278	0.075	11	47717	3405	0.074
12	43258	12	45153	3250	0.075	12	47116	3376	0.075	12	49149	3507	0.074
13	44556	13	46508	3348	0.075	13	48530	3478	0.075	13	50623	3613	0.074
14	45892	14	47903	3448	0.075	14	49985	3582	0.075	14	52142	3721	0.074
15	47269	15	49340	3551	0.075	15	51485	3689	0.075	15	53706	3833	0.074
16	48687	16	50820	3658	0.075	16	53030	3800	0.075	16	55318	3948	0.074
17		17	52345			17	54620	3914	0.075	17	56977	4066	0.074
18		18				18	56259			18	58686	4188	0.074
19		19				19				19	60447		

Pup Pers/ Rdg & Basic Sk Supv Doctorate

Step #	1987-88	Step #	1988-89	\$ Inc.	% Inc.	Step #	1989-90	\$ Inc.	% Inc.	Step #	1990-91	\$ Inc.	% Inc.
1	31633	1	32991	2348	0.074	1	34398	2439	0.074	1	35856	2534	0.074
2	32582	2	33901	2418	0.074	2	35430	2512	0.074	2	36932	2610	0.074
3	33559	3	35000	2491	0.074	3	36493	2588	0.074	3	38040	2688	0.074
4	34566	4	36050	2566	0.074	4	37588	2665	0.074	4	39181	2769	0.074
5	35601	5	37132	2643	0.074	5	38715	2745	0.074	5	40357	2852	0.074
6	36671	6	38246	2722	0.074	6	39877	2828	0.074	6	41567	2937	0.074
7	37771	7	39393	2804	0.074	7	41073	2912	0.074	7	42814	3026	0.074
8	38904	8	40575	2888	0.074	8	42305	3000	0.074	8	44099	3116	0.074
9	40072	9	41792	2974	0.074	9	43575	3090	0.074	9	45422	3210	0.074
10	41274	10	43046	3064	0.074	10	44882	3182	0.074	10	46784	3306	0.074
11	42512	11	44317	3155	0.074	11	46228	3278	0.074	11	48188	3405	0.074
12	43787	12	45667	3250	0.074	12	47615	3376	0.074	12	49634	3507	0.074
13	45101	13	47037	3348	0.074	13	49044	3478	0.074	13	51123	3613	0.074
14	46454	14	48449	3448	0.074	14	50515	3582	0.074	14	52656	3721	0.074
15	47848	15	49902	3551	0.074	15	52030	3689	0.074	15	54236	3833	0.074
16	49283	16	51399	3658	0.074	16	53591	3800	0.074	16	55863	3948	0.074
		17	52941			17	55199	3914		17	57539	4066	
		18				18	56855			18	59265	4188	
		19				19				19	61043		



## ARTICLE XI

### SALARIES

A. The initial placement on the salary guide of any unit member hired in a unit position can be negotiated by the Board with the unit member. The Association shall receive written notice from the Board of such initial placement if it is so negotiated. Initial placement shall govern advancement on the guide.

B. Except as provided in Paragraph A of this Article, all unit members will be granted a longevity service increment based upon continuous employment in the Willingboro Public School System. The administrative longevity service increment shall be in the sum of one hundred (\$100) dollars, which sum shall accrue at the issuance of the fourth, seventh, tenth, thirteenth and sixteenth consecutive contracts or letters of intent.

C. The attached salary guides reflect the overall negotiated salary increases for the 1987-88, 1988-89, 1989-90 and 1990-91 school years including the cost of increments, if any are due. Guides shall reflect Masters, Masters plus 30 credits and Doctorate degree levels. All unit members shall be placed upon an appropriate step of a salary guide which recognizes their degree status.

D. During the term of this Agreement, there shall be no change in the amounts awarded for Career Teacher Adjustment (CTA).

E. Compensation for unit members shall be payable retroactively as if in effect on July 1, 1987, except that in the case of a unit member employed subsequently thereto, compensation shall be payable retroactively to the date of employment or promotion, whichever is applicable.

F. Administrators who performed additional responsibilities during the absence of a third Assistant Principal at John F. Kennedy High School shall each receive an additional one thousand (\$1,000) dollar stipend for 1987-88 and an additional one thousand (\$1,000) dollar stipend for 1988-89.



ARTICLE XII  
HEALTH INSURANCE

A. The Board shall pay the full cost of a health insurance program for the personnel in the unit, which program shall include Blue Cross Plan 365, Blue Shield Prevailing Fee Plan, and Rider J.

The major medical coverage shall contain those features set forth on the plan summary attached hereto as Schedule B, except that the Board shall retain the right to place said coverage with the carrier whom it selects.

Rider J shall be extended to provide diagnostic and pathology laboratory work to a combined total of four hundred (\$400) dollars per year. The Blue Cross/Blue Shield, Rider J portions of the health insurance program shall be placed with the Hospital Service Plan of New Jersey and the major medical coverage shall be placed with the carrier selected by the Board.

B. The aforesaid insurance program shall extend to the employee and the employee's immediate family.

C. The Board agrees that with respect to each unit member who remains in the employ of the Board for the full school year, it will make the necessary arrangements with respect to the payment of insurance premiums to provide continuing health insurance coverage for the full twelve month period commencing September 1st and ending August 31st so as to assure uninterrupted participation and coverage for unit members electing to participate in the plan.

D. Dental Plan - The Board shall provide a maximum of one hundred and twenty-five (\$125) dollars per unit employee receiving employee only dental insurance coverage and a maximum of two hundred thirty-five (\$235) dollars per unit employee receiving family dental insurance. The Association shall provide input as to the type and extent of the coverage to be purchased. However, the Board shall make the final decision.

Under no circumstances shall the cost to the Board exceed the maximum amount of one hundred twenty-five (\$125) dollars for each unit member receiving employee only coverage or two hundred thirty-five (\$235) dollars for each unit member entitled to and receiving family coverage. The parties direct any arbitrator or anyone else reviewing this contract to apply and abide by the maximums of \$125.00 per unit employee per year receiving employee only coverage and \$235.00 per unit employee per year entitled to and receiving family coverage.

E. Prescription Plan - For the duration of this Agreement, employees shall be provided with a prescription plan with a one (\$1.00) dollar co-payment per prescription.

F. No unit member who is employed for seventeen (17) hours or less per week shall receive any fringe benefits other than the prescription plan under this contract or Board policy.

G. For those unit members whose spouses are employed in the district, the Board shall provide a maximum of one family insurance coverage per family unit and one dental coverage of either type per family, provided that should the marital status change, or should the covered employee leave the district's employ, the non-covered employee shall become eligible imme-

diately for the appropriate coverage with no delay or waiting period.

H. Unit members who retire, as that term is used by the Teachers Pension and Annuity Fund, or who are on an extended long-term unpaid leave of absence shall be eligible to apply for medical insurance coverage at a group rate. The premium for such coverage shall be paid solely by the unit member receiving that coverage with no costs, of any kind whatsoever, to the Board. The coverage provided is adjustable to keep the premium level within any statutory or regulatory limitations. The parties agree and direct any person interpreting this contractual provision which attempts to or could result in imposing any costs whatsoever upon the Board as a result hereof as a waiver of this contractual provision. The intent is that no costs whatsoever be imposed upon the Board.

ARTICLE XIII  
SCHOOL CALENDAR

All recommendations to be made by the Association shall be submitted to the Board on or before January 15 preceding the school year to which the calendar is to pertain.

## ARTICLE XIV

### ADMINISTRATORS' STUDY COMMITTEE

A. The Board and the Association agree to form an Administrators' Study Committee which shall consist of three members designated by the Board and three members designated by the Association. The appointments to this Committee shall be made on or before May 1 each year, and each party shall promptly notify the other of the identities of the respective Committee appointments.

B. The purpose of the Committee shall be to examine prevailing conditions, practices and procedures in the school district, the needs and concerns of the district administrators and any specific committee. It shall likewise endeavor to provide sufficient data to furnish all parties in interest with adequate information to evaluate the needs and/or problems of school administrators.

C. This Committee shall be convened at least once a year on a mutually convenient date between August 15 and December 15, with such additional meetings as may be scheduled thereafter by mutual agreement.

-  
ARTICLE XV

MISCELLANEOUS PROVISIONS

A. On or before April 30 of each year, the Board shall give to each non-tenured unit member continuously employed since the preceding September 30 either:

1. A written offer of a contract for employment for the next succeeding year providing for at least the same terms and conditions of employment, but with such increases in salary and benefits as may be required by law or agreement between the Board and the Association, or

2. A written notice that such employment shall not be offered.

B. The Board shall reimburse unit members for the reasonable cost of any clothing or other personal property damaged or destroyed as a result of an assault suffered by a unit member while the unit member was acting in the discharge of his or her duties within the scope of their employment.

C. The parties agree that each unit member shall obtain a black seal license.

ARTICLE XVI  
MODIFICATION OF AGREEMENT AND NEGOTIATION  
OF SUCCESSOR AGREEMENT

A. This document shall not be altered, modified or extended except by subsequent agreement in writing signed by the parties hereto through their official representatives.

B. The Association and the Board agree that either party shall have the right to initiate negotiations for a successor agreement by notifying the other in writing of its desire to do so on or before December 15, 1990.

ARTICLE XVII

MANAGEMENT RIGHTS

The Board reserves to itself sole jurisdiction and authority over matters of policy and retains the right, in accordance with applicable law and regulations, subject to the limitations imposed by the language of this Agreement:

- A. To direct employees of the school district;
- B. To hire, promote, transfer, assign, and retain employees in positions in the school district, and to suspend, demote, discharge or take other disciplinary action against employees;
- C. To relieve employees from duty because of lack of work or for other legitimate reasons;
- D. To maintain efficiency of the school district operations entrusted to them;
- E. To determine the methods, means and personnel by which such operations are to be conducted; and
- F. To take whatever actions may be necessary to carry out the mission of the school district in situations of emergency.



ARTICLE XVIII

DURATION

The provisions of this Agreement shall be effective as of July 1, 1987, and shall extend through June 30, 1991.

ATTEST:

WILLINGBORO BOARD OF EDUCATION

-----  
Secretary

By: -----  
President

ATTEST:

WILLINGBORO EDUCATIONAL  
ADMINISTRATORS' ASSOCIATION

-----  
Secretary

By: -----  
President