

2376

AGREEMENT

BETWEEN THE

PEMBERTON BOROUGH
BOARD OF EDUCATION

AND THE

PEMBERTON BOROUGH
EDUCATION ASSOCIATION

July 1, 1995 through June 30, 1998

	<u>Page</u>
PREAMBLE	3
ARTICLE I - Recognition	4
II - Salaries	5
III - Leaves of Absence	6
IV - Grievance Procedure	9
V - Negotiation Procedure	12
VI - Employees' Rights	13
VII - Employees' School Day	15
VIII - Insurance Protection	17
IX - Payroll Deduction Plans	18
X - Tuition Reimbursement Plan	19
XI - Preparation Time	20
XII - Miscellaneous Provisions	21
XIII - Duration of Agreement	22
Schedule A - Teacher Salary Guide	
Schedule B - Instructional Aide Guide	
Schedule C - Co-Curricular Activities	

P R E A M B L E

This Agreement is entered into between the Board of Education of Pemberton Borough, Burlington County, New Jersey, hereinafter called the "Board" and the Pemberton Borough Education Association, hereinafter called the "Association".

WHEREAS, the Board and the Association recognize and declare that providing a quality education for the children of the Pemberton Borough School District is their mutual aim, and

WHEREAS, the Board has an obligation pursuant to Chapter 303, P.L. 1968, as amended by Chapter 123, P.L. 1974, to negotiate with the Pemberton Borough Education Association as the representative of the classroom teachers and instructional aides of Pemberton Borough, and

WHEREAS, the parties having reached certain understandings desire to confirm this Agreement as follows:

ARTICLE I

RECOGNITION

The Board hereby recognizes the Association as the exclusive and sole collective bargaining representative for negotiations concerning the terms and conditions of employment for classroom teachers and instructional aides, whether under contract or on leave during the term of this contract.

Unless otherwise indicated, the term "employees," when used hereinafter in this Agreement, shall refer to all certified and non-certified employees represented by the Association in the negotiating unit as above defined, and references to male employees shall include female employees.

Unless otherwise indicated, the term "teachers," when used hereinafter in this Agreement, shall refer to all classroom teachers represented by the Association in the negotiating unit as above defined, and references to male teachers shall include female teachers.

Unless otherwise indicated, the term "aides," when used hereinafter in this Agreement, shall refer to all instructional aides represented by the Association in the negotiating unit as above defined, and references to male aides shall include female aides.

ARTICLE II

SALARIES

- A. The salaries of all teachers and instructional aides covered by this Agreement are set forth in Schedule A and B respectively, which are attached hereto and made a part hereof.

- B. Employees selected as advisors of co-curricular activities shall be compensated at the rate set forth in Schedule C, which is attached hereto and made a part hereof.

- C. All employees shall receive their final checks and the pay schedule for the following year on the last working day in June, but not before all work is completed and approved by the Chief School Administrator.

- D. Employees earning credits to move horizontally on the salary guide shall be paid accordingly beginning with the first (1st) day of the month after the last day of the semester in which the course was taken, following submission to and acceptance by the Superintendent of evidence of satisfactory completion of the course.

ARTICLE III

LEAVES OF ABSENCE

A. SICK LEAVE

1. SICK DAYS

All ten month employees shall be entitled to ten (10) days sick leave per year, as required by law. Unused days of sick leave shall be accumulated from year to year.

2. DOCTOR'S CERTIFICATE

If an employee is absent on sick leave for three (3) consecutive days or more, a doctor's certificate shall be required. If an employee is absent because of illness immediately before or immediately after a holiday, a doctor's certificate shall also be required.

3. DEDUCTION OF SALARY

A deduction of 1/200th of an employee's annual salary shall be made for each day of unexcused absence. If a doctor's certificate is not furnished, the Board reserves the right to have the School Physician certify absences of illness.

4. PAYMENT OF UNUSED SICK LEAVE

Upon retirement from the Pemberton Borough School District, as certified by the Division of Retirement/Pension Fund, the Board will pay the retired member as follows: payment for a teacher will be calculated at the rate of fifty dollars (\$50.00) per day and payment for an aide will be calculated at the rate of twenty five dollars (\$25.00) per day for all accumulated sick days provided at least fifty (50) days have been accrued and the teacher/aide has worked at least ten (10) years in the Pemberton Borough School District. Such payment is understood not to be any form of deferred retirement.

Retirement

TEMPORARY LEAVES OF ABSENCE

B. All employees shall be entitled to the following non-accumulative leaves of absence with pay during each school year:

1. BEREAVEMENT

In the event of each death in the immediate family, an allowance of up to five (5) days leave shall be granted. "Immediate Family" shall be father, father-in-law, spouse, child, mother, mother-in law, son-in-law, daughter-in-law, brother, sister, or any member of the immediate household.

For each death in the family other than immediate family, a leave of one day shall be granted. Other circumstances involving funerals will be left to the discretion of the Superintendent.

2. FAMILY ILLNESS

In the event of an illness in the immediate family, an allowance of up to three (3) days leave shall be granted in each school year.

3. PERSONAL LEAVE

All employees covered by this Agreement shall be granted three days personal leave during each school year. These days are not to be utilized in September or June or immediately preceding or following a school holiday without prior approval of the Superintendent. ~~In each case the Superintendent will base his decision on the employee's special circumstances.~~ In the event of an employee not utilizing all personal days within the school year, then all of the unused personal days shall be converted to sick leave days(s) for the following school year. Each personal leave request must be made directly to the Superintendent with ample time for appropriate action.

4. INCLEMENT WEATHER

Absences because of snow or inclement weather when school is in session are without pay or charged as an emergency personal day at the employee's option. Salary deductions will be made accordingly. Any deductions that are made are based on 1/200th of the annual salary for each day's absence.

5. OTHER

Upon written request from the employee, other extended leaves of absences may be granted by the Board at its discretion.

C. CHILD REARING LEAVE

A teacher requesting unpaid child rearing leave who has a child under one year of age will be granted such leave subject to the following conditions:

1. Application in writing must be submitted at least thirty (30) days in advance, and specify the month such leave shall commence.
2. The leave shall be a maximum of twelve (12) months and shall commence on the first day of the month requested. The teacher may return at any prearranged first day of the month as long as the leave does not extend past the twelve month maximum. Such return date must be specified on the initial application. Nothing herein precludes a tenured teacher from extending an additional year of unpaid child rearing leave provided such request is submitted in writing no later than April 1, of the academic year such requested extension is to commence.
3. All benefits shall be frozen for the duration of the leave.
4. Non-tenure teachers shall have such leave granted until the end of the current academic year.
5. The Board may require as a condition of the teacher's return to service, production of a certificate certifying that the teacher is medically able to resume his/her duties.
6. Upon return from leave granted pursuant to this article, a teacher shall be placed on the appropriate step on the salary schedule. Salary years of credit shall be frozen for the time on this unpaid leave of absence. Employees who work ninety-two (92) days or more in the year in which their leave commences or ends shall receive one year credit for purposes of guide placement.
7. All benefits to which a teacher was entitled at the time such leave commenced shall be restored effective with the date of return in accordance with the rules of the insurance carrier.
8. The above leave shall also be granted in accordance with the above procedures to a teacher who adopts a child less than five (5) years of age.

ARTICLE IV

GRIEVANCE PROCEDURE

A. PURPOSE

It is the policy of the Board to practice reasonable and effective means of resolving difficulties of grievances through the procedure set forth herein.

B. AUTHORITY

The Board, in accordance with PERC regulations, intends in this grievance policy to expedite the process for all parties concerned. The policy, therefore, has as its goal the following:

1. The policy is intended to be used after an attempt has been made to resolve a difficulty on a face-to-face basis between the parties concerned.
2. The policy is to secure proper and equitable solutions to grievances at the lowest appropriate level, and to facilitate an orderly succession of procedures within which solutions may be pursued.
3. There shall be no reprisals of any kind taken against any teacher or instructional aide or their representatives because of participation in a grievance or support thereof, and under no circumstances will the procedure constitute a reflection on the employment record of the grievant; nor shall the grievant or his/her representative conduct reprisals against the Board.

C. DEFINITION

For purposes of this policy the terms used herein shall have the following listed definitions:

1. **Grievance** - A grievance is a complaint of an alleged violation relating to the application or interpretation of:
 - a. The policies, rules, or regulations of the Board of Education;
 - b. Written administrative procedures and decisions affecting the terms and conditions of public employment; or
 - c. The current collective bargaining Agreement.

2. **Grievant** - A grievant may be the Pemberton Borough Education Association and/or one or more teachers or instructional aides of the district.
3. **A Day** - A day is any day that the district administrative offices are open for business.

D. PROCEDURES

LEVEL ONE

1. Within ten (10) days after the grievant knew or should have known of the occurrence of the act or omission giving rise to the grievance, the grievant must present his/her grievance in writing to the Administrator with immediate administrative responsibilities for the position to which the grievant is assigned.

This statement shall be a clear concise statement of the grievance and shall also state:

- a. The contract article or policy for which there is an alleged violation;
- b. The circumstances on which the grievance is based;
- c. The person(s) involved;
- d. The decision rendered at the private conference; and
- e. The remedy sought.

Copies of this statement shall be sent to the representative(s).

2. Within five (5) days the administrator shall communicate his/her decision to the employee in writing. If the administrator does not respond within the time limit, the grievant may appeal to the next level.

Either party to the grievance shall have the right to request a personal conference in order to resolve the grievance. Either party may request the presence of a representative.

LEVEL TWO

1. Within five (5) days after receiving the decision of the administrator, the grievant may, on his/her own, or through the representative appeal the decision in writing to the Board.
2. The Board shall schedule the matter for a hearing at an executive session to be held within ten (10) days following receipt of the appeal. The grievant and/or his/her representative shall be present at the hearing.

3. **Within ten (10) days the Board will submit its decision in writing together with supporting reasons to the grievant and the Superintendent.**

LEVEL THREE

1. **If the grievant is not satisfied with the disposition of his/her grievance by the Board, the grievant may appeal to the next level. The grievant shall advise the Board in writing, through the Superintendent, of his/her appeal. Such appeal shall be made within ten (10) days from receipt of the Board's decision.**
2. **Within ten (10) days after such written notice of submission to arbitration, the Board and the Association shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators may be made to the American Arbitration Association by either party. The parties shall be bound by the rules and procedures of the American Arbitration Association.**
3. **The arbitrator's decision shall be in writing and shall set forth his/her findings of fact, reasoning and conclusions on the issues presented. The arbitrator shall be limited to the issues submitted and shall consider nothing else. The arbitrator can add nothing to nor subtract anything from the Agreement.**
4. **The arbitrator's decision shall be submitted to the Board and the Association and shall be advisory in nature. Within ten (10) days of receipt of the arbitrator's decision, the Board will submit its decision to the grievant and Superintendent whether to accept, reject, or modify the recommended decision of the arbitrator. The decision of the Board is final.**
5. **The cost of advisory arbitration shall be borne equally between the Board and the Association.**

E. MISCELLANEOUS PROVISIONS

1. **All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personal file of any of the participants.**
2. **In the event a grievance is filed late in the school year, both parties shall endeavor to expedite procedures to the maximum extent possible so that the grievance procedure may be exhausted as soon after the school term as practicable.**

ARTICLE V

NEGOTIATION PROCEDURE

- A. The parties agree to enter into collective negotiation over a successor agreement in accordance with Chapter 303, Public Laws 1968, as amended by Chapter 123, P.L. 1974, in a good faith effort to reach agreement concerning the terms and conditions of employment. Negotiations shall begin no later than January 30th.
- B. During negotiations, the Board and the Association shall present relevant data, exchange points of view and make proposals, and counter proposals. Upon request of the Association, the Board will make available for inspection documents which are a matter of public record.
- C. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party. The parties mutually pledge that their representative shall be clothed with all necessary power and authority to make proposals, consider proposals and make counter proposals in the course of the negotiations.
- D. Except as this agreement shall hereinafter otherwise provide, all terms and conditions of employment applicable to the effective date of this Agreement shall continue to be applicable during the term of the Agreement. Unless otherwise provided in this Agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce or otherwise detract from any employee benefit existing prior to its effective date.
- E. This Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiation. During the term of this Agreement neither party shall be required to negotiate with respect to any such matter, whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or executed this Agreement.
- F. The Board agrees not to negotiate concerning said employees in the negotiating unit, as defined in Article I of this Agreement, with any organization other than the Association for the duration of this Agreement.
- G. This Agreement shall not be modified in whole or in part by the parties except by mutual agreement by an instrument in writing duly executed by both parties.

ARTICLE VI

EMPLOYEES' RIGHTS

- A. Pursuant to the New Jersey Public Employment Act, the Board hereby agrees that every teacher and instructional aide employed by the Board shall have the right to freely organize, join and support the Association and its affiliates for the purpose of engaging in collective negotiations and other concerted activities for mutual aid and protection. As a duly selected body exercising governmental power under color of the law of the State of New Jersey, the Board undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce any employee in the enjoyment of any rights conferred by New Jersey Public Employment Act or other laws of New Jersey or the Constitutions of New Jersey and the United States; that it shall not discriminate against any employee with respect to hours, wages or any terms or conditions of employment by reason of his membership in the Association and its affiliates, his participation in any activities of the Association and its affiliates, collective negotiations with the Board, or his institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.
- B. No employee shall be disciplined, 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.
- C. Whenever any employee is required to appear before the Superintendent, Board, or any committee or member thereof concerning any matter which could result in the termination of employment of that employee, then he shall be given prior notice (which, upon request of the employee, will be in written form) of the reasons for such meeting or interview and shall be entitled to have a representative of the Association present to advise him and represent him during such meeting or interview. Any suspension shall be with pay until formal action of the Board of Education.
- D. A notice of vacancy in a position with the bargaining unit paying a salary differential or in a position on the administrator-supervisory level or in the summer school program or co-curricular activities shall be posted in school. Employees who desire to apply for such a vacancy shall submit an application in writing within the time limit specified on the notice. The Board agrees to give due consideration to professional qualifications of all applicants and other relevant factors, including the need to assure a well-balanced staff, the effective implementation of the educational program and the pupil welfare. The Board reserves the right to employ a person from outside the District.
- E. All criticism of any employee's work or actions shall be done in private, except in case of emergency or where, in the judgment of the administration, the health and welfare of the children are involved.
- F. An employee, upon written request to the Superintendent, shall be given permission to inspect his/her official personnel file which is used by the system for his/her evaluation. No material which could adversely affect an employee's employment shall be placed in his/her personnel file unless the employee has an opportunity to review the material. The employee shall acknowledge

that he/she has had the opportunity to review such material by affixing his/her signature to the copy to be filed, with the understanding that such signature in no way indicates agreement with the contents thereof. The employee shall also have the right to submit a written answer to such material and his/her answer shall be reviewed by the Superintendent or his designee and attached to the file copy.

- G. No employee shall be prevented from wearing pins or other identification of membership in the Association or its affiliates.
- H. A representative of the Association who is a currently employed teacher in the district may attend general faculty-administration meetings as an observer.
- I. Teachers will not be required to correct standardized tests that can be machine scored.
- J. The teacher shall maintain the exclusive right and responsibility to determine grades and other evaluations of students within the grading policies of the Pemberton Borough School District based upon his professional judgment of available criteria pertinent to any given subject area or activity for which he is responsible. The final decision on any grade and other evaluations of students shall be the responsibility of the teacher.
- K. Teachers shall be given five (5) school days to complete report cards at the completion of each marking period, except for the last marking period.

ARTICLE VII

EMPLOYEES' SCHOOL DAY

- A. All personnel covered by this Agreement shall be required to be on school property no later than 8:30 a.m. and to be at their assigned classroom or teaching station not later than 8:40 a.m. for the a.m. session and 12:20 p.m. for the p.m. session, exception being on early dismissal days for the p.m. session. All teachers covered by this Agreement shall be required to remain on school property until 3:10 p.m. and aides until 3:00 p.m., exception being when permission has been obtained from the Superintendent for early leaving or early dismissal days when so designated by the Board.
- B. The total in-school teacher work day shall be six hours and forty minutes. The total in-school aide work day shall be six hours and thirty minutes. This shall include a fifty minute lunch period, exception being that teachers shall serve playground duty of twenty minutes from 12:00 to 12:20 p.m. for one week on a rotational basis throughout the school year. Employees shall be permitted to leave the school building during their scheduled lunch period.
- C. Employees are not to leave the school grounds during the school day without permission from the Superintendent. The time of departure, destination and time of return must be approved, exception being lunch period.
- D. Teachers shall be required to remain after school for faculty and/or in-service meetings. Every effort will be made to limit these meetings to a short time and except under unusual circumstances, these meetings shall be limited to one a month.
- E. Detentions given by teachers in grades 5 - 8 and/or the Superintendent may be handled by the Detention Supervisor.
- F. Employee participation in co-curricular activities is encouraged and shall be voluntary. Selection shall be at the discretion of the Board and Board approval shall be required for each co-curricular activity. When approved by the Board employees who participate will be compensated at the rate set forth in Schedule C.

G. In-Service Days.

The Board will require the teaching staff to attend three (3) in-service days in addition to the regular school calendar; one (1) day before classes start and two (2) other days to be scheduled by the Board, with the exclusion of the days after the last day of classes. This day shall be from 8:30 a.m. to 2:00 p.m., with 1/2 hour for lunch.

H. Open House.

It is mandatory that each teacher attend "Open House" for the Pemberton Borough School. Should a teacher not attend, the absence will count as a personal day. A teacher absent on sick leave on the day of "Open House" will not be charged for a personal day.

ARTICLE VIII

INSURANCE PROTECTION

- A. The Board of Education shall provide at its expense Blue Cross and Blue Shield Coverage under the UCR Plan with Rider J and Major Medical Coverage, individual and family hospital coverage (365 days). Health Benefits will be effective on the first day of employment provided that a waiting period is not required by the medical insurance carrier. The Board reserves the right to provide the above coverage by a provider in accordance with PERC regulations and decisions.
- B. Retired Employee Coverage.
- Upon retirement from the Pemberton Borough School District, as certified by the New Jersey Division of Retirement/Pension Fund, the retiring employee may remain a member of the Pemberton Borough School District medical coverage plan with all coverage to be paid solely by the individual retired employee. The monthly payments must be presented to the Pemberton Borough School at least one month in advance. Failure to have this payment in the office at least one month in advance will necessitate the action of notifying the medical carrier that the individual is no longer a member of the program.
- C. Employees who elect to decline medical insurance protection as stated in Paragraph A herein shall receive a total of one thousand dollars (\$1,000) compensation paid in two (2) equal payments of five hundred dollars (\$500) each. The first payment shall be paid on January 15, and the second payment shall be paid on June 15. The Board shall solicit such employee election during the first two weeks of May in the prior academic year and the employee must sign an indicated selection or rejection of this alternative and return the form no later than June 1.
- D. The Board shall provide an employee-only dental insurance plan with a maximum premium contribution by the Board of two hundred forty dollars (\$240) per annum. A teacher who wants a family plan shall pay the cost differential by payroll deduction.

ARTICLE IX

PAYROLL DEDUCTION PLANS

- A. Employees may now individually elect for any school year to have a stated amount of their monthly salary deducted from their pay and deposited to their credit at the ABCO Public Employees Federal Credit Union.
- B. Employees may individually elect for any school year to have a stated amount of their monthly salary deducted from their pay and deposited to their credit for the following plans:
 - 1. Annuity Plan
 - 2. Atlantic/Burlington County Teachers Credit Union
 - 3. NJEA - NEA Membership
 - 4. Summer Withholding Plan
 - 5. Washington National Disability Insurance
 - 6. Burlington County Education Employee Charitable Campaign

An employee selecting any of the above plans must do so with the knowledge that there will only be a single depository named for each plan.

- C. Employees involved in Part A or B must notify in writing to the Superintendent in June of each year as to the plan(s) selected and the amount they wish deducted for each plan.
- D. Any individual wishing to make a change in the plan(s) selected may do so during the school year, but notification of changes must be in written form to the Superintendent.

ARTICLE X

TUITION REIMBURSEMENT PLAN

Teachers shall be compensated for tuition reimbursement subject to the following standards:

- A. Courses shall be in the teacher's area of current teaching specialization and are subject to the sole approval of the Superintendent.
- B. Proof of successful completion of course work shall be provided no later than September 1, following completion of the course, by transcript, or by affidavit where time does not permit.
- C. The Board shall pay tuition for six (6) hours of course work, taken during the fiscal year, up to the maximum of the prevailing state college rate per credit.
- D. Courses must be on a graduate level with a grade of "A" or "B". If only a pass/fail grade is available for a course, then a "pass" grade will be acceptable in lieu of a letter grade of "A" or "B".
- E. Teachers shall receive reimbursement in October and February for courses taken in an academic year.
- F. Course work required by the Superintendent and/or the Board will be compensated by the Board.

ARTICLE XI

PREPARATION TIME

- A. The Board will provide all employees covered by this Agreement with a minimum of one hundred twenty (120) minutes preparation time during each five-day teaching week in the school year.

Where, due to vacations, holidays or other causes the work week is less than five (5) days, the weekly preparation time shall be reduced proportionately.

- B. Individual members may agree to less time than the one hundred twenty (120) minutes preparation time as per their request.

ARTICLE XII

MISCELLANEOUS PROVISIONS

- A. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- B. Mileage reimbursement shall be thirty cents (\$0.30) per mile, upon approval of the Superintendent.
- C. A copy of the current policy manual will be placed in the staff lounge and will be kept updated by the Association President as new policies are approved by the Board of Education. Copies of the Board Minutes shall be forwarded to the Association President.
- D. The Board and the Association agree that there shall be no discrimination, and that all practices, procedures, and policies of the school system shall clearly exemplify that there is no discrimination in hiring, training, assignment, promotion, transfer, or discipline of employees or in the application or administration of this Agreement on the basis of race, color, creed, religion, national origin, gender, age, marital status, or handicap.
- E. Any individual contract between the Board and an individual employee, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, during its duration, this Agreement shall be controlling.



ARTICLE XIV

DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 1995, and continued through June 30, 1998. This Agreement shall not be extended orally and it is understood that it shall expire on the date indicated.

In witness whereof the parties hereto have caused this Agreement to be signed by their respective representative all on the day and year first above written.

10/24/95
Date

Laura Marroli
President
Pemberton Borough
Education Association

Patricia M. Huff
Secretary
Pemberton Borough
Education Association

10.24.95
Date

Catherine Wilson
President
Pemberton Borough
Board of Education

Melissa E. Repwood
Secretary
Pemberton Borough
Board of Education

**PEMBERTON BOROUGH
BOARD OF EDUCATION**

SCHEDULE A - TEACHER SALARY GUIDE

	Step	BS	BS+15	MA	MA+15	
1995-1996	A	28,115	28,845	29,575	30,305	
	B	28,635	29,365	30,095	30,825	
	C	29,155	29,885	30,615	31,345	
	D	29,865	30,595	31,325	32,055	
	E	30,575	31,305	32,035	32,765	
	F	31,330	32,060	32,790	33,520	
	G	32,085	32,815	33,545	34,275	
	H	32,840	33,570	34,300	35,030	
	I	33,700	34,430	35,165	35,890	
	J	34,625	35,355	36,085	36,815	
	K	35,615	36,345	37,075	37,805	
	L	36,610	37,340	38,070	38,800	
	M	37,630	38,360	39,090	39,820	
	N	38,680	39,410	40,140	40,870	
	O	39,765	40,495	41,225	41,955	
		Off Guide 1	43,235	43,965	44,695	45,425
		Off Guide 2	44,950	45,680	46,410	47,140
	Off Guide 3	50,865	51,595	52,325	53,055	
<hr/>						
1996-1997	A	28,725	29,490	30,255	31,020	
	B	29,325	30,090	30,855	31,620	
	C	29,925	30,690	31,455	32,220	
	D	30,600	31,365	32,130	32,895	
	E	31,275	32,040	32,805	33,570	
	F	31,950	32,715	33,480	34,245	
	G	32,740	33,505	34,270	35,035	
	H	33,525	34,290	35,055	35,820	
	I	34,315	35,080	35,845	36,610	
	J	35,250	36,015	36,780	37,545	
	K	36,185	36,950	37,715	38,480	
	L	37,220	37,985	38,750	39,515	
	M	38,260	39,025	39,790	40,555	
	N	39,320	40,085	40,850	41,615	
	O	40,380	41,145	41,910	42,675	
		Off Guide 1	45,175	45,940	46,705	47,470
		Off Guide 2	46,975	47,740	48,505	49,270
	Off Guide 3	53,155	53,920	54,685	55,450	
<hr/>						
1997-1998	A	29,150	29,950	30,750	31,550	
	B	29,870	30,670	31,470	32,270	
	C	30,570	31,370	32,170	32,970	
	D	31,270	32,070	32,870	33,670	
	E	31,975	32,775	33,575	34,375	
	F	32,680	33,480	34,280	35,080	
	G	33,385	34,185	34,985	35,785	
	H	34,210	35,010	35,810	36,610	
	I	35,035	35,835	36,635	37,435	
	J	35,860	36,660	37,460	38,260	
	K	36,835	37,635	38,435	39,235	
	L	37,815	38,615	39,415	40,215	
	M	38,895	39,695	40,495	41,295	
	N	39,980	40,780	41,580	42,380	
	O	41,085	41,885	42,685	43,485	
		Off Guide 1	47,205	48,005	48,805	49,605
		Off Guide 2	49,090	49,890	50,690	51,490
	Off Guide 3	55,545	56,345	57,145	57,945	

**PEMBERTON BOROUGH
BOARD OF EDUCATION**

SCHEDULE B - INSTRUCTIONAL AIDE SALARY GUIDE

	1995-1996	1996-1997	1997-1998
1	8,827	9,052	9,295
2	9,664 ⁸⁹⁹⁹	9,224	9,459
3	9,188	9,410	9,639
4	9,376	9,602	9,833
5	9,563	9,798	10,034
Off Guide 1	19,199	20,063	10,239
Off Guide 2			20,966

**PEMBERTON BOROUGH
BOARD OF EDUCATION**

SCHEDULE C - CO-CORRICULAR ACTIVITIES SALARY GUIDE

	1995-1996	1996-1997	1997-1998
Athletic Director	450.00	470.00	491.00
AVA Director	450.00	450.00	470.00
Basketball Coach (F)	1,325.00	1,385.00	1,447.00
Basketball Coach (M)	1,325.00	1,385.00	1,447.00
Basketball Supervisor	14.25/hr	14.89/hr	15.56/hr
Cheerleading Coach	1,000.00	1,000.00	1,045.00
Computer Coordinator	1,000.00	1,000.00	1,045.00
Cross Country Coach	590.00	590.00	617.00
Curriculum Development	30.00/hr	30.00/hr	31.35/hr
Detention Supervisor	20.00/hr max 600.00	20.00/hr max 600.00	21.00/hr max 627.00
Enrichment Coordinator	575.00	601.00	628.00
Intramural Coordinator (F)	450.00	450.00	470.00
Intramural Coordinator (F)	450.00	450.00	470.00
Intramural Coordinator (S)	450.00	450.00	470.00
Intramural Coordinator (S)	450.00	450.00	470.00
Media Club Advisor	200.00	200.00	209.00
Newspaper Advisor	675.00	675.00	705.00
Overnight Chaperone	112.00/ngt	117.00/ngt	122.00/ngt
Performance Director	350.00	350.00	366.00
Performance Director, Asst	350.00	350.00	366.00
Pianist	350.00	350.00	366.00
Public Relations Coordinator	690.00	690.00	721.00
Soccer Coach	690.00	721.00	753.00
Softball Coach (F)	750.00	750.00	784.00
Softball Coach (M)	750.00	750.00	784.00
Student Council Advisor	810.00	810.00	846.00
Teacher in Charge	500.00	523.00	547.00
Yearbook Advisor	450.00	450.00	470.00

