

AGREEMENT

BETWEEN

**THE WALLKILL VALLEY
BOARD OF EDUCATION**

AND

**THE WALLKILL VALLEY
EDUCATION ASSOCIATION**

Covering the period

JULY 1, 2008

to

June 30, 2011

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This AGREEMENT, entered into the beginning of the 2008 school year between the

BOARD OF EDUCATION OF WALLKILL VALLEY REGIONAL HIGH SCHOOL DISTRICT hereinafter called the "Board" and the WALLKILL VALLEY EDUCATION ASSOCIATION, an incorporated association, hereinafter called the "Association".

WITNESSETH, that WHEREAS, a majority of the teaching staff and the Athletic Trainer of the Wallkill Regional School System have designated the Wallkill Valley Education Association as their representative for the purpose of collective negotiation in accordance with and pursuant to the provisions of N.J.S.A. 14:13A5.3, and

WHEREAS, the Association and Board have reached certain understandings which they desire to confirm to this Agreement pursuant to Chapter 123, Public Laws of 1974, as amended:

IT IS MUTUALLY AGREED AS FOLLOWS:

ARTICLE I - GRIEVANCE PROCEDURE

A. Definition

A “grievance” is a claim by an employee based upon the interpretation, application or violation of this Agreement, policies or administrative decisions affecting the terms and conditions of his/her employment. The Association may process such a grievance if the grievant does not wish to do so.

To be considered under this procedure, a grievance must be initiated by the grievant within twenty (20) contractual working days of the time the grievant knew or should have known of its occurrence.

B. Purpose

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may from time to time arise affecting employees. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

C. Procedure

1. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved employee to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.
2. The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.
3. It is understood that the aggrieved employee shall, during and notwithstanding the pendency of any grievance, continue to observe any assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been fully determined.
4. Level One - Any employee who has a grievance shall discuss it first with his/her immediate supervisor in an attempt to resolve this matter informally at that level.

5. Level Two - If, as a result of the discussion, the matter is not resolved to the satisfaction of the employee within five (5) school days, he/she shall set forth

his/her grievance, in writing, to a vice principal within five (5) school days specifying:

- a. the nature of the grievance and the provision or provisions of the Agreement alleged to be violated;
- b. the nature and extent of the loss, injury or detriment;
- c. the results of previous discussion; and
- d. his/her dissatisfaction with decisions previously rendered and the relief and/or adjustment sought.

A vice principal shall communicate his/her decision to the employee, in writing, within ten (10) school days of receipt of the written grievance.

6. Level Three - The employee, no later than five (5) school days after receipt of the decision in Level Two, may appeal the decision to the Superintendent/Principal who shall communicate, in writing, to the employee within ten (10) school days.
7. Level Four - If the grievance is not resolved, the employee may, within five (5) days, appeal his/her grievance, in writing, to the Board of Education through the Superintendent/Principal, who shall attach all related papers and forward the appeal to the Board. The Board, or a committee thereof, shall review the grievance and shall hold a hearing with the employee. The Board shall render a decision, in writing, within thirty (30) school days of receipt of the written grievance.
8. If the decision of the Board does not resolve the grievance to the grievant's satisfaction and the Association wishes review by the third party, it shall so notify the Board, in writing, within ten (10) school days of receipt of the Board's decision. Grievances concerning, (a) a complaint by an employee which arises by reason of his/her not being re-employed; (b) a complaint by an employee occasioned by the withholding of a salary increase or increment; (c) any matter which according to law is either beyond the scope of Board authority or limited to action by the Board alone; and (d) any matter for which a method for review is prescribed by law or any rule or regulation of the State Commissioner of Education such as, but not limited to, questions of increment denial or suspension, shall not be subject to arbitration.

9. Within ten (10) school days after receipt of the request for arbitration, the Board and the Association shall attempt to agree upon a mutually acceptable arbitrator. If the parties are unable to agree, a request for a list of arbitrators shall be made

jointly to the P.E.R.C. The parties shall then be bound by the rules and procedures of the P.E.R.C. in the selection of an arbitrator.

10. The arbitrator shall limit him/herself to the issues submitted to him/her and shall not add to nor subtract anything from the Agreement between the parties. The Arbitrator's decision shall be binding only to the extent required by law. The parties shall be responsible for all costs incurred by each and only the fees and expenses, if any, of the arbitrator shall be shared by each party paying one-half.

D. Miscellaneous

1. Any aggrieved person may be represented at all stages of the grievance procedure by him/herself or, at his/her option, by a representative selected or approved by the Association.
2. When an employee is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance procedure.

ARTICLE II - ASSOCIATION RIGHTS AND PRIVILEGES

- A. The Board agrees to make available to the Association, upon request, information required by the Association in developing accurate and realistic programs. Said information shall be in the form of existing public information and additional existing budgetary and financial material and data. Names and addresses of new personnel shall be made available to the Association for the purposes of mailing, informing and roster construction. A comprehensive list of total existing personnel shall be made available with the appropriate guide step level for the purpose of proposal calculation only.
- B. Whenever any member - representative of the WVEA or any teacher - is mutually scheduled by both parties to participate during working hours in negotiations, grievance proceedings, conferences or meetings, he/she shall suffer no loss in pay.
- C. Representatives of the WVEA shall be permitted to transact official Association business on school property after approval of said use by the School Superintendent and subject to conditions and regulations as set by the Wallkill Valley Board of Education. Notification of said intended use shall be submitted to the Superintendent at least one week prior thereto (except in cases of an Association declared emergency) whereupon the permission for said use shall not be unreasonably withheld.

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- D. The Association shall have the privilege of reasonable use of office equipment such as typewriters, photocopiers, computers, and calculating machines, upon request, in such locations and at such times as set by the Administration provided the Association pays for any damage it is responsible for.

- E. The Association shall have the right to purchase expendable office supplies and other materials from the Board of Education at the price paid by the Board provided the Association pays for supplies in advance and that supplies are on hand in sufficient quantities to meet the educational needs of the school.
- F. The Association shall share with the Administration a bulletin board for official business in the faculty lounge.
- G. The Association shall have the right to use the inter-school mail facilities and school mailboxes with the provision that this does not interfere with regular school business.
- H. An Association representative may speak at all faculty meetings upon the request of the representative after conclusion of the regular meeting.

I. Agency Shop

- 1. The Board agrees to deduct the fair share fee from the earnings of those employees who elect not to become members of the Association and transmit the fee to the majority representative in compliance with N.J.S.A. 34:13A-5.4.
- 2. The deduction shall commence for each employee who elects not to become a member of the Association during the month following written notice from the Association of the amount of the fair share assessment.
- 3. The Association shall furnish to the Board a statement that it has determined the amount of the fair share fee in accordance with the formulated requirements of the N.J.S.A. 34:13A-5.4. The fair share fee for services rendered by the Association shall not exceed eighty five (85%) of the regular membership dues, fees, and assessments.

- 4. The Association shall furnish to the Board a statement that it has established a “demand and return system” in accordance with the requirements of N.J.S.A. 34:13A-5.4 whereby any employee can challenge the assessment as computed by the Association. This appeal procedure shall in no way involve the Board or require

the Board to take any action other than to hold the fee in escrow pending resolution appeal.

5. The Association shall indemnify, defend and save the Board harmless against any and all claims, demands, suits, or other forms of liability, including legal fees, that shall arise out of or by reason of action taken by the Board in reliance upon salary deduction authorization cards or the fair share assessment information as furnished by the Association to the Board, or in reliance upon the official notification by letter from the Association and signed by the President of the Association advising of any changes in salary dedications or fair share fees.

6. A. Liability

The Association agrees to indemnify and hold the Board harmless against any liability which may arise by reason of any action taken by the Board in complying with the provisions of this Article, provided that:

- (i) The Board gives the Association timely notice, in writing, of any claim, demand, suit or other form of liability in regard to which it will seek to implement this paragraph; and
- (ii) if the Association so requests, in writing, the Board will surrender to it full responsibility for the defense of such claim, demand, suit, or other form of liability and will cooperate fully with the Association in gathering evidence, securing witnesses and in all other aspects of said defense.

- B. Exception

It is expressly understood that subparagraph 'a.' above will not apply to any claim, demand, suit, or other form of liability which may arise as a result of any type of willful misconduct by Board or the Board's imperfect execution of the obligations imposed upon it by this Article.

- J. The Association president shall be released from two assigned duty periods per week to conduct association business.

ARTICLE III - NON TEACHING DUTIES

- A. Teachers shall not be required to transport students to extra-curricular activities which take place away from the school; however, teachers sponsoring such activities shall

be responsible for arranging with parents or the administration for transportation of students where bus transport is not available.

- B. The following Advisors/Coaches who must travel to and from meetings or practice to conduct their activities on a regular basis shall be paid a yearly travel stipend of \$50.00: Bowling, Skiing, Swimming, Golf.

ARTICLE IV - TEACHING HOURS AND TEACHING LOAD

- A. The in-school work year for ten month employees shall not exceed 182 days, one of which shall be the first day of school on which the students arrive later in the day. Both non-pupil contact days shall include professional development activities applicable to the 100 hour New Jersey State Staff Development requirement.
- B. The daily teaching load in the high school shall be five teaching periods, one extra duty assignment, and one planning period. The teaching of any classes, in addition to the five teaching periods, may be required when the Administration determines the necessity thereof due to emergency situations and the Board of Education expressly authorizes same. Any such additional teaching period shall be accepted by the individual teacher by separate voluntary written agreement. A copy of the signed and approved agreement will be filed with the WVEA by the teacher involved.
- C.
 1. Teacher preparation shall be limited to three unless a situation arises that would cause one or more of the following to occur: the reduction of a program(s), hiring of additional staff, or the reduction of staff. The teacher(s) so affected shall be given the opportunity to accept an assignment of more than three preparations. In all cases, the Association shall be notified at the beginning of all considerations. Voluntary agreements shall be entered into the teacher and the Board of Education and copies will be filed with the Association.
 2. Different levels of preparation for the same subject are considered to be one preparation.
- D. “Back to School Night” is a required obligation for the professional staff.
- E. Effort will be made, wherever feasible, to give at least twenty four (24) hours advance notice and an agenda, if indicated, for after school meetings except in the case of emergency.

- F. On all Fridays, and the day preceding a holiday or vacation, teachers shall be allowed to leave at the end of the student day. The teacher work day shall be seven (7) hours and twenty (20) minutes.

- G. Teachers shall be reassigned from duty periods to cover classes on a rotating basis.

ARTICLE V - LEAVES OF ABSENCE

A. Absence

Any teacher or employee who may have cause to be absent from school must give notice to the vice-principal on the night before such an absence, or not later than 7:30 a.m. on the day such absence is known to the teacher or employee. Failure to comply with the above may cause forfeit of payment of one full day's salary. In case of a bona fide emergency, the Superintendent may waive the forfeit.

B. Absence for Personal Illness

1. Sick leave is defined as absence from post of duty because of personal disability due to illness or injury, or because of exclusion from school by the medical authorities on account of a contagious disease or being quarantined for such a disease in the immediate household.
2. Absence for personal disability shall be allowed and shall include full pay, not to exceed twelve (12) days, ten (10) of which are sick days and two (2) of which are emergency days.
3. If fewer than twelve (12) sick days of allotted sick and emergency leave are taken in any school year, then the number of days not utilized shall be accumulated without limit.
4. Absences on sick leave shall be charged first to the days allowed for the current school year until it is fully utilized and thereafter to the cumulative credit to the extent such credit is available.
5. In cases of illnesses extending beyond the teacher's or employee's sick leave credit, the deductions will be made on the basis of 1/20 per day of the monthly basic salary.
6. In case of illness incurred during the school day which results in the teacher leaving school before 11:00 a.m., a full day will be charged, if after 11:00 a.m, a half day will be charged.

7. Upon retirement and in accordance with the requirements of the Teachers Pension and Annuity Fund, all present employees shall be paid the sum of \$60 per day for each unused sick day accumulated to the day of retirement. For employees hired after July 1, 1996, the rate of pay shall be \$60 per day for each day of unused sick days to a maximum of \$10,000. Retirement shall mean a teacher having filed the necessary

papers to effect same with the New Jersey State Teachers' Retirement System or the Teachers' Pension and Annuity Fund. Notice of intent to retire shall be given to the Board by December 1 of the school year of intended retirement. The employee shall be paid on the first business day following July 1. Failure to give notice may result in delay of payment until the following school year.

- C. Absence due to death in the teacher's or employee's immediate family or household shall be allowed with pay for the required period not to exceed five (5) school days one of which shall be the day of death or the day of the funeral. The term "immediate family" shall include wife, husband, children, mother, father, mother-in-law, father-in-law, sister, brother.
- D. Two (2) days with full pay shall be allowed in the event of the death of a grandparent and one (1) day with pay shall be allowed in the event of the death of other non-immediate members of the family. In both instances, one day shall be either the day of death or the day of the funeral.
- E. Four (4) days leave will be granted without loss of pay for school, legal business, household or family matters which requires the absence during school hours. This section does not apply to the day preceding or following any vacation period. Application should be made to the principal one week prior to the day/days requested and the applicant shall not be required to state the reason for the absence provided the notice procedure is followed. In case of bona fide emergency, upon application to the Superintendent, the latter may waive the one week notice requirement. No more than two teachers shall be granted leave at any one time under this section without permission of the Board of Education after application. Any fraction of a day shall be considered as a whole day's absence. Any or all of the four days that are not utilized in a given year will accrue to the employee's sick leave.

F. Professional Business

Absences to attend conferences, workshops, critiques, visitations to other schools, conventions, shall be allowed with full pay upon approval by the Superintendent

- 1. Any such leave shall be limited to three days either staggered or consecutive, during any one school year.

- 2. No more than two teachers shall be permitted to exercise the privilege as herein provided at any one time.
- 3. Expenses for attendance at special conventions or meetings shall be allocated by the

Board of Education.

4. Any teacher desiring to attend a professional convention or meeting shall apply to the Superintendent for approval not later than ten (10) days in advance of the convention or meeting date.

G. Absence for the purpose of marriage or to attend weddings of friends or relatives may be allowed with the teacher's or employee's pay reduced by the cost of the substitute's pay, upon approval of the Superintendent.

H. Court Order

Absence from school by reason of subpoena shall be allowed with pay provided that the subpoena is filed with the Superintendent. If a teacher is a party to a suit, absence from school in that connection shall be without pay, unless the Board, at its discretion, shall determine otherwise, or if the individual is under subpoena.

I. Sabbatical Leave: The Board of Education establishes a sabbatical leave under the following conditions:

1. Applications be forwarded, in writing, to the Board of Education by March 1 of the year preceding the intended sabbatical. In order to be eligible, a person should have been in the employ of Wallkill Valley and Franklin Districts (service in Franklin prior to 1982) for fifteen years or seven (7) years at Wallkill.

2. One person per year may be selected by the Board in accordance with the educational merit of the proposal which shall at least include:

Full time study in an accredited graduate program. (Full time is defined as twenty four (24) credits, eighteen (18) of which must be in the person's subject area.)

3. Compensation for the sabbatical year will be full pay for one (1) year only. The base pay will be on the salary guide of the year when the person is on sabbatical and payment is based on the assumption of successful completion of at least twenty (20) graduate credits. In every respect, a sabbatical year will be treated as a normal year of employment in terms of

advancement on the salary guide.

4. The person on sabbatical must agree to return to Wallkill for a minimum of three (3) years. An employee who leaves before three (3) years of employment following sabbatical leave shall return that portion of the payment which is the equivalent to the remaining time not worked, unless other mutually agreeable terms can be established.
5. Graduate reimbursement, as provided by the contract, will remain exactly in force.

J. Extended Absences

All extended absences and other absences not otherwise specifically covered herein shall be considered only after application therefor to the Board of Education. In granting any leave upon special application, the Board of Education reserves the right to impose such conditions and terms with regard to the time period, point on the salary guide when the teacher returns, position upon return and other matters it deems appropriate.

- K. In the event no substitute is available during a teacher's or employee's absence, deduction of substitute's wages shall be made in all cases where such deduction would have applied had a substitute been employed.
- L. In all decisions covering "Leaves" which are optional, the decision of the Board of Education shall not be subject to the Grievance Procedure of this Agreement.

ARTICLE VI - PAYMENT FOR CREDITS

- A. The Board of Education agrees to reimburse any staff member at the New Jersey State College cost of a graduate credit which is taken while his contract is in effect at the Wallkill Valley Regional High School District up to a total of nine (9) credits in any one year including the summer months between the effective dates of his/her contract.
- B. Six (6) credits must be in the subject field in which he/she is employed or certified and a maximum of three (3) credits may be out of his/her field. It is recommended, but not mandatory to receive approval, that a teacher be fully matriculated in a recognized college program.

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- C. In order for reimbursement to occur, a teacher must obtain a grade of "B" or better for the course.
- D. Payment will be made within forty (40) days of submission of the course to the Superintendent's Office.

- E. Credits must be taken at an accredited college.
- F. All courses must be submitted to the Superintendent for approval prior to taking and/or enrolling in such courses. A form will be provided.

ARTICLE VII - TEACHER RIGHTS

A contract for extra-curricular assignment should accompany the teaching contract whenever possible.

ARTICLE VIII - SALARIES

- A. The salaries of all teachers covered by this agreement are set forth in Schedules "A-1, A-2, and A-3," which are attached hereto and made a part hereof. An annual award of service longevity has been mutually agreed upon and is made a part of Schedule A - the salary guide.
- B. Teachers shall be paid on the 15 and 30 of each month in twenty (20) equal installments, September through June, for ten (10) month employees and twenty-four (24) equal installments for twelve (12) month employees.
- C. Teachers may individually elect to have ten percent of their monthly salary deducted from their pay. These funds will be directly deposited into a personal interest-bearing savings account to be drawn upon by the employee at his/her convenience.
- D. When a payday falls on or during a school holiday, vacation, or weekend, teachers shall receive their paychecks on the last previous working day.
- E. Teachers shall receive their final checks on the last working day in June after completion of their duties. Teachers shall receive the pay schedule for the school year on the first working day in September or the day of the manual issue, but in either case, prior to September 15.
- F. Staff members shall be paid at the following per period rate for substituting:
\$40.

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- G. Home Instruction shall be paid at the following hourly rate: \$ 42.00 with no mileage allowance.
- H. Any staff member will be compensated for summer work at the hourly rate of: \$42.
- I. The parties have agreed to the mileage rate established by the IRS on July 1, 2008 (\$.58 1/2). However, due to a regulation received from the Commissioner of

- Education, a mileage rate of \$.31 center per mile is established and shall be in effect until such time that this regulation is legally changed through proceedings.
- J. Administrative detention duty will be paid at the same rate as F above per session.
 - K. Extra-curricular salaries are set forth in Schedule “B”, which is attached hereto and made a part hereof.
 - L. An employee who has an earned Doctorate shall have \$2,750 added to the salary as it appears in Schedule A.

ARTICLE IX - INSURANCE

- A. Present health care benefits shall be continued during the term of this Agreement. Present health care benefits shall be continued during the term of this Agreement for all employees hired prior to July 1, 2002 except as specifically modified in other parts of this Article. Employees hired for employment subsequent to September 1, 2002, shall enjoy the same benefits and options as other employees except for the limiting language of Paragraph G below.
- B. Dental Plan - The Board will pay the premiums covering full family dental insurance at the rate currently in existence. The Board’s contribution per teacher and family shall remain at the present premium cost for the duration of the Agreement.
- C. Prescription Plan
 - 1. The Board will provide 100% payment of premiums for employee and dependent coverage (family plan) for the duration of this Agreement.
 - 2. The Prescription Plan shall be one which requires the employee to contribute a co-pay as follows:
 - Name Brand: \$20
 - Generic: \$ 5 Mail Order: (0)
- D. Optical Plan - The Board shall pay the premium for an optical plan for employee and family coverage.
- E. Retirees shall be allowed to purchase, through the Board of Education, at the group rate, at no cost to the Board, all or any insurance offered above.

- F. No later than July 1 of each school year, each employee shall have the option of informing the Superintendent of Schools, in writing, that he/she does not wish to be covered by any or all of the Board of Education’s Health Insurance benefits. That employee shall be entitled to receive 50% of the cost of the premium of the particular plan for which the employee was eligible. Payment shall be made in equal monthly payments over the school year. The employee shall have the right to have these monies

deposited directly into a Tax Shelter Annuity or added directly to the periodic paycheck on a monthly basis, September through June. Employees have the option of acquiring full coverage at the conclusion of each school year if they so choose. Without notice prior to September 1, choice of coverage from the preceding year shall remain in effect.

Employees and their eligible dependents can re-enroll in any plan which they had previously waived, without a waiting period and without limitations for pre-existing conditions. Re-enrollment can occur each July 1 for any reason, or at any other date in response to a "life event" as defined in COBRA and ERISA statutory and regulatory language. Such "life events" include: death or disability of the employee's spouse; loss of spouse's employment; involuntary reduction in spouse's work hours resulting in loss of benefits; divorce or legal separation; or activation to full time military status. Re-enrollment may also occur when there has been an involuntary diminution in a spouse's coverage.

- G. New employees hired to begin in the 2002-03 school year, and thereafter, shall only be eligible for Point of Service (POS) Medical Coverage in the category of eligibility for which the employee qualifies (Family, Single, Parent). Upon the acquisition of tenure, all such employees shall be eligible for the same Health Care Benefits as pre-2002-03 school year employees.
- H. Effective July 1, 2009, the deductible for the Traditional Health Coverage shall be increased as follows: \$100 to \$200; \$200 to \$400.
- I. For 2009-10 and 2010-11 years, the Traditional Health Plan employees, as of July 1, 2008, as well as those exercising benefits under Article IX, para. 2, shall be eligible for a one time stipend for voluntary movement to POS Health coverage as follows: Single - \$1500; Parent & Child - \$2000; Two (2) Adults as well as Family coverage - \$2500.

ARTICLE X - MISCELLANEOUS

- A. Any individual contract between the Board and an individual teacher shall be subject to, and consistent with, the terms and conditions of this Agreement.
- B. Any available positions which can be filled by a member of the bargaining unit shall be posted in the public schools with a copy to the Association.
- C. The parties agree to enter into collective negotiation over a successor Agreement in accordance with Chapter 123: Public Laws of 1974, as amended, in a good-faith effort to reach agreement on all matters concerning the terms and conditions of teachers employment. Any agreement so negotiated shall apply to all teachers, be reduced to writing, be signed by the Board and the Association and be adopted by the Board.

ARTICLE XI - DURATION

This Agreement shall be effective July 1, 2008, and shall continue in effect until June 30, 2011. Such Agreement shall not be modified in whole or in part except by an instrument in writing executed by both parties.

IN WITNESS WHEREOF, the Wallkill Valley Education Association has caused this Agreement to be signed by its representative and the Wallkill Valley Regional High School Board of Education has caused this Agreement to be signed by its President, attested to by its Secretary, and its corporate seal to be placed hereon, all on the day and year first above mentioned.

RATIFICATION AND CONFIRMATION

The parties hereto, by the execution hereof, do ratify, acknowledge and agree that this Agreement dated September, 2008, shall constitute the agreement between the Association and the Board pursuant to Chapter 123, Public Laws of 1974, as amended, until further modified in accordance with provision thereof.

Dated: **WALLKILL VALLEY EDUCATION ASSOCIATION**
September, 2008

Andrew VanDerPlaats, President

ATTEST: **BOARD OF EDUCATION**
WALLKILL VALLEY REGIONAL HIGH SCHOOL

Elizabeth Flatt, Secretary

Stanley Dabrowski, President

Placement/ Category	BA	BA+15	MA	MA+30	MA+60
1	47,715	49,065	53,115	56,225	58,515
2	49,465	50,815	54,865	57,975	60,265
3	51,365	52,715	56,765	59,875	62,165
4	53,415	54,765	58,815	61,925	64,215
5	55,615	56,965	61,015	64,125	66,415
6	57,965	59,315	63,365	66,475	68,765
7	60,465	61,815	65,865	68,975	71,265
8	63,115	64,465	68,515	71,625	73,915
9	65,915	67,265	71,315	74,425	76,715
10	68,865	70,215	74,265	77,375	79,665
11	71,965	73,315	77,365	80,475	82,765
12	75,215	76,565	80,615	83,725	86,015
13	78,615	79,965	84,015	87,125	89,415

Longevity: After continuous service in the Wallkill Valley Regional School District and the Franklin School District for the number of years indicated, longevity payments shall be added to the base pay as follows:

15 years	=	\$ 1,975
20 years	=	3,325
25 years	=	4,250
30 years	=	4,900

Placement/ Category	BA	BA+15	MA	MA+30	MA+60
1	49,600	51,000	55,200	58,195	60,800
2	51,350	52,750	56,950	59,945	62,550
3	53,250	54,650	58,850	61,845	64,450
4	55,300	56,700	60,900	63,895	66,500
5	57,500	58,900	63,100	66,095	68,700
6	59,850	61,250	65,450	68,445	71,050
7	62,350	63,750	67,950	70,945	73,550
8	65,000	66,400	70,600	73,595	76,200
9	67,800	69,200	73,400	76,395	79,000
10	70,750	72,150	76,350	79,345	81,950
11	73,850	75,250	79,450	82,445	85,050
12	77,100	78,500	82,700	85,695	88,300
13	80,500	81,900	86,100	89,095	91,700

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15 years	=	1,975
20 years	=	3,325
25 years	=	4,250
30 years	=	4,900

Placement/ Category	BA	BA+15	MA	MA+30	MA+60
1	50,455	51,905	56,255	59,155	62,055
2	52,475	53,925	58,275	61,175	64,075
3	54,575	56,025	60,375	63,275	66,175
4	56,760	58,210	62,560	65,460	68,360
5	59,165	60,615	64,965	67,865	70,765
6	61,675	63,125	67,475	70,375	73,275
7	64,290	65,740	70,090	72,990	75,890
8	67,015	68,465	72,815	75,715	78,615
9	69,855	71,305	75,655	78,555	81,455
10	72,815	74,265	78,615	81,515	84,415
11	75,900	77,350	81,700	84,600	87,500
12	79,115	80,565	84,915	87,815	90,715
13	82,475	83,925	88,275	91,175	94,075

Longevity: After continuous service in the Wallkill Valley Regional High School District and the Franklin School District for the number of years indicated, longevity payments shall be added to the base pay as follows:

15 years	=	1,975
20 years	=	3,325
25 years	=	4,250
30 years	=	4,900

SCHEDULE B

WALLKILL VALLEY REGIONAL HIGH SCHOOL
CO-CURRICULAR GUIDE

I - Activities

	1	2	3	4	5	6	7
Band/Choral	3585	3850	4110	4375	4640	5060	5480

Yearbook/Photo	3930	4395	4850	5305	5765	6290	6810
Drama	2150	2410	2670	3170	3345	3525	3850
Newspaper	2010	2270	2530	2795	3055	3250	3455
Student Council	2010	2270	2530	2795	3055	3250	3455
Senior Class Advisor	2010	2270	2530	2795	3055	3250	3455
Music Director/Play	1595	1790	1985	2180	2385	2580	2780
Drama Assistant	1595	1790	1985	2180	2385	2580	2780
Band Front	1595	1790	1985	2180	2385	2580	2780
Junior Class Advisor	1595	1790	1985	2180	2385	2580	2780
Peer Counseling	1525	1720	1920	2110	2310	2500	2705
SADD	1120	1385	1520	1650	1780	1970	2170
Lighting/Sound	1120	1385	1520	1650	1780	1970	2170
Soph Class Advisor	1000	1125	1260	1390	1525	1655	1785
Frosh Class Advisor	1000	1125	1260	1390	1525	1655	1785
National Honor Society	1000	1125	1260	1390	1525	1655	1785
Literary Magazine	1000	1125	1260	1390	1525	1655	1785
AVA	660	755	865	965	1055	1185	1315
Academic Bowl	660	755	865	965	1055	1185	1315
Costume Designer	660	755	865	965	1055	1185	1315
FBLA	660	755	865	965	1055	1185	1315
Mock Trial	660	755	865	965	1055	1185	1315
Chess Club	660	755	865	975	1055	1185	1315
TSA	660	755	865	975	1055	1185	1315
Art Club	660	755	865	975	1055	1185	1315
Environmental Club	660	755	865	975	1055	1185	1315
Science League	660	755	865	975	1055	1185	1315
Science Olympiad	660	755	865	975	1055	1185	1315
Model UN	660	755	865	975	1055	1185	1315
BASIC	660	755	865	975	1055	1185	1315
Nat Art Honor Society	660	755	865	975	1055	1185	1315
Honors Choir	660	755	865	975	1055	1185	1315
Anime Club	660	755	865	975	1055	1185	1315
Kindness and Justice	660	755	865	975	1055	1185	1315
Webmaster Club	660	755	865	975	1055	1185	1315

*If positions are shared by multiple parties, the stipend will be proportionately divided.

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II - Athletics

	1	2	3	4	5	6	7
Football (Head)	5245	5575	5900	6290	6760	7275	7865
Trainer (Head)	4370	4640	4930	5340	5745	6175	6600
Track Coordinator	4370	4640	4930	5340	5745	6175	6600
Basketball (Head)	4370	4640	4930	5340	5745	6175	6600

Wrestling (Head)	4370	4640	4930	5340	5745	6175	6600
Baseball (Head)	4085	4340	4645	5010	5380	5810	6235
Softball (Head)	4085	4340	4645	5010	5380	5810	6235
Field Hockey	4085	4340	4645	5010	5380	5810	6235
Soccer	4085	4340	4645	5010	5380	5810	6235
Swimming (Head)	4085	4340	4645	5010	5380	5810	6235
Tennis (Head)	3620	3905	4200	4495	4840	5315	5700
Cross Country (Head)	3620	3905	4200	4495	4840	5315	5700
Golf (Head)	3210	3540	3800	4050	4310	4630	4965
Fall Cheerleading (Head)	3210	3540	3800	4050	4310	4630	4965
Winter Cheerleading (Head)	3210	3540	3800	4050	4310	4630	4965
Tennis (Ass't)	2910	3175	3475	3705	3930	4265	4585
Track (Ass't)	2910	3175	3475	3705	3930	4265	4585
Baseball/Softball(Ass't)	2910	3175	3475	3705	3930	4265	4585
Football (Ass't)	2910	3175	3475	3705	3930	4265	4585
Basketball/Wrestling(Ass't)	2910	3175	3475	3705	3930	4265	4585
Field Hockey (Ass't)	2910	3175	3475	3705	3930	4265	4585
Soccer (Ass't)	2910	3175	3475	3705	3930	4265	4585
Swimming (Ass't)	2910	3175	3475	3705	3930	4265	4585
Weight Trainer	2910	3175	3475	3705	3930	4265	4585
Bowling (Head)	2850	3170	3430	3645	3855	4180	4510
Ski (Head)	1830	2095	2320	2550	2780	2975	3170
Cheerleading (Ass't) Fall	1830	2095	2320	2550	2780	2975	3170
Cheerleading (Ass't) Winter	1830	2095	2320	2550	2780	2975	3170

For all new appointments after 7/1/96

If positions are shared by multiple parties, the stipend will be proportionately divided

Addendum
May 22, 2007

WHEREAS, the School Board of Wallkill Valley Regional High School (the “Board”) intends to make non-salary reduction contributions on behalf of certain classes of employees;

WHEREAS, the Board will not permit any *individual* employee to have an option of receiving the equivalent amounts as compensation;

WHEREAS, the Economic Growth and Tax Relief Reconciliation Act of 2001 (“EGTRRA”) amended Section 403(b)(3) of the Internal Revenue Code of 1986, as amended (the “Code”) to permit employers to make non-elective contributions to 403(b) programs for employees of the District, and

WHEREAS, the District wishes to make such contributions permitted under Sections 403(b)(3) and Section 415(c)(1) of the Code for certain employees,

NOW, THEREFORE, IT IS RESOLVED that the Board hereby authorizes and directs that the District institute and implement a policy(s) to make non-elective employer contributions into 403(b) contracts for each eligible individual as defined in the policy(s), provided that such contributions shall not exceed the limits of Section 415(c)(1) of the Code and shall not continue beyond the five (5) year period after the year of separation of employment authorized under Section 403(b)(3) of the Code.

FURTHER RESOLVED that the proper employees of the Board be and they are hereby authorized and directed to take any and all actions necessary or desirable to implement the resolutions as set forth herein.