

PREAMBLE

This Agreement entered into this _____ day of December, 1991 between the Cedarville Teachers' Association, hereinafter called the "Association," and the Lawrence Township Board of Education, hereinafter called the "Board," wherein it is mutually agreed as follows:

W I T N E S S E T H:

WHEREAS, there is presently in effect an Agreement between the Board and the Association originally entered into the school years 1990-91, 1991-92, 1992-93 and 1993-94, it is hereby agreed that the original Agreement is hereby incorporated in this Agreement by reference thereto as though the same had been fully set forth herein, except as modified, the language of the existing Agreement shall remain in full force and effect.

ARTICLE I

RECOGNITION

A. The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiation for all CERTIFIED TEACHING PERSONNEL UNDER CONTRACT, including the Child Study Team, but excluding administrative personnel and all other employees.

B. The Board agrees not to negotiate with any organization other than the Association for the duration of this Agreement.

ARTICLE II

NEGOTIATION OF SUCCESSOR AGREEMENT

A. Modification

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

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ATTORNEYS AT LAW
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6/68/92

B. Negotiations shall begin according to the schedule provided by PERC, but no later than November 4th of the negotiating year.

ARTICLE III

GRIEVANCE PROCEDURE

A. Definition

A "Grievance" is a claim by a teacher or the Association based upon the interpretation, application, or violation of this Agreement, policies or administrative decision affecting a teacher or a group of teachers.

B. Procedure

1. A grievance must be filed within thirty (30) school days of its occurrence. Failure to act in said thirty (30) days shall be deemed to constitute an abandonment of the grievance.

2. In the presentation of a grievance, the aggrieved person or the Association shall have the right to present his or her own appeal, or designate a representative or representatives from the Association to appear with him/her at any step of the appeal. Such representatives shall be limited to a maximum of three (3), exclusive of the grievant and/or witnesses.

3. When a teacher is not represented by the Association, the Association shall have the right to have up to three (3) representatives be present, and to state its views at all stages of the grievance procedure.

4. Level I - Principal (Informal)

A teacher with a grievance shall first discuss it with the Principal, with the objective of resolving the matter informally.

5. Level II - Chief School Administrator (Formal)

If the matter is not resolved to the aggrieved person's satisfaction through this informal discussion, or if no decision has been rendered within five (5) school days after presentation of the grievance, the grievant will then submit his or her grievance in writing to the Chief School Administrator within five (5) school days after the decision at Level I, or ten (10) school days after the grievance was presented, whichever is sooner. The Chief School Administrator shall communicate his decision to the grievant in writing within five (5) days after receipt of the written grievance.

6. Level III - Board of Education

a. If the aggrieved person is not satisfied with the disposition of his/her grievance at Level II (Formal), or if no decision has been received within ten (10) days after the grievance was delivered to the Chief School Administrator, he may, within five (5) school days after a decision by the Chief School Administrator, or fifteen (15) school days after the grievance was delivered to the Chief School Administrator, whichever is sooner, request in writing that the Board of Education hear the complaint.

The Grievant shall specify:

- b. 1) The nature of the grievance
- 2) Results of the previous discussions
- 3) The basis of his/her dissatisfaction with the determination
- 4) The remedy or remedies requested

c. A copy shall be furnished to the Chief School Administrator and the Association representative.

d. Within fifteen (15) school days from the receipt of the written grievance, the Board shall hold a closed, informal hearing at which all parties concerned shall have a right to be heard.

e. Within ten (10) school days from said hearing, the Board shall, in writing, advise the aggrieved person and the Association of their determination. A copy of said determination shall be forwarded to the Chief School Administrator.

f. During the pendency of a grievance, the employee shall continue to work and carry out directives or assignments of the Board, or the Board's administrative staff. If said directives or assignments lead to further disagreements, the employee shall seek remedy through the contractual grievance procedure.

7. Level IV - Arbitration

a. If the aggrieved person is not satisfied with the disposition of his/her grievance, and the Association determines that the grievance is meritorious, it may submit the grievance to arbitration within fifteen (15) school days after receipt of a request by the aggrieved person.

b. Within ten (10) school 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 for said arbitrator to serve. If the parties are unable to agree upon an arbitrator,

or obtain such 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 then be bound by the rules and procedures of the American Arbitration Association.

c. Limits of Arbitration

1. The arbitrator shall limit himself to the issues submitted to him, and shall consider nothing else. He can add nothing to, nor subtract anything from, this Agreement between the parties. His recommendations shall be binding on both parties.

d. Cost of Arbitration

1. The costs of the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel and subsistence expenses shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring same.

e. Meetings and Hearings

1. All meetings and hearings under this procedure shall not be conducted in public, and shall include only such parties in interest and their designated or selected representatives.

f. The concept of work, then grieve, shall apply in the district.

ARTICLE IV

ASSOCIATION RIGHTS AND PRIVILEGES

A. Use of School Buildings

The Association and its representatives shall have the right to use school buildings at all reasonable hours for meetings, except during regular school hours, subject to approval of the Chief School Administrator. Except in the case of an emergency, the Association will make a proper written request for such use at least two (2) weeks in advance. Said request shall not be turned down without a valid reason.

B. Use of School Equipment

The Association shall have the right to use certain school equipment, including typewriters, mimeographing machines, other duplicating equipment, calculating machines, and audiovisual equipment at reasonable times when such equipment is

not otherwise in use with the approval of the Principal. The Association shall pay for the cost of all materials and supplies incident to such use, and for any repairs necessitated as a result thereof.

C. Mail Facilities and Mail Boxes

The Association shall have the right to use the inter-school mail facilities and school mail boxes.

ARTICLE V

TEACHER WORK YEAR

A. In-School Work Year

1. Definition of in-school work year

The in-school work year shall include days when pupils are in attendance, orientation days, and any other days on which teacher attendance is required, but not to exceed 187 days in the year 1990-91 and not to exceed 185 days thereafter.

2. Inclement Weather

Teacher attendance shall not be required whenever student attendance is not required due to inclement weather.

ARTICLE VI

TEACHING HOURS AND TEACHING LOAD

A. Teacher Day

1. Check-In Procedure

As professionals, teachers are expected to devote to their assignments the time necessary to meet their responsibilities, but they shall not be required to "clock in or clock out" by hours and minutes. Teachers shall indicate their presence for duty by placing a check mark in the appropriate column of the faculty "Sign-in" roster thirty (30) minutes before the official daily opening of school for pupils, and be in the classroom fifteen (15) minutes before the official opening of school for pupils. Teachers may leave following the dismissal of the last bus.

B. Lunch Periods

1. Grade level and other

Teachers shall have a daily duty-free lunch period of thirty (30) minutes.

2. Leaving the Building

Teachers may leave the building during their duty-free lunch periods, as long as they check in and out in the main office.

3. After School Meetings

The parties agree that the Board, or its representative, has the right to require the attendance of teachers at a reasonable number of after school meetings.

ARTICLE VII

NON-TEACHING DUTIES

A. List of Non-Teaching Duties

1. Teachers shall not be required to perform the following duties:

(a) The Board shall employ part-time aides for the purpose of performing morning bus duty, which consists of playground supervision on such days as weather permits pupils to be outdoors on the playground before the start of school, playground and cafeteria supervision during lunch period and bus loading at the close of the school day.

(b) Keeping registers

(c) Correcting standardized tests used at the direction of the Board or the administration.

ARTICLE VIII

TEACHER EMPLOYMENT

A. Notification of Contract and Salary

Teachers shall be notified of their contract and salary status the ensuing year no later than April 30th.

ARTICLE IX

SALARIES

A. Salary Schedule

1. The salary of each teacher covered by the Agreement for the 1990-91, 1991-92, and 1992-93 school years is attached hereto and made a part hereof. See Schedules A, B, C, and D.

2. The salary guides for 1990-91; 1991-92; and, 1992-93 are attached hereto. The parties have negotiated steps, movement on steps, compression of the guide, and placement thereon and this shall control during the term of this agreement. Starting with the 1990-91 school year longevity has been included in the salary guide in the sum of \$19,360, and for the 1991-92 school year in the sum of \$6,600. Those teaching staff members who received longevity payments in the 1990-91 school year, before this agreement was ratified, shall have their retroactive checks reduced and adjusted to reflect the previous payment of those monies. This inclusion of the longevity in the 1991-92 salary guide will result in the removal of all provisions for longevity in the parties contract. Other than the sums set forth herein, there shall be no longevity paid unless subsequently negotiated between the parties.

3. The salary guide for 1992-93 will be increased for the 1993-94 school year by the Cumberland County public school district average settlement rate for 1993-94. This county average shall be calculated based upon all settlements reached as of February 1, 1994, as reported by the New Jersey Education Association and the New Jersey School Boards Association. If there is a difference in the reported settlement of any county district in those two reports, then the average of the two reports for that district shall be utilized in computing the county average.

4. There shall be no movement upon the 1993-94 guide for the unit members until the new 1993-94 salary guide is mutually established by the parties. Upon the new 1993-94 salary guide being established, the Board shall issue retroactive salary checks covering increment steps and negotiated increases, as appropriate. From that point for the rest of the 1993-94 school year, unit members will be paid based upon the 1993-94 salary guide.

ARTICLE X

TEACHER EVALUATION

A. A teacher shall have the right to review all evaluating reports prepared by his/her evaluators. The teacher shall have a copy of all such reports.

B. Whenever and wherever formal classroom evaluations are conducted by an evaluator, there shall be a follow-up conference between the evaluator and the teacher, and the teacher shall be given a copy of every evaluation prepared by his/her evaluators.

C. Non-tenure teachers shall be formally evaluated a minimum of three (3) times per year, and any other times as deemed necessary.

D. Tenure teacher shall be evaluated a minimum of one (1) time per year, but shall not exceed a maximum of two (2) evaluations per year.

E. General Criteria

1. Evaluation by certificated supervisors

Teachers shall be evaluated only by persons certificated by the New Jersey State Board of Examiners to supervise instruction.

2. Copies of evaluation

No report shall be submitted to the central office, placed in the teacher's file, or otherwise acted upon without prior conference with the teacher. No teacher shall be required to sign a blank or incomplete evaluation form.

3. Standardized tests

Results of standardized tests used for evaluating students shall not be used to evaluate teacher performance.

4. Informal evaluations

(a) An informal evaluation is an observation which is not formally scheduled, and consists of observation of routine, day-to-day activities related to teaching.

(b) Reports of informal evaluations shall be signed by the teacher to acknowledge receipt, and the teacher may request a conference concerning such evaluations, and may respond in writing.

5. An evaluation form shall be compiled by the Administration with input from C.T.A.

ARTICLE XI

COMPLAINT PROCEDURE

A. Procedural Requirement

Any complaints in writing regarding a teacher made to any member of the Administration by any parent, student or other person which does, or may, influence evaluation of a teacher, shall be reported to the teacher involved, and he or she may state his/her viewpoints.

1. A complaint form shall be compiled with input from C.T.A.

B. No teacher shall be disciplined in public at any time, and neither shall any teacher be reduced in compensation without just cause.

ARTICLE XII

SICK LEAVE

A. Accumulative

All teachers employed shall be entitled to ten (10) sick leave days each school year. Unused sick leave shall be accumulated from year to year with no maximum limit.

B. Utilization of Sick Leave

1. In this district, employees absent for personal illness or quarantine shall receive full salary during absence of ten (10) days in any given school year, plus the accumulated days that the employee has to his/her credit.

2. Any employee who has an ill member of his/her immediate family may take the day as one of his/her accumulated sick days. If an employee exhausts his/her accumulated sick days as a result of taking such days, subsequent sick days taken will result in a loss of pay.

C. Notification of Accumulation

Teachers shall be given a written accounting of accumulated sick leave days no later than September 30th of each school year.

D. Sick Leave Buy Back Upon Retirement.

1. Beginning with the 1993-94 school year, any teacher who has accumulated at least fifty (50) unused sick leave days, and who has been in the employ of the school district for fifteen or more years, who submits to the Chief School Administrator a written statement of intention to retire, shall be eligible for a buy back of those accumulated sick leave days upon retirement as set forth herein, provided such notice of intention to retire is given to the Chief School Administrator at least three (3) months before the final budget submission date for the budget involving the year of retirement.

2. That sick leave buy back shall be computed at the rate of one (1) days pay for every five (5) days of accumulated unused sick leave to the teachers credit at the time of the announced contemplated retirement, and remaining at the time of retirement. There shall be a maximum cap of two thousand (\$2,000.00) dollars for any retiring teacher.

3. The daily compensation of the teacher who retires and files with the TPAF under this provision shall be at the daily rate of pay which that teacher earned during their last full year of teaching in the District.

ARTICLE XIII

TEMPORARY LEAVES OF ABSENCE

A. Types of Leave

For the 1990-91, 1991-92, 1992-93, and 1993-94 school years, teachers shall be entitled the following leaves of absence with full pay each school year:

1. Personal - Accumulative to six

Three (3) days leave of absence for personal, legal, business, household, or family matters, which require absence during school hours. Applications must be made to the teacher's principal, or other immediate supervisor for such leave (except in the case of emergencies) and the applicant for such leave shall not be required to state the reason for taking such leave other than that he/she is taking it under this section. Unused personal days may accumulate from year to year with a maximum of three (3). Total personal days per year shall not exceed six, but shall not be less than three. Personal leave shall not be available to extend any holidays or vacations, except in the case of emergency. Beginning with 1992-93 school year accumulated personnel leave days over six(6) will be added to the teacher's sick leave bank.

2. School Visitation (Professional) non-accumulative. Up to two (2) days for the purpose of visiting other schools. Requests must be approved by the Administration.

3. Bereavement as proposed by the Board 1990-91, and 1991-92 with five (5) days for parent, spouse, and child and three (3) days for brother, sister, grandchild, grandmother, grandfather, mother-in-law, father-in-law, brother-in-law, and sister-in-law.. Starting with 1992-93 move grandchild, brother and sister to the five (5) day list. An employee may be allowed full pay for the absence of one day for the death of an aunt, uncle, niece or nephew.

ARTICLE XIV

EXTENDED LEAVES OF ABSENCE

A. Extended leaves of absence shall be available as provided for by statute, as well those which may be provided for in this article.

B. Medical Leave of Absence

1. Whenever a teacher shall be absent and unable to perform the duties of the teacher's position for an extended period of time due to a medical disability which has been verified and substantiated by a certificate from a medical or osteopathic doctor, the Board shall grant the teacher an extended unpaid medical leave of absence. The terms of such leaves shall not exceed:

a. For non-tenured teachers a period of three (3) months; such period shall not extend beyond the end of the school year in which the leave began. This time shall not count towards the acquisition of tenure.

b. For tenured teachers a period of twelve (12) months.

2. During such approved leaves of absence, the teacher shall be entitled to utilize accumulated sick leave. All time beyond that covered by the teachers accumulated sick leave shall be without pay.

3. The teacher may continue his/her health insurance coverage during the term of such leave. Such continuation shall be at the teacher's expense unless the Board determines to pay for such coverage, or a portion thereof. The Board, at its sole option may determine to pay for all, no portion, or any portion of employee benefit coverage, including health insurance, during the term of any unpaid leave of absence. Determinations under

this paragraph shall be on a case by case basis and will not establish a past practice or precedent.

4. Medical disabilities shall include disability arising from pregnancy.

5. Return from medical disability leave may be dependent on the presentation of a certificate from a physician, acceptable to the Board, certifying the individual's ability to return and engage in regular full-time work.

a. If there is a dispute arising from the employees' medical condition when a request to return to such work is made by the employee, the board may require that the employee be examined by a physician who is acceptable to the board.

b. If there is a dispute between the employee's physician and the physician selected by the board, as to whether the employee is medically able to return to such work, then those two physicians will select a neutral, unbiased third physician to review the matter. The third physician so selected shall issue a medical opinion that agrees with the position of either of the other two physicians and that determination shall control the dispute.

6. If an employee wishes to alter the original term of the leave the employee may make such a request and the Board can grant or deny it at the Board's discretion.

7. A teacher returning from an approved medical disability leave of absence shall be entitled to all the benefits to which the teacher was entitled at the time the leave commenced, provided, however, that the time actually spent on leave shall not be counted as time of employment.

8. Leaves for non-tenured teachers, and the time spent thereon, shall not count towards tenure.

C. Child Rearing Leave of Absence

1. In the event of the birth of a child to a teacher or a teacher's spouse, or the adoption of an infant child by a teacher, the teacher may apply for, and the Board shall have the discretion to grant or deny a child rearing leave of absence for a period of up to one year.

2. The teacher may continue his/her health insurance coverage during the term of such leave. Such continuation shall be at the teacher's expense unless the Board determines to pay for such coverage, or a portion thereof. The Board, at its sole option may determine to pay for all, no portion, or any portion of employee benefit coverage, including health insurance, during

the term of any unpaid leave of absence. Determinations under this paragraph shall be on a case by case basis and will not establish a past practice or precedent.

3. Upon return the teacher's assignment shall be at the discretion of the Board.

4. Determinations under this paragraph shall be on a case by case basis and will not establish a past practice or precedent.

5. Leaves for non-tenured teachers shall not continue beyond the school year in which the leave commenced, and the time of such leave shall not count towards tenure.

D. Family Illness Leave

1. In the event of the severe illness of a family member, the Board shall, subject to the provisions of applicable law, have the discretion to grant or deny a leave of absence for a period of up to one year. Family member is restricted to parent, spouse or child for this paragraph.

2. The teacher may continue his/her health insurance coverage during the term of such leave. Such continuation shall be at the teacher's expense unless the Board determines to pay for such coverage, or a portion thereof. The Board, at its sole option may determine to pay for all, no portion, or any portion of employee benefit coverage, including health insurance, during the term of any unpaid leave of absence. Determinations under this paragraph shall be on a case by case basis and will not establish a past practice or precedent.

3. Upon return the teacher's assignment shall be at the discretion of the Board.

4. Determinations under this paragraph shall be on a case by case basis and will not establish a past practice or precedent.

5. Leaves for non-tenured teachers shall not continue beyond the school year in which the leave commenced, and the time of such leave shall not count towards tenure.

E. Other leaves of absence may, for good reasons, be granted by the Board. The determination to grant or deny such applications shall be reviewable by means of the in district steps of the grievance procedure only.

F. A teacher on an extended leave of absence must be actively at work at least ninety three (93) school days during the school year to advance to the next step on the salary guide for the next school year.

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ARTICLE XV

INSURANCE PROTECTION AND EMPLOYEE REIMBURSEMENT

A. Full Health Care Coverage

For the 1990-91, 1991-92, 1992-93, and 1993-94 school years, the Board shall provide the health care insurance protection designated below:

1. The Board shall pay the cost of Blue-Cross-Blue Shield, Major Medical Family Plan, P.P.O., and/or equivalent in HMO health benefits, and/or Washington National. Total cost to the Board for any employee's options of health benefits shall NOT exceed 100% cost of full family, Blue Cross-Blue Shield Major Medical premium, including Rider J and Major Medical coverage or P.P.O.

B. Carrier(s)

The health insurance carrier(s) shall be Blue Cross and Blue Shield or P.P.O. for the basic hospitalization and medical-surgical coverage, and shall also include Rider J and Major Medical coverage, or HMO health benefits, all of which are covered under the New Jersey State Health Plan.

C. Insurance protection shall be for twelve (12) full months.

D. Reimbursement for Documented Medical Expenses

For the year July 1, 1990 through June 30, 1991, for the year July 1, 1991 through June 30, 1992, for the year July 1, 1992 through June 30, 1993, and for the year July 1, 1993 through June 30, 1994, each employee shall be eligible for reimbursement of documented medical expenses incurred by the employee, or the employee's immediate family, in an amount up to a maximum of four hundred dollars (\$400.00).

1. Each employee's account will be separate.

2. Reimbursement will be by check, on a quarterly schedule, following submission of documented receipts for medical expenses.

3. No reimbursement shall be provided unless the expense was actually paid, and no reimbursement shall be provided for any expense which is covered, or entitled to be covered, by an existing insurance plan.

4. In the event that the inclusion of this provision in the contract between the Lawrence Board of Education and the Cedarville Teachers' Association is specifically held to be illegal by a Court of competent jurisdiction, PERC, or an appropriate state agency, during the term of this contract, the sum of \$400.00 per unit member, shall be appropriated by the Board to fund a health insurance fringe benefit which is to be mutually agreed upon by the Board and the Cedarville Teachers' Association. The sum of \$400.00 per unit member is to be allocated for a full twelve (12) month year, and will be prorated if such decision is issued and effective during the contract year.

E. Dental Coverage

For the year July 1, 1990 through June 30, 1991, for the year July 1, 1991 through June 30, 1992, and for the year July 1, 1992 through June 30, 1993, the Board shall pay, up to two hundred and forty (\$240.00) dollars per year for single employee coverage of Delta Dental Plan of New Jersey Incorporate Program. For the year July 1, 1993 through June 30, 1994, the Board shall pay, up to two hundred and sixty (\$260.00) dollars per year for single employee coverage of Delta Dental Plan of New Jersey Incorporate Program. (Program as described in January 14, 1987 Plan presented by Allen Associates. Copy of Plan on file with Cedarville Teachers' Association Secretary and Secretary to Board of Education).

If such coverage exceeds the above limits, the additional premium shall be deducted from employee's Welfare Plan (Welfare Plan coverage defined under Article XV, D).

ARTICLE XVI

MISCELLANEOUS PROVISIONS

A. Printing Agreement

Cost of printing of this Agreement, if done professionally, shall be shared equally by the Board and the Association. If not done professionally, the Board will assume the cost. The Agreement should be printed within thirty (30) days after it is signed. The Agreement shall be presented to all teachers now employed.

B. Notice

Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provision(s) of this Agreement, either party shall do so in writing.

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ARTICLE XVII

PROFESSIONAL DEVELOPMENT

A. The Board of Education shall pay the cost for two graduate courses per tenured teacher per year, providing that course title and brief summary of contents of course be submitted in writing to the Chief School Administrator prior to taking the course. The maximum cost for any one teacher in any year which the Board shall be liable for is limited to the equivalent of the graduate tuition rate charged by Glassboro State College. Evidence of successful completion of course is to be submitted before reimbursement shall take place.

ARTICLE XVIII

SEPARABILITY

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 of application shall continue in full force and effect.

ARTICLE XIV

DURATION OF AGREEMENT

A. Duration Period

This Agreement shall be effective as of July 1, 1990, and shall continue through June 30, 1994. This Agreement shall not be extended orally, and may only be extended in writing.

B. Status of Incorporation

In witness whereof, the parties hereto have caused this Agreement to be signed by their respective presidents, attested to by their respective secretaries, and their corporate seals to be placed hereon, all on the day and year first above written.

CEDARVILLE TEACHERS' ASSOCIATION

BY: Joyce Nichols Pres.
President, Cedarville Teachers'
Association

ATTESTED: Cynthia A. Reardon
Secretary, Cedarville Teachers'
Association

LAWRENCE TOWNSHIP BOARD OF EDUCATION

BY: Carl Baker
President, Lawrence Township
Board of Education

ATTESTED: William Peterson
Secretary, Lawrence Township
Board of Education

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1989/90 Through 1992/93

Step Conversion Guide

89/90 step	9/1/90 step	2/1/91 step	9/1/91 step	2/1/92 step	92/93 step
			1	1	1
1	1	1	2	2	2
2	2	2	3	3	3
3	2	2	3	3	4
4	3	3	4	4	4
5	3	3	4	4	5
6	4	4	5	5	5
7	5	5	6	6	6
8	5	5	6	6	7
9	6	6	7	7	7
10	7	7	8	8	8
11	8	8	9	9	9
12	9	9	10	10	10
13	10	10	11	11	11
14	10	10	11	11	11
15	11	11	11	11	11
16	11	11	11	11	11

Schedule A-1

9/1/90 Salary Guide

89/90 step	9/1/90 step	BA	BA+30	MA	MA+30
1	1	21105	21805	22505	23205
2	2	21205	21905	22605	23305
3	2	21205	21905	22605	23305
4	3	22005	22705	23405	24105
5	3	22005	22705	23405	24105
6	4	23005	23705	24405	25105
7	5	24005	24705	25405	26105
8	5	24005	24705	25405	26105
9	6	25005	25705	26405	27105
10	7	26805	27505	28205	28905
11	8	28605	29305	30005	30705
12	9	30405	31105	31805	32505
13	10	32205	32905	33605	34305
14	10	32205	32905	33605	34305
15	11	33795	34495	35195	35895
16	11	33795	34495	35195	35895

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Schedule A-2

2/1/91 Salary Guide

89/90 <u>step</u>	9/1/90 <u>step</u>	2/1/91 <u>step</u>	<u>BA</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+30</u>
1	1	1	21925	22625	23325	24025
2	2	2	22025	22725	23425	24125
3	2	2	22025	22725	23425	24125
4	3	3	22225	22925	23625	24325
5	3	3	22275	22975	23675	24375
6	4	4	23810	24510	25210	25910
7	5	5	24845	25545	26245	26945
8	5	5	24845	25545	26245	26945
9	6	6	25613	26313	27013	27713
10	7	7	27456	28156	28856	29556
11	8	8	29300	30000	30700	31400
12	9	9	31144	31844	32544	33244
13	10	10	32988	33688	34388	35088
14	10	10	32988	33688	34388	35088
15	11	11	34616	35316	36016	36716
16	11	11	36275	36975	37675	38375

Schedule B-1

9/1/91 Salary Guide

89/90 <u>step</u>	9/1/90 <u>step</u>	2/1/91 <u>step</u>	9/1/91 <u>step</u>	<u>BA</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+30</u>
			1	23796	24546	25296	26046
1	1	1	2	23896	24646	25396	26146
2	2	2	3	23996	24746	25496	26246
3	2	2	3	23996	24746	25496	26246
4	3	3	4	24214	24964	25714	26464
5	3	3	4	24814	25564	26314	27064
6	4	4	5	25941	26691	27441	28191
7	5	5	6	27069	27819	28569	29319
8	5	5	6	27069	27819	28569	29319
9	6	6	7	27905	28655	29405	30155
10	7	7	8	29914	30664	31414	32164
11	8	8	9	31922	32672	33422	34172
12	9	9	10	33931	34681	35431	36181
13	10	10	11	35940	36690	37440	38190
14	10	10	11	35940	36690	37440	38190
15	11	11	11	38350	39100	39850	40600
16	11	11	11	38350	39100	39850	40600

BARBOUR & COSTA
ATTORNEYS AT LAW
10 N. CHESTNUT &
MAIN STREET
P. O. BOX 349
MAPLE SHADE, N.J. 08054

Schedule B-2

2/1/92 Salary Guide

<u>89/90</u> <u>step</u>	<u>9/1/90</u> <u>step</u>	<u>2/1/91</u> <u>step</u>	<u>9/1/91</u> <u>step</u>	<u>2/1/92</u> <u>step</u>	<u>BA</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+30</u>
			1	1	24609	25359	26109	26859
1	1	1	2	2	24712	25462	26212	26962
2	2	2	3	3	24816	25566	26316	27066
3	2	2	3	3	24816	25566	26316	27066
4	3	3	4	4	25041	25791	26541	27291
5	3	3	4	4	25661	26411	27161	27911
6	4	4	5	5	26827	27577	28327	29077
7	5	5	6	6	27993	28743	29493	30243
8	5	5	6	6	27993	28743	29493	30243
9	6	6	7	7	28858	29608	30358	31108
10	7	7	8	8	30935	31685	32435	33185
11	8	8	9	9	33013	33763	34513	35263
12	9	9	10	10	35090	35840	36590	37340
13	10	10	11	11	37167	37917	38667	39417
14	10	10	11	11	37167	37917	38667	39417
15	11	11	11	11	39660	40410	41160	41910
16	11	11	11	11	39660	40410	41160	41910

Schedule C

1992/93 Salary Guide

<u>89/90</u> <u>step</u>	<u>9/1/90</u> <u>step</u>	<u>2/1/91</u> <u>step</u>	<u>9/1/91</u> <u>step</u>	<u>2/1/92</u> <u>step</u>	<u>92/93</u> <u>step</u>	<u>BA</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+30</u>
					1	26934	27734	28534	29334
			1	1	2	27048	27848	28648	29448
1	1	1	2	2	3	27161	27961	28761	29561
2	2	2	3	3	4	27407	28207	29007	29807
3	2	2	3	3	4	27407	28207	29007	29807
4	3	3	4	4	5	29362	30162	30962	31762
5	3	3	4	4	5	29362	30162	30962	31762
6	4	4	5	5	6	30639	31439	32239	33039
7	5	5	6	6	7	31585	32385	33185	33985
8	5	5	6	6	7	31585	32385	33185	33985
9	6	6	7	7	8	33859	34659	35459	36259
10	7	7	8	8	9	36132	36932	37732	38532
11	8	8	9	9	10	38406	39206	40006	40806
12	9	9	10	10	11	41750	42550	43350	44150
13	10	10	11	11	11	41750	42550	43350	44150
14	10	10	11	11	11	41750	42550	43350	44150
15	11	11	11	11	11	41750	42550	43350	44150
16	11	11	11	11	11	41750	42550	43350	44150

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REVISED FINAL
6/08/92

Schedule D

1993/94 Salary Guide to be Mutually
Developed in Accordance with Ratified Contract

BARBOUR & COSTA
ATTORNEYS AT LAW
10 N. CHESTNUT &
MAIN STREET
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WALTON SPRING, N. CAROLINA

