

**Elizabeth
Education
Association**

"4000 Members Strong"

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

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

**JULY 1, 2004 THROUGH JUNE 30, 2005
AND
JULY 1, 2005 THROUGH JUNE 30, 2008**

www.eea-nj.org

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PREAMBLE

THIS AGREEMENT entered into this day of _____, 2005 by and between the BOARD OF EDUCATION OF THE CITY OF ELIZABETH, NEW JERSEY, hereinafter called the "Board", and the ELIZABETH EDUCATION ASSOCIATION, hereinafter called the "Association".

**ARTICLE I
RECOGNITION**

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

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

but excluding:

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

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

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

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

ARTICLE II NEGOTIATIONS PROCEDURE

A. The parties agree to enter into collective negotiations over a successor Agreement in accordance with the provisions of N.J.S.A. 34:13A-1 et seq.; such negotiations shall begin no

later than November 1st of the calendar year preceding the year in which this Agreement expires.

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

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

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

ARTICLE III GRIEVANCE PROCEDURE

A. DEFINITION

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

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

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

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

2. A grievance to be considered under this procedure must be initiated by the grievant [the employee(s) or the Association] within twenty (20) workdays from the time when the grievant knew or should have known of its occurrence.



B. PROCEDURE

1. (a) Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the grievant to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be a waiver of further appeal of the decision. The parties may mutually agree in writing to extend or contract any time limitations set forth in this Article.

(b) It is understood that an employee grievant shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been duly determined.

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

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

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

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



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

C. ARBITRATION

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

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

c. Rights of an Employee to Representation

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

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

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

D. COSTS

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



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

3. If time is lost by an employee due to arbitration proceedings necessitating the retention of a substitute, the Board of Education will pay only the cost of the substitute. The time lost by the employee must be without pay or charged to personal time.

E. CLASS GRIEVANCE

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

ARTICLE IV EMPLOYEE RIGHTS

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

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

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

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

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

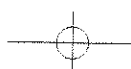
F. Personnel files shall only be available to the employee whose file it is, under current Board policy and practice, and to administrators with school business which requires review of the teacher's file. Each file shall contain a log indicating the name of the person reviewing the file and the date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

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

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

ARTICLE V ASSOCIATION RIGHTS AND PRIVILEGES

A. The Association and its representatives shall have the right to use school buildings at all reasonable hours for Association meetings; provided approval has been granted by the Secretary-School Business Administrator after filing of a Building Application form, which approval shall not be unreasonably withheld.





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

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

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

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

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

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

**ARTICLE VI
SCHOOL CALENDAR**

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

**ARTICLE VII
ORIENTATION PROCEDURES**

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



**ARTICLE VIII
TEACHER ASSIGNMENT**

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

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

C. The use of teachers' cars on official District business shall be compensated for at the prevailing rate per mile as applied by the Federal Government. In accordance with past practice, travel allowance for teachers, consultants, child study team, home instructors and audio visual personnel will be \$30.00 per month; athletic trainers shall be \$15.00 per month; attendance officers and community liaisons assigned to the attendance officers will be \$45.00 per month; the travel allowance for those teachers who receive \$.60 per day shall be increased to \$.80 per day, effective February 1, 1984. Nurses shall receive the IRS rate whenever they must use their car for school business including traveling between buildings. Nurses shall be paid at the hourly rate whenever they are required to work past their regular quitting time. Nurses shall be annually reimbursed for white pants and shoes:

2004-05.....	(\$207.90)
2005-06.....	(\$216.11)
2006-07.....	(\$224.65)
2007-08.....	(\$233.52)

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

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

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

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



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

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

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

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

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

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

Effective school year 2004-05.....	\$4,675
Effective school year 2005-06.....	\$4,859
Effective school year 2006-07.....	\$5,051
Effective school year 2007-08.....	\$5,251

8. High School employees with a teaching certification assigned to non-teaching positions who are also assigned to teach a class on a regular basis shall be compensated pro rata at the rate of \$750.00 per semester for each class assigned beginning July 1, 2002. The rate shall be \$780.00 beginning July 1, 2007.

G. The assignment of teachers to the extended school day/year shall be only on a voluntary basis. All assignments of teachers to the extended school day/year shall be for a complete one school year: when a teacher completes the second school year at an extended day/year schedule, the Superintendent of Schools in his sole and absolute discretion may request the teacher to continue the assignment or reassign the teacher to another school under the traditional terms of the collective bargaining agreement without the differential applicable to the extended school day/year assignment. Teachers may request reassignment to the traditional school schedule at the end of each school year not later than May 15th. Requests for reassignment shall be honored if at all possible.



If the district determines not to renew the assignment of a teacher to the extended school day/year, the teacher may appeal only to the Superintendent of Schools for a review of this decision and the Superintendent's decision shall be final without appeal to arbitration.

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

ARTICLE IX TRANSFER AND REASSIGNMENTS

1. TEACHERS

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

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

II. EMPLOYEES OTHER THAN TEACHERS

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

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

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

ARTICLE X PROMOTIONS

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

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

C. Employees who desire to apply for a promotional position which may be open during the summer period when school is not regularly in session shall submit their names to the Superintendent, together with the position(s) for which they desire to apply, and an address where they can be reached during the summer. The Superintendent shall notify such employees of any vacancy in a position for which they desire to apply. Such notice shall be sent at least ten (10) days prior to the closing date

for application. Notice of such vacancies shall also be posted in the administrative office, in each school building, and a copy of said notice shall be given to the Association.

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

ARTICLE XI TEACHER EVALUATION

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

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

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

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

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

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

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

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

**ARTICLE XII
SALARIES**

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

**Schedule A
Regular Teachers' Salary Guides**

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

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

Guide Groups & Positions

A.1. Teachers

Teachers, Nurses and Certified Attendance Officers.

A.2. Guidance Counselors

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

A.3. Child Study Team

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

A.4. Teacher Assistants (TA's)

Teacher Assistants' (TA's) annual stipends shall be made part of salary for pension purposes beginning July 1, 2002. The stipends shall be included in the salaries shown on the guides and shall not be paid separately. The stipends shall be added to each step of the Teachers' guides (A. 1.), Guidance Counselors' guides (A. 2.) and the Child Study Team guides (A. 3.) for each school year as follows:

2004-2005.....	\$3,567
2005-2006.....	\$3,707
2006-2007.....	\$3,854
2007-2008.....	\$4,006

Teacher Assistants' Salary Guides shall be as follows:

- A. 4a. Teacher Assistants/Teachers
- A. 4b. Teacher Assistants/Guidance Counselors
- A. 4c. Teacher Assistants/Child Study Team

A.5. Appropriate salary guides shall be developed for the above enumerated guide groups (A.1. – A.4.) and made part of this Schedule A as follows:

- a. Ten (10) month guides
- b. Extended Day/Year guides (ratio of 1.1640909 times the Ten (10) month guides)

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

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

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

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

Guide Groups & Positions

B.1. Teachers

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

B.2. Guidance Counselors

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

B.3. Child Study Team

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

B.4. Teacher Assistants (TA's)

Teacher Assistants' (TA's) annual stipends shall be made part of salary for pension purposes beginning July 1, 2002. The stipend shall be included in the salaries shown on the guides and shall not be paid separately. The stipends shall be added to each step of the Teachers' guides (B. 1.), Guidance Counselors' guides (B. 2.), the Child Study Team guides (B. 3.) and the Industrial Arts guides (B. 5.) for each school year as follows:

2004-2005.....	\$3,567
2005-2006.....	\$3,707
2006-2007.....	\$3,854
2007-2008.....	\$4,006

Teacher Assistants' Salary Guides shall be as follows:

- B. 4a. Teacher Assistants/Teachers
- B. 4b. Teacher Assistants/Guidance Counselors
- B. 4c. Teacher Assistants/Child Study Team
- B. 4d. Teacher Assistants/Industrial Arts

B.5. Industrial Arts

Industrial Arts, Home Economics and Vocational Shop Teachers.

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

- a. Ten (10) month guides
- b. Extended Year eleven (11) month guides (ratio of 1.10 times the Ten (10) month guides)
- c. Extended Day/Year guides (ratio of 1.1640909 times the Ten (10) month guides)

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

**Schedule C
Secretaries and Clerks**

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

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

**Schedule E
Security Personnel**

**Schedule F
Classroom Assistants**

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

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

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

**Schedule G
Parent Liaisons and Non-Certified Attendance Officers**

**Schedule H
Computer Data Entry**

Schedule I

Miscellaneous

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

**Schedule J
Special Activities**

**Schedule K
Athletic Coaches**



B.1. Any other certified employee whose position is not enumerated in this Salary Article XII who is assigned to an Extended Year (11 months) schedule shall be paid 1.10 times the appropriate step and column of the respective ten (10) month salary guide.

B.2. Any other certified employee whose position is not enumerated in this Salary Article XII who is assigned to an Extended Day/Year schedule shall be paid 1.1640909 times the appropriate step and column of the respective ten (10) month salary guide.

B.3. Any other non-certified employee whose position is not enumerated in this Salary Article XII who is assigned to an Extended Year (11 months) schedule shall be paid 1.10 times the appropriate step and column of the respective ten (10) month salary guide.

B.4. Any other non-certified employee whose position is not enumerated in this Salary Article XII who is assigned to an Extended Day/Year schedule shall be paid 1.1640909 times the appropriate step and column of the respective ten (10) month salary guide.

B.5. Except that any other non-certified eleven (11) or twelve (12) month employee whose position is not enumerated in this Salary Article XII and who is also assigned to an Extended Day/Year school shall be paid 1.0640909 times the appropriate step and column of the respective eleven (11) or twelve (12) month salary guide.

B.6a. Effective July 1, 2001 high school guidance counselors, high school facilitators, early childhood trainers, early childhood consultants, testing and monitoring consultants, T.V. production employees, media specialist technicians, and tech-media specialists shall become eleven (11) month positions. Any person employed by the district as of June 30, 2001 may choose to remain as a ten (10) month employee. Any person hired by the district as of July 1, 2001 shall be an eleven (11) month employee.

B.6b. Effective July 1, 2002 Child Study Team Members shall all become eleven (11) month positions. Any person employed by the district as of June 30, 2002 may choose to remain as a ten (10) month employee. Any person hired by the district as of July 1, 2002 shall be an eleven (11) month employee.

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

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

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

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

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

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

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

Effective July 1, 2004.....	\$25.60
Effective July 1, 2005.....	\$26.61
Effective July 1, 2006.....	\$27.67
Effective July 1, 2007.....	\$28.76

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





**F. SUBSTITUTION INCENTIVE COMPENSATION
(EXCEPT ASSISTANTS, ATTENDANTS, TECHNICIANS,
PARENT LIAISON AND SECURITY PERSONNEL)**

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

Days	Teachers	Secretaries	Other Support
16-50	\$10	\$10	\$10
51-100	\$20	\$17.50	\$15
101-150	\$30	\$25	\$20
151-200	\$40	\$32.50	\$25
201 and above	\$50	\$40	\$30

Each rate per day shall be separate and distinct and apply to the total number of unused sick leave days as in the following examples: A teacher with forty-nine (49) days shall receive four hundred and ninety dollars (\$490). A teacher with one hundred and forty-nine (149) days shall receive four thousand four hundred and seventy dollars (\$4,470). These examples by way of illustration also apply to secretaries and other support employees who have a different rate per day.

**ARTICLE XIII
SICK LEAVE**

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

**A. ABSENCE WHICH MAY BE ALLOWED WITHOUT
LOSS OF SALARY**

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

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

Physical examinations of the employee may be required at any time during an illness or a disability, or to determine the fitness and return to duty, by the Chief Medical Inspector and/or staff physician of the Board of Education at the request of the Superintendent of Schools, or the Secretary-School

Business Administrator, as the case may be. Payment of salary under the provisions of this clause shall be upon the recommendation of the Superintendent of Schools for educational employees, or the Secretary-School Business Administrator for business employees, and approval by the Board of Education.

B. ABSENCE PROCEDURE

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

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

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

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

**ARTICLE XIV
EMERGENCY LEAVES OF ABSENCE**

**A. NON-CUMULATIVE EMERGENCY LEAVES
OF ABSENCE**

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

a. Death of near relative or close associate - 1 day.

b. Quarantine ordered by the Board of Health.

c. Serious illness of a member of an employee's family which requires personal attention of the employee - not more than one (1) school day per year.





d. Personal business days (not to exceed two (2) days) may be permitted per year. Personal business days are days that require the employee's absence for personal, legal or family business which cannot be accomplished on other than school hours. Employees planning to be absent under this clause shall notify the principal a reasonable time in advance; payment for absence classified as 'personal business' shall be subject to review and approved by the Superintendent of Schools or the Secretary-School Business Administrator, whichever one is in charge; such approval shall not be unreasonably denied. The request for personal business leave shall include the reason that the day is needed. In the event of an emergency which does not permit advance notice, the employee shall give notice of his/her absence in accordance with the district procedure and shall give the reason for his/her absence upon his return to the district. Any unused personal business days shall be accumulated as additional sick days.

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

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

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

B. BEREAVEMENT LEAVE

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

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

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



ARTICLE XV EXTENDED LEAVES OF ABSENCE

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

B. MATERNITY/CHILD CARE LEAVE

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

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

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

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

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

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

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

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

2. The Board may grant a professional leave of absence for up to one (1) year without pay to a tenured certified employee who has been continuously employed by the district for at least three (3) calendar years from the date of annual appointment for professional appointment related to their certification and position. This section shall not apply to positions in any local public school district or other elementary and secondary educational employment.



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

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

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

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

**ARTICLE XVI
SABBATICAL LEAVES**

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

SECTION 1: DEFINITIONS

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

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

SECTION 2: ELIGIBILITY

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

SECTION 3: FOR STUDY AND TRAVEL

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

out unless the Board otherwise directs.

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

SECTION 4: REST AND RECUPERATION

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

SECTION 5: OPERATION OF LEAVE

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

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

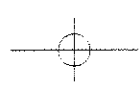
C. Leave may be denied in cases where it is unduly difficult to secure competent substitutes.

SECTION 6: COMPENSATION

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

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

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



SECTION 7: REPORT REQUIRED

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

SECTION 8: RETURN TO POSITION

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

SECTION 9: PENSION FUND

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

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

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

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

SECTION 10: FUTURE SERVICE

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

B. In the event of resignation before beginning or completing the service period provided for in subdivision (A) of Section 9,

the teacher shall return to the Board of Education the entire sum of money received during the Professional Leave period on demand after notifying the Board of Education of his/her intention not to return or not to complete the required two (2) years of service.

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

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

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

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

SECTION 11: INTERRUPTION OF PROFESSIONAL LEAVE

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

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

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

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



SECTION 12: TIME OF APPLICATION

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

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

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

SECTION 13: NOTICE OF ACCEPTANCE OR REJECTION

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

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

SECTION 14:

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

**ARTICLE XVII
INSURANCE PROTECTION**

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

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



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

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

An employee may use mail order for a prescription supply of 21 days or more.

There shall be no prescription premium cap.

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

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

The annual dental maximum coverage shall be \$1,000(2004-05), \$1,500(2005-06) , \$2,000(2006-07) and \$2,000(2007-08).

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

**ARTICLE XVIII
DEDUCTION IN SALARY**

A. The Board agrees to deduct from the salaries of the employees in the Bargaining Unit dues for the Elizabeth Education Association, the New Jersey Education Association or the National Education Association, or any one or any combination of such associations as said employees individually and voluntarily authorized the Board to deduct. The Board



agrees to deduct association dues in accordance with Chapter 310, Public Laws of 1967, N.J.S.A. 52:14-15, 9e, and under rules established by the State Department of Education.

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

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

ARTICLE XIX MISCELLANEOUS PROVISIONS

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

1. If by the Association to the Board at 500 North Broad Street, Elizabeth, New Jersey, 07207.
2. If by the Board to the Association at One Union Square, Elizabeth, New Jersey, 07201.

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

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

ARTICLE XX STUDENT DISCIPLINE

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

ARTICLE XXI INSTRUCTIONAL ADVISORY COUNCIL/PROFESSIONAL DEVELOPMENT COMMITTEE

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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

**ARTICLE XXIV
SUBSTITUTES**

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

**ARTICLE XXV
MANAGEMENT RIGHTS**

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

**ARTICLE XXVI
SECRETARIES AND CLERKS**

A. Hours for secretarial staff shall be as follows:

1. 8:00 a.m. - 4:00 p.m. - School Offices
8:30 a.m. - 4:30 p.m. - Administrative
7:30 a.m. - 4:00 p.m. - Extended Day/
Extended Year School

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

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

**B. FLEX TIME - SECRETARIAL AND
CLERICAL STAFF**

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



Secretarial and clerical employees who participate on the school management teams shall be paid the following hourly rate:

For the school year 2004-05.....	\$14.95
For the school year 2005-06.....	\$15.54
For the school year 2006-07.....	\$16.15
For the school year 2007-08.....	\$16.79

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

a. In the first year of employment each employee shall receive one (1) day for each month worked during the fiscal year prior to July 1st. No employee shall receive more than ten (10) days,

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

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

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

Effective July 1, 2004.....	\$16.66
Effective July 1, 2005.....	\$17.32
Effective July 1, 2006.....	\$18.01
Effective July 1, 2007.....	\$18.72

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

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

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

H. Secretarial Reclassification

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

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

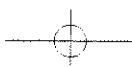
3. Effective July 1, 2005 the employee working as a lab assistant responsible for document preparation in the AV department shall have her position re-titled by the Board to "Documents Publication and Preparer Clerk." This new position title shall be reclassified as Administrative Secretary I (AS I)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

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

ARTICLE XXVII PREPARATION TIME - SUBSTITUTES

A. SECONDARY SCHOOLS

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



B. ELEMENTARY SCHOOLS

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

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

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

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

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

C. GENERAL INFORMATION

(applies to both secondary and elementary schools)

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

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

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

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

**ARTICLE XXVIII
REPRESENTATION FEE**

1. If an employee does not become a member of the Association during any membership year which is covered in whole or in part by this Agreement, said employee will be required to pay a representation fee to the Association for that membership year. The purpose of this fee will be to offset the employee's per capita cost of services rendered by the Association as majority representative.

2. Prior to the beginning of each membership year, the amount of said representation fee shall be certified to the Board by the Association, which amount shall not exceed eighty-five percent (85%) of the regular membership dues, fees and assessments charged by the Union to its own members.

3. Once during each membership year covered in whole or in part by this Agreement, the Association will submit to the Board a list of those employees who have not become members of the Association for the then current membership year. The Board will deduct the representation fee in equal installments, as nearly as possible, for the paycheck paid to each employee of the aforesaid list during the remainder of the membership year in question.

4. The employer shall remit the amount deducted to the Association monthly, on or before the 15th of the month following the month in which such deductions were made.

5. These deductions shall commence thirty (30) days after the beginning of employment in the unit or ten (10) days after re-entry into employment in the unit.

6. The Association shall establish and maintain at all times a demand and return system as provided by N.J.S.A. 34:13A-5.5(c) and 5.6, and membership in the Association shall be available to all employees in the unit on an equal basis at all times. In the event the Association fails to maintain such a system or if membership is not so available, the employer shall immediately cease making said deductions.

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



shall reimburse the Board for all reasonable costs incurred in defending or participating in such litigation.

ARTICLE XXIX TEACHERS HOURS

A. Effective September 1, 1985, the regular workday of teachers shall be 8:15 a.m. to 3:05 p.m. The Board retains the right to schedule one-half (1/2) days as full days. The work year for teachers shall consist of one hundred and eighty (180) student contact days plus one (1) orientation day. Newly hired teachers may be assigned an additional orientation day.

B. Except in an emergency, teachers will not be assigned non-professional duties such as hall duty between 3:00 p.m. and 3:05 p.m.

C.1. School Improvement Facilitators shall work eleven (11) months each year. They shall follow the teachers' ten month school calendar plus they shall work a maximum of 22 days during summer recess. Daily work hours and the daily work schedule during the school year shall be the same as regular classroom teachers. During summer recess daily work hours and the daily work schedule shall be the same as assigned the secretaries at the Mitchell Building.

2. Staff Development Coordinators and Staff Development Research Consultants shall follow the teachers' ten month school calendar. In addition they shall work either the month of July or August as assigned. Their daily work hours shall be 8:30 AM - 4:30 PM during the school year. Summer hours shall be the same as assigned the secretaries in the Mitchell Building.

3. Professional Development Teacher Trainers shall follow the teachers' ten month school calendar and daily work hours.

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

5. Effective July 1, 2002 child study team members shall all become eleven (11) month positions. These employees shall work either the month of July or August. Any person hired by the district as of July 1, 2002 shall be an eleven (11) month

employee. Any person employed by the district as of June 30, 2002 may choose to remain as a ten (10) month employee.

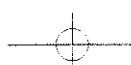
6. Teachers of Public Information shall work eleven (11) months each year. They shall follow the teachers' ten month school calendar plus they shall work a maximum of twenty-two (22) days during summer recess. Their daily work hours shall be 8:30 AM - 4:30 PM during the school year. Summer hours shall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

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

8. Teachers assigned to an Extended Day/Year school shall work a regular school day of eight (8) hours and fifteen (15) minutes. The normal hours shall be from 7:30 AM - 3:45 PM. The work year shall consist of two hundred (200) student contact days plus one (1) orientation day. Time worked in addition to the above shall be compensated at the hourly rate for teachers (Appendix A, Part II - C).

D. FLEX TIME

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





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

For the school year 2004-05.....	\$25.60
For the school year 2005-06.....	\$26.61
For the school year 2006-07.....	\$27.67
For the school year 2007-08.....	\$28.76

E. The Elizabeth Board of Education and the Elizabeth Education Association recognize the importance of continuing education for staff members and its value to the students in the Elizabeth Public Schools. In an effort to improve delivery of instruction in the core curriculum content areas and address relevant issues arising from contemporary educational challenges the parties enter into the following agreement. No later than July, 1998 certified employees shall choose to be placed on the "Regular" teachers guide or the "Professional Development Guide". Those teachers who elect to be placed on the "Professional Development Guide" will participate in a comprehensive staff development program designed to enhance delivery of instruction in the Core Curriculum Content Areas. Trained teachers who elect the "Professional Development Guide" agree to spend up to 20 hours per year outside their regular workday and workweek to meet with their colleagues, assess new techniques, evaluate training programs, etc. as scheduled by the Division of Staff Development, Best Practices and Innovative Programs. Teachers who elect to remain on the "Regular" teachers guide are also subject to in-service training. Any required training outside of the regular workweek or work day for teachers on the "regular" guide shall be compensated at the hourly rate. Employees hired on July 1, 1997 or later shall be placed on the "Professional Development Guide". The hours worked outside the regular workday and workweek shall be counted toward the continuing education standards subject to the approval procedures contained within the law.

District Professional Development:

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

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

3. Graduate courses must be approved by the Director of Staff Development, Best Practices and Innovative Programs.

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

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

G. A committee of Administration and Association representatives shall be created to study the work day teaching schedules at the middle schools and extended day/year schools. The committee is to determine the practice at each of the schools and report to the Board and the Association by January 1, 2006.

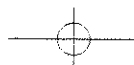
ARTICLE XXX SECURITY PERSONNEL, ASSISTANTS ATTENDANTS, TECHNICIANS AND PARENT LIAISONS

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

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

C. FLEX TIME

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





team shall be implemented. Employees who participate on the school management teams shall receive the following hourly rate of pay:

- For the school year 2004-05.....\$14.95
- For the school year 2005-06.....\$15.54
- For the school year 2006-07.....\$16.15
- For the school year 2007-08.....\$16.79

D. Security Personnel

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

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

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

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

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

6. The Board agrees to establish an equitable system for rotation of overtime for security guards in each building or worksite. A joint committee established by the parties shall develop the details and procedures for the rotational system of assignment of overtime by July 1, 2000. The parties agree that if an employee refuses an offer of overtime, such employee shall be rotated to the bottom of said list, that any arbitration concerning an alleged violation of such rotational overtime assignment shall be limited to the granting of a preferential opportunity for a future overtime assignment and such arbitration

shall be without authority to award compensation for lost overtime assignment, that such system shall provide procedure to recognize emergency overtime assignments and also take into consideration cases that may differentiate between employees who are held over for overtime and employees who are called back for overtime, that said system must work expeditiously for assignment of overtime, and that overtime must be worked as required.

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

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

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

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

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

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

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

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

- 2005-2006.....\$0.36 per hour
- 2006-2007.....\$0.37 per hour
- 2007-2008.....\$0.39 per hour

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

- 2005-2006.....\$0.46 per hour
- 2006-2007.....\$0.48 per hour
- 2007-2008.....\$0.50 per hour





E. Parent Liaisons

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

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

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

For the school year 2004-05.....	\$4,158
For the school year 2005-06.....	\$4,322
For the school year 2006-07.....	\$4,493
For the school year 2007-08.....	\$4,670

F. Assistants and Attendants

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

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

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

2. CDA Certified Classroom Assistants

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

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

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

3. ESEA/NCLB Assistants

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

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

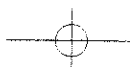
4. Time worked in addition to the above shall be compensated at the hourly rate for assistants as per normal posting practices.

G. Technicians

1. Telecommunications and SNAP Technicians

a. Effective July 1, 2004 telecommunications technicians shall have the same vacation as the computer technicians.

b. Effective July 1, 2004 SNAP technicians shall have the same vacation as the secretaries.



**ARTICLE XXXI
DURATION OF AGREEMENT**

THIS AGREEMENT shall be effective July 1, 2004, except as otherwise provided, and shall continue and remain in full force and effect to and including June 30, 2005, and from July 1, 2005 to an including June 30, 2008 when it shall expire. This Agreement shall not be extended.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective secretaries, and their corporate seals to be affixed hereto, all on this 12th day of July, 2005

ELIZABETH BOARD OF
EDUCATION

ELIZABETH EDUCATION
ASSOCIATION

Rafael Fajardo
/s/ Rafael Fajardo, PRESIDENT

Rose Carreto
/s/ Rose Carreto, PRESIDENT

Attest:
Harold Kennedy Jr.
/s/ Harold Kennedy Jr., SECRETARY

Attest:
Terrie Kennedy
/s/ Terrie Kennedy, SECRETARY
Date: July 12, 2005

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

PART I: GENERAL CONSIDERATIONS

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

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

C. Any approved semester points approved by the Superintendent of Schools and earned in accredited teachers' colleges, colleges and universities, or in courses conducted by the New Jersey Department of Education or any in-service training courses approved by the Superintendent of Schools will be applied

toward advancement on the salary guide. There shall be no limit on the number of points applied per year.

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

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

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

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

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

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

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

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

L. Teachers who desire payment for a "Recognized Club" must submit a request, in writing, to the Principal, outlining the goals of the Club no later than January 15th of each school year for the next school year. The Principal will evaluate each club's



value based on the criteria approved by the Board of Education. The Principal shall recommend clubs to the Superintendent for official recognition by February 15th. The Board of Education shall have sole authority to recognize a club and will officially recognize clubs for each school year by March 15th. No one who desires to be paid as a club advisor shall form a club prior to its official recognition by the Board of Education.

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

Years of Service	Longevity Adjustment
15	\$500 (effective July 1, 2007)
20	\$750
25	\$1,500
30	\$2,000

N. Tuition reimbursement shall be provided for the reimbursement of tuition for teachers who have successfully completed graduate level work at an accredited teachers' college, college and/or university, or courses conducted by the NJ Department of Education, or any in-service training courses approved by the Superintendent. Secretaries, assistants, security personnel, and other employees covered by the Instructional Unit contract are eligible for reimbursement for successfully completing course work approved by the Superintendent that relates to their assignment with the Board. The maximum rate for tuition shall be the tuition rate in effect at Rutgers University; a maximum of two courses per semester shall be subject to this program. In 2004-05 a sum of \$500,000 shall be provided for the program. In 2005-06 the sum of \$519,750 shall be provided for the program. In 2006-07 the sum of \$540,280, shall be provided for the program and in 2007-08 a sum of \$540,280 shall be provided for the program plus any unused funds from the previous year. Any unused funds shall be rolled into the next year.

O. A new procedure for distributing tuition reimbursement funds will be developed beginning the 1999-2000 year and throughout the years of this agreement. The first come first served allocations shall be terminated. The total annual allocation of funds for this benefit shall be divided in three (3) equal parts: summer, fall and spring semesters. Applicants who qualify for reimbursement shall receive an equal payment of money not to

exceed the Rutgers University tuition rate. Any unused funds in a semester shall be rolled into the next semester or year. Teachers receiving tuition reimbursement shall refund to the Board 50% of the amount of tuition reimbursement paid to the teacher if the teacher does not remain in the employment of the Board for at least three (3) years from the last semester for which tuition reimbursement was received. Any teacher leaving before three (3) years shall repay 50% of their payment within that three (3) year period. Exceptions from having to pay any refund shall be made for the following reasons:

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

PART II: SPECIFIC CONSIDERATIONS

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

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

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





C. The hourly rate, including hourly summer session assignments, shall be as follows:

Effective July 1, 2004	
Teachers.....	\$25.60
Guidance, Head Teachers, Child Study Team and Program Assistants.....	\$25.89
Effective July 1, 2005	
Teachers.....	\$26.61
Guidance, Head Teachers, Child Study Team and Program Assistants.....	\$26.92
Effective July 1, 2006	
Teachers.....	\$27.67
Guidance, Head Teachers, Child Study Team and Program Assistants.....	\$27.98
Effective July 1, 2007	
Teachers.....	\$28.76
Guidance, Head Teachers, Child Study Team and Program Assistants.....	\$29.09

D. Lab Assistants & Audio Visual Technicians

- a. AV Technician with college degree: \$500 pensionable stipend effective July 1, 2004.
- b. AV Technician with college degree: \$520 pensionable stipend effective July 1, 2007.

**Salary Schedules
Finding Your Salary**

Q. How do I find my salary?

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

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

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

Schedule C: Secretaries and Clerks

Schedule D: Lab Assistants and A.V. Technicians

Schedule E: Security Personnel

Schedule F: Classroom Assistants

Schedule G: Parent Liaisons and Non-Certified Attendance Officers

Schedule H: Computer Data Entry

Schedule I: Miscellaneous

Schedule J: Special Activities

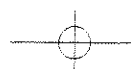
Schedule K: Athletic Coaches

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

Q. What is the next step?

A. Now you need to know some more information.

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



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

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

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

Q. Now I can find my salary?

A. One more item.

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

Q. Now I'm finished?

A. Yes but don't forget about longevity.

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

Q. Now am I finished?

A. Yes.

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

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

Schedule A Regular Teachers' Flow Chart

03-04 04-05 05-06 06-07 07-08

					1			
				1	→	2		
			1	→	2	→	3	
		1	→	2	→	3	→	4
1	→	2	→	3	→	4	→	5
2	→	3	→	4	→	5	→	6
3	→	4	→	5	→	6	→	7
4	→	5	→	6	→	7	→	8
5	→	6	→	7	→	8	→	9
6	→	7	→	8	→	9	→	10
7	→	8	→	9	→	10	→	11
8	→	9	→	10	→	11	→	12
9	→	10	→	11	→	12	→	13
10	→	11	→	12	→	13	→	14
11	→	12	→	13	→	14	→	15
12	→	13	→	14	→	15	→	16
13	→	14	→	15	→	16	→	16.5
14	→	15	→	16	→	16.5	→	17
15	→	16	→	16.5	→	17	→	17.5
16	→	16.5	→	17	→	17.5	→	18
17	→	17.5	→	18	→	18	→	18
17.5	→	18	→	18	→	18	→	18
18	→	18	→	18	→	18	→	18



**Schedule A 1. Regular Teachers
10 Months Salary Guides
Teachers, Nurses and Certified Attendance Officers**

**A 1. "Teachers..."
10 Months 2004-2005**

STEP	BA	MA	6TH YR
1	33216	33808	35265
2	33466	34058	35515
3	33692	34377	35866
4	33919	34696	36218
5	34166	35037	36597
6	34425	35388	37004
7	34701	35762	37453
8	35355	36441	38670
9	35992	38555	40610
10	37855	40453	42279
11	39055	41955	44155
12	39755	43255	45755
13	41269	44555	47755
14	43340	46857	49755
15	45555	49255	53005
16	48755	52655	56255
16.5	50555	54605	58255
17	52355	56555	60255
17.5	56740	60978	64770
18	63624	67900	71785

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

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

**A 1. "Teachers..."
10 Months 2005-2006**

STEP	BA	MA	6TH YR
1	33216	33808	35265
2	33466	34058	35515
3	33692	34377	35866
4	33919	34696	36218
5	34166	35037	36597
6	34425	35388	37004
7	34701	35762	37453
8	35355	36441	38670
9	35992	38555	40610
10	37855	40453	42279
11	39055	41955	44155
12	39755	43255	45755
13	41269	44555	47755
14	43340	46857	49755
15	45555	49255	53005
16	48755	52655	56255
16.5	50555	54605	58255
17	52355	56555	60255
17.5	56740	60978	64770
18	64124	68400	72285

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

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





**Schedule A 2. Regular Teachers
10 Months Salary Guides
Guidance Counselors, Occupational Education Instructors,
Reading Consultants and English Mastery Consultants**

**A 2. "Guidance Counselors..."
10 Months 2004-2005**

STEP	BA	MA	6TH YR
1	34,877	35,498	37,028
2	35,139	35,761	37,291
3	35,377	36,096	37,659
4	35,615	36,431	38,029
5	35,874	36,789	38,427
6	36,146	37,157	38,854
7	36,436	37,550	39,326
8	37,123	38,263	40,604
9	37,792	40,483	42,641
10	39,748	42,476	44,393
11	41,008	44,053	46,363
12	41,743	45,418	48,043
13	43,332	46,783	50,143
14	45,507	49,200	52,243
15	47,833	51,718	55,655
16	51,193	55,288	59,068
16.5	53,083	57,335	61,168
17	54,973	59,383	63,268
17.5	59,577	64,027	68,009
18	66,805	71,295	75,374

**A 2. "Guidance Counselors..."
10 Months 2005-2006**

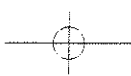
STEP	BA	MA	6TH YR
1	34,877	35,498	37,028
2	35,139	35,761	37,291
3	35,377	36,096	37,659
4	35,615	36,431	38,029
5	35,874	36,789	38,427
6	36,146	37,157	38,854
7	36,436	37,550	39,326
8	37,123	38,263	40,604
9	37,792	40,483	42,641
10	39,748	42,476	44,393
11	41,008	44,053	46,363
12	41,743	45,418	48,043
13	43,332	46,783	50,143
14	45,507	49,200	52,243
15	47,833	51,718	55,655
16	51,193	55,288	59,068
16.5	53,083	57,335	61,168
17	54,973	59,383	63,268
17.5	59,577	64,027	68,009
18	67,330	71,820	75,899

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

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

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

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





**Schedule A 3. Regular Teachers
10 Month Salary Guides**

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

**A 3. "Psychologists..."
10 Months 2004-2005**

STEP	BA	MA	6TH YR
1	36,538	37,189	38,792
2	36,813	37,464	39,067
3	37,061	37,815	39,453
4	37,311	38,166	39,840
5	37,583	38,541	40,257
6	37,868	38,927	40,704
7	38,171	39,338	41,198
8	38,891	40,085	42,537
9	39,591	42,411	44,671
10	41,641	44,498	46,507
11	42,961	46,151	48,571
12	43,731	47,581	50,331
13	45,396	49,011	52,531
14	47,674	51,543	54,731
15	50,111	54,181	58,306
16	53,631	57,921	61,881
16.5	55,611	60,066	64,081
17	57,591	62,211	66,281
17.5	62,414	67,076	71,247
18	69,986	74,690	78,964

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

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

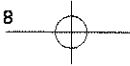
**A 3. "Psychologists..."
10 Months 2005-2006**

STEP	BA	MA	6TH YR
1	36,538	37,189	38,792
2	36,813	37,464	39,067
3	37,061	37,815	39,453
4	37,311	38,166	39,840
5	37,583	38,541	40,257
6	37,868	38,927	40,704
7	38,171	39,338	41,198
8	38,891	40,085	42,537
9	39,591	42,411	44,671
10	41,641	44,498	46,507
11	42,961	46,151	48,571
12	43,731	47,581	50,331
13	45,396	49,011	52,531
14	47,674	51,543	54,731
15	50,111	54,181	58,306
16	53,631	57,921	61,881
16.5	55,611	60,066	64,081
17	57,591	62,211	66,281
17.5	62,414	67,076	71,247
18	70,536	75,240	79,514

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

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





**Schedule A 4a. Regular Teachers
10 Months Salary Guides**

Teacher Assistants

Teachers, Nurses and Certified Attendance Officers

**A 4 a. "Teacher Assistants: Teachers..."
10 Months 2004-2005**

STEP	BA	MA	6TH YR
1	36783	37375	38832
2	37033	37625	39082
3	37259	37944	39433
4	37486	38263	39785
5	37733	38604	40164
6	37992	38955	40571
7	38268	39329	41020
8	38922	40008	42237
9	39559	42122	44177
10	41422	44020	45846
11	42622	45522	47722
12	43322	46822	49322
13	44836	48122	51322
14	46907	50424	53322
15	49122	52822	56572
16	52322	56222	59822
16.5	54122	58172	61822
17	55922	60122	63822
17.5	60307	64545	68337
18	67191	71467	75352

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

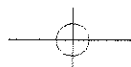
STEP	BA	MA	6TH YR
1	37070	37662	39119
2	37320	37912	39369
3	37546	38231	39720
4	37773	38550	40072
5	38020	38891	40451
6	38279	39242	40858
7	38555	39616	41307
8	39209	40295	42524
9	39846	42409	44464
10	41709	44307	46133
11	42909	45809	48009
12	43609	47109	49609
13	45123	48409	51609
14	47194	50711	53609
15	49409	53109	56859
16	52609	56509	60109
16.5	54409	58459	62109
17	56209	60409	64109
17.5	60594	64832	68624
18	68478	72754	76639

**A 4 a. "Teacher Assistants: Teachers..."
10 Months 2005-2006**

STEP	BA	MA	6TH YR
1	36923	37515	38972
2	37173	37765	39222
3	37399	38084	39573
4	37626	38403	39925
5	37873	38744	40304
6	38132	39095	40711
7	38408	39469	41160
8	39062	40148	42377
9	39699	42262	44317
10	41562	44160	45986
11	42762	45662	47862
12	43462	46962	49462
13	44976	48262	51462
14	47047	50564	53462
15	49262	52962	56712
16	52462	56362	59962
16.5	54262	58312	61962
17	56062	60262	63962
17.5	60447	64685	68477
18	67831	72107	75992

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

STEP	BA	MA	6TH YR
1	38372	38964	40421
2	38622	39214	40671
3	38848	39533	41022
4	39075	39852	41374
5	39322	40193	41753
6	39581	40544	42160
7	39857	40918	42609
8	40511	41597	43826
9	41148	43711	45766
10	43011	45609	47435
11	44211	47111	49311
12	44911	48411	50911
13	46425	49711	52911
14	48496	52013	54911
15	50711	54411	58161
16	53911	57811	61411
16.5	55711	59761	63411
17	57511	61711	65411
17.5	61896	66134	69926
18	69780	74056	77941





**Schedule A 4b. Regular Teachers
10 Months Salary Guides
Guidance Counselors, Occupational Education Instructors,
Reading Consultants and English Mastery Consultants**

**A 4 b. "Guidance Counselors..."
10 Months 2004-2005**

STEP	BA	MA	6TH YR
1	38,444	39,065	40,595
2	38,706	39,328	40,858
3	38,944	39,663	41,226
4	39,182	39,998	41,596
5	39,441	40,356	41,994
6	39,713	40,724	42,421
7	40,003	41,117	42,893
8	40,690	41,830	44,171
9	41,359	44,050	46,208
10	43,315	46,043	47,960
11	44,575	47,620	49,930
12	45,310	48,985	51,610
13	46,899	50,350	53,710
14	49,074	52,767	55,810
15	51,400	55,285	59,222
16	54,760	58,855	62,635
16.5	56,650	60,902	64,735
17	58,540	62,950	66,835
17.5	63,144	67,594	71,576
18	70,372	74,862	78,941

**A 4 b. "Guidance Counselors..."
10 Months 2006-2007**

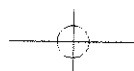
STEP	BA	MA	6TH YR
1	38,731	39,352	40,882
2	38,993	39,615	41,145
3	39,231	39,950	41,513
4	39,469	40,285	41,883
5	39,728	40,643	42,281
6	40,000	41,011	42,708
7	40,290	41,404	43,180
8	40,977	42,117	44,458
9	41,646	44,337	46,495
10	43,602	46,330	48,247
11	44,862	47,907	50,217
12	45,597	49,272	51,897
13	47,186	50,637	53,997
14	49,361	53,054	56,097
15	51,687	55,572	59,509
16	55,047	59,142	62,922
16.5	56,937	61,189	65,022
17	58,827	63,237	67,122
17.5	63,431	67,881	71,863
18	71,709	76,199	80,278

**A 4 b. "Guidance Counselors..."
10 Months 2005-2006**

STEP	BA	MA	6TH YR
1	38,584	39,205	40,735
2	38,846	39,468	40,998
3	39,084	39,803	41,366
4	39,322	40,138	41,736
5	39,581	40,496	42,134
6	39,853	40,864	42,561
7	40,143	41,257	43,033
8	40,830	41,970	44,311
9	41,499	44,190	46,348
10	43,455	46,183	48,100
11	44,715	47,760	50,070
12	45,450	49,125	51,750
13	47,039	50,490	53,850
14	49,214	52,907	55,950
15	51,540	55,425	59,362
16	54,900	58,995	62,775
16.5	56,790	61,042	64,875
17	58,680	63,090	66,975
17.5	63,284	67,734	71,716
18	71,037	75,527	79,606

**A 4 b. "Guidance Counselors..."
10 Months 2007-2008**

STEP	BA	MA	6TH YR
1	40,090	40,712	42,242
2	40,353	40,974	42,504
3	40,590	41,309	42,873
4	40,828	41,644	43,242
5	41,088	42,002	43,640
6	41,360	42,371	44,068
7	41,650	42,764	44,539
8	42,336	43,477	45,817
9	43,005	45,696	47,854
10	44,961	47,689	49,606
11	46,221	49,266	51,576
12	46,956	50,631	53,256
13	48,546	51,996	55,356
14	50,721	54,413	57,456
15	53,046	56,931	60,869
16	56,406	60,501	64,281
16.5	58,296	62,549	66,381
17	60,186	64,596	68,481
17.5	64,791	69,240	73,222
18	73,069	77,559	81,638





**Schedule A 4c. Regular Teachers
10 Months Salary Guides
Teacher Assistants**

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

**A 4 c. "Teacher Assistants: "Psychologists..."
10 Months 2004-2005**

STEP	BA	MA	6TH YR
1	40,105	40,756	42,359
2	40,380	41,031	42,634
3	40,628	41,382	43,020
4	40,878	41,733	43,407
5	41,150	42,108	43,824
6	41,435	42,494	44,271
7	41,738	42,905	44,765
8	42,458	43,652	46,104
9	43,158	45,978	48,238
10	45,208	48,065	50,074
11	46,528	49,718	52,138
12	47,298	51,148	53,898
13	48,963	52,578	56,098
14	51,241	55,110	58,298
15	53,678	57,748	61,873
16	57,198	61,488	65,448
16.5	59,178	63,633	67,648
17	61,158	65,778	69,848
17.5	65,981	70,643	74,814
18	73,553	78,257	82,531

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

STEP	BA	MA	6TH YR
1	40,392	41,043	42,646
2	40,667	41,318	42,921
3	40,915	41,669	43,307
4	41,165	42,020	43,694
5	41,437	42,395	44,111
6	41,722	42,781	44,558
7	42,025	43,192	45,052
8	42,745	43,939	46,391
9	43,445	46,265	48,525
10	45,495	48,352	50,361
11	46,815	50,005	52,425
12	47,585	51,435	54,185
13	49,250	52,865	56,385
14	51,528	55,397	58,585
15	53,965	58,035	62,160
16	57,485	61,775	65,735
16.5	59,465	63,920	67,935
17	61,445	66,065	70,135
17.5	66,268	70,930	75,101
18	74,940	79,644	83,918

**A 4 c. "Teacher Assistants: "Psychologists..."
10 Months 2005-2006**

STEP	BA	MA	6TH YR
1	40,245	40,896	42,499
2	40,520	41,171	42,774
3	40,768	41,522	43,160
4	41,018	41,873	43,547
5	41,290	42,248	43,964
6	41,575	42,634	44,411
7	41,878	43,045	44,905
8	42,598	43,792	46,244
9	43,298	46,118	48,378
10	45,348	48,205	50,214
11	46,668	49,858	52,278
12	47,438	51,288	54,038
13	49,103	52,718	56,238
14	51,381	55,250	58,438
15	53,818	57,888	62,013
16	57,338	61,628	65,588
16.5	59,318	63,773	67,788
17	61,298	65,918	69,988
17.5	66,121	70,783	74,954
18	74,243	78,947	83,221

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

STEP	BA	MA	6TH YR
1	41,809	42,460	44,063
2	42,084	42,735	44,338
3	42,332	43,086	44,724
4	42,582	43,437	45,111
5	42,854	43,812	45,528
6	43,139	44,198	45,975
7	43,442	44,609	46,469
8	44,162	45,356	47,808
9	44,862	47,682	49,942
10	46,912	49,769	51,778
11	48,232	51,422	53,842
12	49,002	52,852	55,602
13	50,667	54,282	57,802
14	52,945	56,814	60,002
15	55,382	59,452	63,577
16	58,902	63,192	67,152
16.5	60,882	65,337	69,352
17	62,862	67,482	71,552
17.5	67,685	72,347	76,518
18	76,357	81,061	85,335





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

A 1. "Teachers..."

STEP	Extended Day/Year 2004-2005		
	BA	MA	6TH YR
1	38666	39356	41052
2	38957	39647	41343
3	39221	40018	41751
4	39485	40389	42161
5	39772	40786	42602
6	40074	41195	43076
7	40395	41630	43599
8	41156	42421	45015
9	41898	44882	47274
10	44067	47091	49217
11	45464	48839	51400
12	46278	50353	53263
13	48041	51866	55591
14	50452	54546	57919
15	53030	57337	61703
16	56755	61295	65486
16.5	58851	63565	67814
17	60946	65835	70142
17.5	66051	70984	75398
18	74064	79042	83564

A 1. "Teachers..."

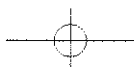
STEP	Extended Day/Year 2006-2007		
	BA	MA	6TH YR
1	38666	39356	41052
2	38957	39647	41343
3	39221	40018	41751
4	39485	40389	42161
5	39772	40786	42602
6	40074	41195	43076
7	40395	41630	43599
8	41156	42421	45015
9	41898	44882	47274
10	44067	47091	49217
11	45464	48839	51400
12	46278	50353	53263
13	48041	51866	55591
14	50452	54546	57919
15	53030	57337	61703
16	56755	61295	65486
16.5	58851	63565	67814
17	60946	65835	70142
17.5	66051	70984	75398
18	75228	80206	84728

A 1. "Teachers..."

STEP	Extended Day/Year 2005-2006		
	BA	MA	6TH YR
1	38666	39356	41052
2	38957	39647	41343
3	39221	40018	41751
4	39485	40389	42161
5	39772	40786	42602
6	40074	41195	43076
7	40395	41630	43599
8	41156	42421	45015
9	41898	44882	47274
10	44067	47091	49217
11	45464	48839	51400
12	46278	50353	53263
13	48041	51866	55591
14	50452	54546	57919
15	53030	57337	61703
16	56755	61295	65486
16.5	58851	63565	67814
17	60946	65835	70142
17.5	66051	70984	75398
18	74646	79624	84146

A 1. "Teachers..."

STEP	Extended Day/Year 2007-2008		
	BA	MA	6TH YR
1	40005	40694	42390
2	40296	40985	42681
3	40559	41357	43090
4	40824	41728	43500
5	41111	42125	43941
6	41413	42534	44415
7	41734	42969	44937
8	42495	43759	46354
9	43237	46220	48612
10	45405	48430	50555
11	46802	50178	52739
12	47617	51691	54602
13	49380	53205	56930
14	51790	55885	59258
15	54369	58676	63041
16	58094	62634	66825
16.5	60189	64904	69153
17	62285	67174	71481
17.5	67389	72323	76737
18	76567	81545	86067





**Schedule A 2. Regular Teachers
Extended Day/Year Salary Guides
Guidance Counselors, Occupational Education Instructors,
Reading Consultants and English Mastery Consultants**

**A 2. "Guidance Counselors..."
Extended Day/Year 2004-2005**

STEP	BA	MA	6TH YR
1	40,600	41,323	43,104
2	40,905	41,629	43,410
3	41,182	42,019	43,839
4	41,459	42,409	44,269
5	41,761	42,826	44,732
6	42,078	43,255	45,230
7	42,415	43,712	45,779
8	43,214	44,542	47,266
9	43,993	47,126	49,637
10	46,270	49,446	51,677
11	47,737	51,281	53,970
12	48,592	52,870	55,926
13	50,443	54,459	58,371
14	52,974	57,273	60,815
15	55,682	60,204	64,788
16	59,593	64,360	68,760
16.5	61,793	66,743	71,205
17	63,993	69,127	73,649
17.5	69,353	74,533	79,168
18	77,767	82,994	87,742

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

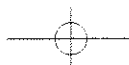
STEP	BA	MA	6TH YR
1	40,600	41,323	43,104
2	40,905	41,629	43,410
3	41,182	42,019	43,839
4	41,459	42,409	44,269
5	41,761	42,826	44,732
6	42,078	43,255	45,230
7	42,415	43,712	45,779
8	43,214	44,542	47,266
9	43,993	47,126	49,637
10	46,270	49,446	51,677
11	47,737	51,281	53,970
12	48,592	52,870	55,926
13	50,443	54,459	58,371
14	52,974	57,273	60,815
15	55,682	60,204	64,788
16	59,593	64,360	68,760
16.5	61,793	66,743	71,205
17	63,993	69,127	73,649
17.5	69,353	74,533	79,168
18	78,990	84,216	88,965

**A 2. "Guidance Counselors..."
Extended Day/Year 2005-2006**

STEP	BA	MA	6TH YR
1	40,600	41,323	43,104
2	40,905	41,629	43,410
3	41,182	42,019	43,839
4	41,459	42,409	44,269
5	41,761	42,826	44,732
6	42,078	43,255	45,230
7	42,415	43,712	45,779
8	43,214	44,542	47,266
9	43,993	47,126	49,637
10	46,270	49,446	51,677
11	47,737	51,281	53,970
12	48,592	52,870	55,926
13	50,443	54,459	58,371
14	52,974	57,273	60,815
15	55,682	60,204	64,788
16	59,593	64,360	68,760
16.5	61,793	66,743	71,205
17	63,993	69,127	73,649
17.5	69,353	74,533	79,168
18	78,378	83,605	88,354

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

STEP	BA	MA	6TH YR
1	42,005	42,729	44,510
2	42,311	43,035	44,815
3	42,587	43,424	45,244
4	42,865	43,814	45,675
5	43,167	44,231	46,138
6	43,483	44,660	46,635
7	43,821	45,117	47,184
8	44,620	45,947	48,672
9	45,398	48,531	51,043
10	47,676	50,851	53,083
11	49,142	52,687	55,376
12	49,998	54,276	57,332
13	51,849	55,865	59,776
14	54,380	58,679	62,221
15	57,087	61,610	66,193
16	60,999	65,766	70,166
16.5	63,199	68,149	72,610
17	65,399	70,533	75,055
17.5	70,759	75,939	80,574
18	80,395	85,622	90,370





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

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

A 3. "Psychologists..."

Extended Day/Year 2004-2005

STEP	BA	MA	6TH YR
1	42,533	43,291	45,157
2	42,853	43,611	45,477
3	43,143	44,020	45,926
4	43,433	44,428	46,377
5	43,750	44,865	46,862
6	44,081	45,314	47,384
7	44,435	45,793	47,959
8	45,272	46,663	49,517
9	46,088	49,370	52,001
10	48,473	51,800	54,138
11	50,010	53,723	56,540
12	50,906	55,388	58,589
13	52,845	57,053	61,150
14	55,497	60,000	63,711
15	58,333	63,071	67,873
16	62,431	67,425	72,035
16.5	64,736	69,922	74,596
17	67,041	72,419	77,157
17.5	72,656	78,082	82,938
18	81,471	86,946	91,921

A 3. "Psychologists..."

Extended Day/Year 2006-2007

STEP	BA	MA	6TH YR
1	42,533	43,291	45,157
2	42,853	43,611	45,477
3	43,143	44,020	45,926
4	43,433	44,428	46,377
5	43,750	44,865	46,862
6	44,081	45,314	47,384
7	44,435	45,793	47,959
8	45,272	46,663	49,517
9	46,088	49,370	52,001
10	48,473	51,800	54,138
11	50,010	53,723	56,540
12	50,906	55,388	58,589
13	52,845	57,053	61,150
14	55,497	60,000	63,711
15	58,333	63,071	67,873
16	62,431	67,425	72,035
16.5	64,736	69,922	74,596
17	67,041	72,419	77,157
17.5	72,656	78,082	82,938
18	82,751	88,226	93,201

A 3. "Psychologists..."

Extended Day/Year 2005-2006

STEP	BA	MA	6TH YR
1	42,533	43,291	45,157
2	42,853	43,611	45,477
3	43,143	44,020	45,926
4	43,433	44,428	46,377
5	43,750	44,865	46,862
6	44,081	45,314	47,384
7	44,435	45,793	47,959
8	45,272	46,663	49,517
9	46,088	49,370	52,001
10	48,473	51,800	54,138
11	50,010	53,723	56,540
12	50,906	55,388	58,589
13	52,845	57,053	61,150
14	55,497	60,000	63,711
15	58,333	63,071	67,873
16	62,431	67,425	72,035
16.5	64,736	69,922	74,596
17	67,041	72,419	77,157
17.5	72,656	78,082	82,938
18	82,111	87,586	92,561

A 3. "Psychologists..."

Extended Day/Year 2007-2008

STEP	BA	MA	6TH YR
1	44,006	44,764	46,629
2	44,326	45,084	46,950
3	44,615	45,492	47,399
4	44,906	45,901	47,850
5	45,222	46,337	48,335
6	45,554	46,787	48,856
7	45,907	47,266	49,431
8	46,745	48,135	50,990
9	47,560	50,842	53,474
10	49,946	53,273	55,611
11	51,483	55,196	58,013
12	52,379	56,861	60,062
13	54,318	58,525	62,623
14	56,969	61,473	65,184
15	59,806	64,544	69,345
16	63,903	68,897	73,507
16.5	66,208	71,394	76,068
17	68,513	73,891	78,629
17.5	74,128	79,555	84,411
18	84,224	89,699	94,674





**Schedule A 4a. Regular Teachers
Extended Day/Year Salary Guides
Teacher Assistants**

Teachers, Nurses and Certified Attendance Officers

**A 4 a. "Teacher Assistants: Teachers..."
Extended Day/Year 2004-2005**

STEP	BA	MA	6TH YR
1	42233	42923	44619
2	42524	43214	44910
3	42788	43585	45318
4	43052	43956	45728
5	43339	44353	46169
6	43641	44762	46643
7	43962	45197	47166
8	44723	45988	48582
9	45465	48449	50841
10	47634	50658	52784
11	49031	52406	54967
12	49845	53920	56830
13	51608	55433	59158
14	54019	58113	61486
15	56597	60904	65270
16	60322	64862	69053
16.5	62418	67132	71381
17	64513	69402	73709
17.5	69618	74551	78965
18	77631	82609	87131

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

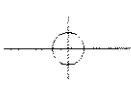
STEP	BA	MA	6TH YR
1	42520	43210	44906
2	42811	43501	45197
3	43075	43872	45605
4	43339	44243	46015
5	43626	44640	46456
6	43928	45049	46930
7	44249	45484	47453
8	45010	46275	48869
9	45752	48736	51128
10	47921	50945	53071
11	49318	52693	55254
12	50132	54207	57117
13	51895	55720	59445
14	54306	58400	61773
15	56884	61191	65557
16	60609	65149	69340
16.5	62705	67419	71668
17	64800	69689	73996
17.5	69905	74838	79252
18	79082	84060	88582

**A 4 a. "Teacher Assistants: Teachers..."
Extended Day/Year 2005-2006**

STEP	BA	MA	6TH YR
1	42373	43063	44759
2	42664	43354	45050
3	42928	43725	45458
4	43192	44096	45868
5	43479	44493	46309
6	43781	44902	46783
7	44102	45337	47306
8	44863	46128	48722
9	45605	48589	50981
10	47774	50798	52924
11	49171	52546	55107
12	49985	54060	56970
13	51748	55573	59298
14	54159	58253	61626
15	56737	61044	65410
16	60462	65002	69193
16.5	62558	67272	71521
17	64653	69542	73849
17.5	69758	74691	79105
18	78353	83331	87853

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

STEP	BA	MA	6TH YR
1	44011	44700	46396
2	44302	44991	46687
3	44565	45363	47096
4	44830	45734	47506
5	45117	46131	47947
6	45419	46540	48421
7	45740	46975	48943
8	46501	47765	50360
9	47243	50226	52618
10	49411	52436	54561
11	50808	54184	56745
12	51623	55697	58608
13	53386	57211	60936
14	55796	59891	63264
15	58375	62682	67047
16	62100	66640	70831
16.5	64195	68910	73159
17	66291	71180	75487
17.5	71395	76329	80743
18	80573	85551	90073





**Schedule A 4b. Regular Teachers
Extended Day/Year Salary Guides
Guidance Counselors, Occupational Education Instructors,
Reading Consultants and English Mastery Consultants**

**A 4 b. "Guidance Counselors..."
Extended Day/Year 2004-2005**

STEP	BA	MA	6TH YR
1	44,167	44,890	46,671
2	44,472	45,196	46,977
3	44,749	45,586	47,406
4	45,026	45,976	47,836
5	45,328	46,393	48,299
6	45,645	46,822	48,797
7	45,982	47,279	49,346
8	46,781	48,109	50,833
9	47,560	50,693	53,204
10	49,837	53,013	55,244
11	51,304	54,848	57,537
12	52,159	56,437	59,493
13	54,010	58,026	61,938
14	56,541	60,840	64,382
15	59,249	63,771	68,355
16	63,160	67,927	72,327
16.5	65,360	70,310	74,772
17	67,560	72,694	77,216
17.5	72,920	78,100	82,735
18	81,334	86,561	91,309

**A 4 b. "Guidance Counselors..."
Extended Day/Year 2006-2007**

STEP	BA	MA	6TH YR
1	44,454	45,177	46,958
2	44,759	45,483	47,264
3	45,036	45,873	47,693
4	45,313	46,263	48,123
5	45,615	46,680	48,586
6	45,932	47,109	49,084
7	46,269	47,566	49,633
8	47,068	48,396	51,120
9	47,847	50,980	53,491
10	50,124	53,300	55,531
11	51,591	55,135	57,824
12	52,446	56,724	59,780
13	54,297	58,313	62,225
14	56,828	61,127	64,669
15	59,536	64,058	68,642
16	63,447	68,214	72,614
16.5	65,647	70,597	75,059
17	67,847	72,981	77,503
17.5	73,207	78,387	83,022
18	82,844	88,070	92,819

**A 4 b. "Guidance Counselors..."
Extended Day/Year 2005-2006**

STEP	BA	MA	6TH YR
1	44,307	45,030	46,811
2	44,612	45,336	47,117
3	44,889	45,726	47,546
4	45,166	46,116	47,976
5	45,468	46,533	48,439
6	45,785	46,962	48,937
7	46,122	47,419	49,486
8	46,921	48,249	50,973
9	47,700	50,833	53,344
10	49,977	53,153	55,384
11	51,444	54,988	57,677
12	52,299	56,577	59,633
13	54,150	58,166	62,078
14	56,681	60,980	64,522
15	59,389	63,911	68,495
16	63,300	68,067	72,467
16.5	65,500	70,450	74,912
17	67,700	72,834	77,356
17.5	73,060	78,240	82,875
18	82,085	87,312	92,061

**A 4 b. "Guidance Counselors..."
Extended Day/Year 2007-2008**

STEP	BA	MA	6TH YR
1	46,011	46,735	48,516
2	46,317	47,041	48,821
3	46,593	47,430	49,250
4	46,871	47,820	49,681
5	47,173	48,237	50,144
6	47,489	48,666	50,641
7	47,827	49,123	51,190
8	48,626	49,953	52,678
9	49,404	52,537	55,049
10	51,682	54,857	57,089
11	53,148	56,693	59,382
12	54,004	58,282	61,338
13	55,855	59,871	63,782
14	58,386	62,685	66,227
15	61,093	65,616	70,199
16	65,005	69,772	74,172
16.5	67,205	72,155	76,616
17	69,405	74,539	79,061
17.5	74,765	79,945	84,580
18	84,401	89,628	94,376



**Schedule A4c. Regular Teachers
Extended Day/Year Salary Guides
Teacher Assistants**

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

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

Extended Day/Year 2004-2005			
STEP	BA	MA	6TH YR
1	46,100	46,858	48,724
2	46,420	47,178	49,044
3	46,710	47,587	49,493
4	47,000	47,995	49,944
5	47,317	48,432	50,429
6	47,648	48,881	50,951
7	48,002	49,360	51,526
8	48,839	50,230	53,084
9	49,655	52,937	55,568
10	52,040	55,367	57,705
11	53,577	57,290	60,107
12	54,473	58,955	62,156
13	56,412	60,620	64,717
14	59,064	63,567	67,278
15	61,900	66,638	71,440
16	65,998	70,992	75,602
16.5	68,303	73,489	78,163
17	70,608	75,986	80,724
17.5	76,223	81,649	86,505
18	85,038	90,513	95,488

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

Extended Day/Year 2005-2006			
STEP	BA	MA	6TH YR
1	46,240	46,998	48,864
2	46,560	47,318	49,184
3	46,850	47,727	49,633
4	47,140	48,135	50,084
5	47,457	48,572	50,569
6	47,788	49,021	51,091
7	48,142	49,500	51,666
8	48,979	50,370	53,224
9	49,795	53,077	55,708
10	52,180	55,507	57,845
11	53,717	57,430	60,247
12	54,613	59,095	62,296
13	56,552	60,760	64,857
14	59,204	63,707	67,418
15	62,040	66,778	71,580
16	66,138	71,132	75,742
16.5	68,443	73,629	78,303
17	70,748	76,126	80,864
17.5	76,363	81,789	86,645
18	85,818	91,293	96,268

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

Extended Day/Year 2006-2007			
STEP	BA	MA	6TH YR
1	46,387	47,145	49,011
2	46,707	47,465	49,331
3	46,997	47,874	49,780
4	47,287	48,282	50,231
5	47,604	48,719	50,716
6	47,935	49,168	51,238
7	48,289	49,647	51,813
8	49,126	50,517	53,371
9	49,942	53,224	55,855
10	52,327	55,654	57,992
11	53,864	57,577	60,394
12	54,760	59,242	62,443
13	56,699	60,907	65,004
14	59,351	63,854	67,565
15	62,187	66,925	71,727
16	66,285	71,279	75,889
16.5	68,590	73,776	78,450
17	70,895	76,273	81,011
17.5	76,510	81,936	86,792
18	86,605	92,080	97,055

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

Extended Day/Year 2007-2008			
STEP	BA	MA	6TH YR
1	48,012	48,770	50,635
2	48,332	49,090	50,956
3	48,621	49,498	51,405
4	48,912	49,907	51,856
5	49,228	50,343	52,341
6	49,560	50,793	52,862
7	49,913	51,272	53,437
8	50,751	52,141	54,996
9	51,566	54,848	57,480
10	53,952	57,279	59,617
11	55,489	59,202	62,019
12	56,385	60,867	64,068
13	58,324	62,531	66,629
14	60,975	65,479	69,190
15	63,812	68,550	73,351
16	67,909	72,903	77,513
16.5	70,214	75,400	80,074
17	72,519	77,897	82,635
17.5	78,134	83,561	88,417
18	88,230	93,705	98,680

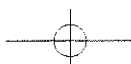
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NOTES

Schedule B Professional Development Teacher's Flow Chart

	03-04	04-05	05-06	06-07	07-08
				1	E → 2
			1	→ 2	→ 3
		1	→ 2	→ 3	→ 4
1	→ 2	→ 3	→ 4	→ 5	→ 5
2	→ 3	→ 4	→ 5	→ 6	→ 5a
3	→ 4	→ 5	→ 6	→ 7	→ 6a
4	→ 5	→ 6	→ 7	→ 8	→ 8
5	→ 6	→ 7	→ 8	→ 9	→ 9
6	→ 7	→ 8	→ 9	→ 10	→ 10
7	→ 8	→ 9	→ 10	→ 11	→ 11
8	→ 9	→ 10	→ 11	→ 12	→ MAX
9	→ 10	→ 11	→ 12	→ 13	→ MAX
10	→ 11	→ 12	→ 13	→ 13	→ MAX
11	→ 12	→ 13	→ 13	→ 13	→ MAX
12	→ 13	→ 13	→ 13	→ 13	→ MAX
13	→ 13	→ 13	→ 13	→ 13	→ MAX



Schedule B. 1. Professional Development Teachers

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

B 1. "Teachers..."
10 Months 2004-2005

STEP	BA	MA	6TH YR
1	42,991	46,391	48,891
2	43,291	46,691	49,191
3	44,005	47,291	50,491
4	45,276	48,793	51,691
5	48,522	52,222	55,972
6	53,212	57,112	60,712
7	57,943	61,212	64,912
8	62,673	66,911	70,704
9	66,754	71,030	74,915
10	68,754	73,030	76,915
11	69,754	74,030	77,915
12	70,754	75,030	78,915
13	71,754	76,030	79,915

B 1. "Teachers..."
10 Months 2005-2006

STEP	BA	MA	6TH YR
1	44,460	47,746	50,946
2	44,760	48,046	51,246
3	45,060	48,346	51,546
4	46,331	49,848	52,746
5	48,522	52,222	55,972
6	53,212	57,112	60,712
7	57,943	61,212	64,912
8	62,673	66,911	70,704
9	66,754	71,030	74,915
10	69,154	73,430	77,315
11	70,154	74,430	78,315
12	71,154	75,430	79,315
13	72,154	76,430	80,315

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

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

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

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

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

**B 1. "Teachers..."
Extended Year 2004-2005**

STEP	BA	MA	6TH YR
1	47,290	51,030	53,780
2	47,620	51,360	54,110
3	48,406	52,020	55,540
4	49,804	53,672	56,860
5	53,374	57,444	61,569
6	58,533	62,823	66,783
7	63,737	67,333	71,403
8	68,940	73,602	77,774
9	73,429	78,133	82,407
10	75,629	80,333	84,607
11	76,729	81,433	85,707
12	77,829	82,533	86,807
13	78,929	83,633	87,907

**B 1. "Teachers..."
Extended Year 2005-2006**

STEP	BA	MA	6TH YR
1	48,906	52,521	56,041
2	49,236	52,851	56,371
3	49,566	53,181	56,701
4	50,964	54,833	58,021
5	53,374	57,444	61,569
6	58,533	62,823	66,783
7	63,737	67,333	71,403
8	68,940	73,602	77,774
9	73,429	78,133	82,407
10	76,069	80,773	85,047
11	77,169	81,873	86,147
12	78,269	82,973	87,247
13	79,369	84,073	88,347

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

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

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

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

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

B 1. "Teachers..."
Extended Day/Year 2004-2005

STEP	BA	MA	6TH YR
1	50,045	54,003	56,914
2	50,395	54,353	57,263
3	51,226	55,051	58,776
4	52,705	56,799	60,173
5	56,484	60,791	65,156
6	61,944	66,484	70,674
7	67,450	71,256	75,563
8	72,957	77,890	82,305
9	77,708	82,685	87,208
10	80,036	85,014	89,536
11	81,200	86,178	90,700
12	82,364	87,342	91,864
13	83,528	88,506	93,028

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

STEP	BA	MA	6TH YR
1	53,507	57,602	60,975
2	53,857	57,951	61,324
3	54,206	58,300	61,674
4	54,555	58,649	62,023
5	57,106	61,413	65,778
6	62,565	67,105	71,296
7	68,072	71,878	76,185
8	73,579	78,512	82,927
9	78,329	83,307	87,829
10	81,496	86,473	90,996
11	82,660	87,637	92,160
12	83,824	88,802	93,324
13	84,988	89,966	94,488

B 1. "Teachers..."
Extended Day/Year 2005-2006

STEP	BA	MA	6TH YR
1	51,755	55,581	59,306
2	52,105	55,930	59,655
3	52,454	56,279	60,004
4	53,933	58,028	61,401
5	56,484	60,791	65,156
6	61,944	66,484	70,674
7	67,450	71,256	75,563
8	72,957	77,890	82,305
9	77,708	82,685	87,208
10	80,502	85,479	90,002
11	81,666	86,643	91,166
12	82,830	87,807	92,330
13	83,994	88,971	93,494

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

STEP	BA	MA	6TH YR
E	57,040	61,348	65,713
2	57,373	61,681	66,046
3	57,723	62,030	66,395
4	58,072	62,379	66,744
5	58,421	62,728	67,094
5a	61,151	65,574	69,852
6	63,881	68,421	72,611
6a	66,635	70,807	75,056
7	69,387	73,193	77,501
8	73,788	78,722	83,136
9	78,422	83,400	87,923
10	81,566	86,543	91,066
11	84,057	89,034	93,557
Max	86,850	91,828	96,351

Schedule B.2. Professional Development Guidance Counselors

Schedule B 2. Professional Development Teachers 10 Month Salary Guides Guidance Counselors, Occupational Education Instructors, Reading Consultants and English Mastery Consultants

B 2. "Guidance Counselors..."
10 Months 2004-2005

STEP	BA	MA	6TH YR
1	45,141	48,711	51,336
2	45,456	49,026	51,651
3	46,205	49,656	53,016
4	47,540	51,233	54,276
5	50,948	54,833	58,771
6	55,873	59,968	63,748
7	60,840	64,273	68,158
8	65,807	70,257	74,239
9	70,092	74,582	78,661
10	72,192	76,682	80,761
11	73,242	77,732	81,811
12	74,292	78,782	82,861
13	75,342	79,832	83,911

B 2. "Guidance Counselors..."
10 Months 2005-2006

STEP	BA	MA	6TH YR
1	46,683	50,133	53,493
2	46,998	50,448	53,808
3	47,313	50,763	54,123
4	48,648	52,340	55,383
5	50,948	54,833	58,771
6	55,873	59,968	63,748
7	60,840	64,273	68,158
8	65,807	70,257	74,239
9	70,092	74,582	78,661
10	72,612	77,102	81,181
11	73,662	78,152	82,231
12	74,712	79,202	83,281
13	75,762	80,252	84,331

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

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

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

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

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

**B 2. "Guidance Counselors..."
Extended Year 2004-2005**

STEP	BA	MA	6TH YR
1	49,655	53,582	56,469
2	50,001	53,928	56,816
3	50,826	54,621	58,317
4	52,294	56,356	59,703
5	56,043	60,316	64,648
6	61,460	65,964	70,122
7	66,924	70,700	74,973
8	72,387	77,282	81,663
9	77,101	82,040	86,527
10	79,411	84,350	88,837
11	80,566	85,505	89,992
12	81,721	86,660	91,147
13	82,876	87,815	92,302

**B 2. "Guidance Counselors..."
Extended Year 2005-2006**

STEP	BA	MA	6TH YR
1	51,351	55,147	58,843
2	51,698	55,493	59,189
3	52,044	55,840	59,536
4	53,512	57,574	60,922
5	56,043	60,316	64,648
6	61,460	65,964	70,122
7	66,924	70,700	74,973
8	72,387	77,282	81,663
9	77,101	82,040	86,527
10	79,873	84,812	89,299
11	81,028	85,967	90,454
12	82,183	87,122	91,609
13	83,338	88,277	92,764

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

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

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

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

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

B 2. "Guidance Counselors..."
 Extended Day/Year 2004-2005

STEP	BA	MA	6TH YR
1	52,548	56,704	59,759
2	52,914	57,070	60,126
3	53,787	57,804	61,715
4	55,341	59,639	63,182
5	59,308	63,831	68,414
6	65,041	69,808	74,208
7	70,823	74,819	79,342
8	76,605	81,785	86,421
9	81,593	86,820	91,568
10	84,038	89,264	94,013
11	85,260	90,487	95,235
12	86,482	91,709	96,457
13	87,705	92,931	97,680

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

STEP	BA	MA	6TH YR
1	56,183	60,482	64,024
2	56,549	60,848	64,391
3	56,916	61,215	64,757
4	57,283	61,582	65,124
5	59,961	64,483	69,067
6	65,693	70,460	74,861
7	71,476	75,472	79,994
8	77,258	82,438	87,073
9	82,246	87,472	92,221
10	85,570	90,797	95,546
11	86,793	92,019	96,768
12	88,015	93,242	97,990
13	89,237	94,464	99,212

B 2. "Guidance Counselors..."
 Extended Day/Year 2005-2006

STEP	BA	MA	6TH YR
1	54,343	58,360	62,271
2	54,710	58,726	62,638
3	55,077	59,093	63,004
4	56,630	60,929	64,471
5	59,308	63,831	68,414
6	65,041	69,808	74,208
7	70,823	74,819	79,342
8	76,605	81,785	86,421
9	81,593	86,820	91,568
10	84,527	89,753	94,502
11	85,749	90,975	95,724
12	86,971	92,198	96,946
13	88,194	93,420	98,169

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

STEP	BA	MA	6TH YR
E	59,892	64,415	68,999
2	60,242	64,765	69,348
3	60,609	65,131	69,715
4	60,975	65,498	70,082
5	61,342	65,865	70,448
5a	64,208	68,853	73,345
6	67,075	71,842	76,242
6a	69,967	74,347	78,809
7	72,857	76,853	81,376
8	77,478	82,658	87,293
9	82,344	87,570	92,319
10	85,644	90,870	95,619
11	88,260	93,486	98,235
Max	91,193	96,420	101,168

Schedule B.3. Professional Development Psycholgists

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

**B 3. "Psychologists..."
10 Months 2004-2005**

STEP	BA	MA	6TH YR
1	47,290	51,030	53,780
2	47,620	51,360	54,110
3	48,406	52,020	55,540
4	49,804	53,672	56,860
5	53,374	57,444	61,569
6	58,533	62,823	66,783
7	63,737	67,333	71,403
8	68,940	73,602	77,774
9	73,429	78,133	82,407
10	75,629	80,333	84,607
11	76,729	81,433	85,707
12	77,829	82,533	86,807
13	78,929	83,633	87,907

**B 3. "Psychologists..."
10 Months 2005-2006**

STEP	BA	MA	6TH YR
1	48,906	52,521	56,041
2	49,236	52,851	56,371
3	49,566	53,181	56,701
4	50,964	54,833	58,021
5	53,374	57,444	61,569
6	58,533	62,823	66,783
7	63,737	67,333	71,403
8	68,940	73,602	77,774
9	73,429	78,133	82,407
10	76,069	80,773	85,047
11	77,169	81,873	86,147
12	78,269	82,973	87,247
13	79,369	84,073	88,347

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

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

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

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

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

**B 3. "Psychologists..."
Extended Year 2004-2005**

STEP	BA	MA	6TH YR
1	52,019	56,133	59,158
2	52,382	56,496	59,521
3	53,246	57,222	61,094
4	54,784	59,040	62,546
5	58,712	63,189	67,726
6	64,387	69,106	73,462
7	70,110	74,067	78,544
8	75,834	80,962	85,551
9	80,772	85,946	90,647
10	83,192	88,366	93,067
11	84,402	89,576	94,277
12	85,612	90,786	95,487
13	86,822	91,996	96,697

**B 3. "Psychologists..."
Extended Year 2005-2006**

STEP	BA	MA	6TH YR
1	53,797	57,773	61,645
2	54,160	58,136	62,008
3	54,523	58,499	62,371
4	56,061	60,316	63,823
5	58,712	63,189	67,726
6	64,387	69,106	73,462
7	70,110	74,067	78,544
8	75,834	80,962	85,551
9	80,772	85,946	90,647
10	83,676	88,850	93,551
11	84,886	90,060	94,761
12	86,096	91,270	95,971
13	87,306	92,480	97,181

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

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

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

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

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

B 3. "Psychologists..."
 Extended Day/Year 2004-2005

STEP	BA	MA	6TH YR
1	55,050	59,404	62,605
2	55,434	59,788	62,989
3	56,348	60,556	64,654
4	57,976	62,479	66,190
5	62,132	66,870	71,672
6	68,138	73,132	77,742
7	74,195	78,382	83,120
8	80,253	85,680	90,536
9	85,478	90,954	95,929
10	88,039	93,515	98,490
11	89,320	94,795	99,770
12	90,600	96,076	101,051
13	91,881	97,356	102,331

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

STEP	BA	MA	6TH YR
1	58,858	63,362	67,073
2	59,242	63,746	67,457
3	59,626	64,130	67,841
4	60,011	64,514	68,225
5	62,816	67,554	72,356
6	68,822	73,816	78,426
7	74,879	79,066	83,804
8	80,937	86,363	91,220
9	86,162	91,638	96,612
10	89,645	95,121	100,095
11	90,926	96,401	101,376
12	92,206	97,682	102,656
13	93,487	98,962	103,937

B 3. "Psychologists..."
 Extended Day/Year 2005-2006

STEP	BA	MA	6TH YR
1	56,931	61,139	65,236
2	57,315	61,523	65,621
3	57,699	61,907	66,005
4	59,327	63,830	67,541
5	62,132	66,870	71,672
6	68,138	73,132	77,742
7	74,195	78,382	83,120
8	80,253	85,680	90,536
9	85,478	90,954	95,929
10	88,552	94,027	99,002
11	89,832	95,308	100,282
12	91,113	96,588	101,563
13	92,393	97,869	102,843

B 3. "Psychologists..."
 Extended Day/Year 2007-2008

STEP	BA	MA	6TH YR
E	62,744	67,482	72,284
2	63,111	67,849	72,650
3	63,495	68,233	73,035
4	63,879	68,617	73,419
5	64,263	69,001	73,803
5a	67,266	72,132	76,838
6	70,269	75,263	79,872
6a	73,298	77,888	82,562
7	76,326	80,513	85,251
8	81,167	86,594	91,450
9	86,265	91,740	96,715
10	89,722	95,197	100,172
11	92,462	97,938	102,913
Max	95,536	101,011	105,986

**Schedule B4.
Teacher Assistants "T.A.'s"**

**Schedule B 4a. Professional Development Teachers
10 Months Salary Guides
Teacher Assistants "T.A.'s",
Teachers, Nurses and Certified Attendance Officers**

B 4a. "Teacher Assistants: Teachers..."
10 Months 2004-2005

STEP	BA	MA	6TH YR
1	46,558	49,958	52,458
2	46,858	50,258	52,758
3	47,572	50,858	54,058
4	48,843	52,360	55,258
5	52,089	55,789	59,539
6	56,779	60,679	64,279
7	61,510	64,779	68,479
8	66,240	70,478	74,271
9	70,321	74,597	78,482
10	72,321	76,597	80,482
11	73,321	77,597	81,482
12	74,321	78,597	82,482
13	75,321	79,597	83,482

B 4a. "Teacher Assistants: Teachers..."
10 Months 2005-2006

STEP	BA	MA	6TH YR
1	48,167	51,453	54,653
2	48,467	51,753	54,953
3	48,767	52,053	55,253
4	50,038	53,555	56,453
5	52,229	55,929	59,679
6	56,919	60,819	64,419
7	61,650	64,919	68,619
8	66,380	70,618	74,411
9	70,461	74,737	78,622
10	72,861	77,137	81,022
11	73,861	78,137	82,022
12	74,861	79,137	83,022
13	75,861	80,137	84,022

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

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

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

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

**Schedule B 4a. Professional Development
Teachers Extended Year Salary Guides
Teacher Assistants "T.A.'s",
Teachers, Nurses,
and Certified Attendance Officers**

B 4a. "Teacher Assistants: Teachers..."
Extended Year 2004-2005

STEP	BA	MA	6TH YR
1	50,857	54,597	57,347
2	51,187	54,927	57,677
3	51,973	55,587	59,107
4	53,371	57,239	60,427
5	56,941	61,011	65,136
6	62,100	66,390	70,350
7	67,304	70,900	74,970
8	72,507	77,169	81,341
9	76,996	81,700	85,974
10	79,196	83,900	88,174
11	80,296	85,000	89,274
12	81,396	86,100	90,374
13	82,496	87,200	91,474

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

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

B 4a. "Teacher Assistants: Teachers..."
Extended Year 2005-2006

STEP	BA	MA	6TH YR
1	52,613	56,228	59,748
2	52,943	56,558	60,078
3	53,273	56,888	60,408
4	54,671	58,540	61,728
5	57,081	61,151	65,276
6	62,240	66,530	70,490
7	67,444	71,040	75,110
8	72,647	77,309	81,481
9	77,136	81,840	86,114
10	79,776	84,480	88,754
11	80,876	85,580	89,854
12	81,976	86,680	90,954
13	83,076	87,780	92,054

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

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

**Schedule B 4a. Professional Development Teachers
Extended Day/Year Salary Guides
Teacher Assistants "T.A.'s",
Teachers, Nurses and Certified Attendance Officers**

B 4a. "Teacher Assistants: Teachers..."
Extended Day/Year 2004-2005

STEP	BA	MA	6TH YR
1	53,612	57,570	60,481
2	53,962	57,920	60,830
3	54,793	58,618	62,343
4	56,272	60,366	63,740
5	60,051	64,358	68,723
6	65,511	70,051	74,241
7	71,017	74,823	79,130
8	76,524	81,457	85,872
9	81,275	86,252	90,775
10	83,603	88,581	93,103
11	84,767	89,745	94,267
12	85,931	90,909	95,431
13	87,095	92,073	96,595

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

STEP	BA	MA	6TH YR
1	57,361	61,456	64,829
2	57,711	61,805	65,178
3	58,060	62,154	65,528
4	58,409	62,503	65,877
5	60,960	65,267	69,632
6	66,419	70,959	75,150
7	71,926	75,732	80,039
8	77,433	82,366	86,781
9	82,183	87,161	91,683
10	85,350	90,327	94,850
11	86,514	91,491	96,014
12	87,678	92,656	97,178
13	88,842	93,820	98,342

B 4a. "Teacher Assistants: Teachers..."
Extended Day/Year 2005-2006

STEP	BA	MA	6TH YR
1	55,462	59,288	63,013
2	55,812	59,637	63,362
3	56,161	59,986	63,711
4	57,640	61,735	65,108
5	60,191	64,498	68,863
6	65,651	70,191	74,381
7	71,157	74,963	79,270
8	76,664	81,597	86,012
9	81,415	86,392	90,915
10	84,209	89,186	93,709
11	85,373	90,350	94,873
12	86,537	91,514	96,037
13	87,701	92,678	97,201

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

STEP	BA	MA	6TH YR
E	61,046	65,354	69,719
2	61,379	65,687	70,052
3	61,729	66,036	70,401
4	62,078	66,385	70,750
5	62,427	66,734	71,100
5a	65,157	69,580	73,858
6	67,887	72,427	76,617
6a	70,641	74,813	79,062
7	73,393	77,199	81,507
8	77,794	82,728	87,142
9	82,428	87,406	91,929
10	85,572	90,549	95,072
11	88,063	93,040	97,563
Max	90,856	95,834	100,357

**Schedule B 4b. Professional Development Teachers
10 Months Salary Guides
Teacher Assistants "T.A.'s",
Guidance Counselors, Occupational Education
Instructors, Reading Consultants and English
Mastery Consultants**

B 4b. "Teacher Assistants: Guidance Counselors..."
10 Months 2004-2005

STEP	BA	MA	6TH YR
1	48,708	52,278	54,903
2	49,023	52,593	55,218
3	49,772	53,223	56,583
4	51,107	54,800	57,843
5	54,515	58,400	62,338
6	59,440	63,535	67,315
7	64,407	67,840	71,725
8	69,374	73,824	77,806
9	73,659	78,149	82,228
10	75,759	80,249	84,328
11	76,809	81,299	85,378
12	77,859	82,349	86,428
13	78,909	83,399	87,478

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

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

B 4b. "Teacher Assistants: Guidance Counselors..."
10 Months 2005-2006

STEP	BA	MA	6TH YR
1	50,390	53,840	57,200
2	50,705	54,155	57,515
3	51,020	54,470	57,830
4	52,355	56,047	59,090
5	54,655	58,540	62,478
6	59,580	63,675	67,455
7	64,547	67,980	71,865
8	69,514	73,964	77,946
9	73,799	78,289	82,368
10	76,319	80,809	84,888
11	77,369	81,859	85,938
12	78,419	82,909	86,988
13	79,469	83,959	88,038

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

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

**Schedule B 4b. Professional Development Teachers
Extended Year Salary Guides
Teacher Assistants "T.A.'s",
Guidance Counselors, Occupational Education
Instructors, Reading Consultants and English
Mastery Consultants**

**B 4b. "Teacher Assistants: Guidance Counselors..."
Extended Year 2004-2005**

STEP	BA	MA	6TH YR
1	53,222	57,149	60,036
2	53,568	57,495	60,383
3	54,393	58,188	61,884
4	55,861	59,923	63,270
5	59,610	63,883	68,215
6	65,027	69,531	73,689
7	70,491	74,267	78,540
8	75,954	80,849	85,230
9	80,668	85,607	90,094
10	82,978	87,917	92,404
11	84,133	89,072	93,559
12	85,288	90,227	94,714
13	86,443	91,382	95,869

**B 4b. "Teacher Assistants: Guidance Counselors..."
Extended Year 2005-2006**

STEP	BA	MA	6TH YR
1	55,058	58,854	62,550
2	55,405	59,200	62,896
3	55,751	59,547	63,243
4	57,219	61,281	64,629
5	59,750	64,023	68,355
6	65,167	69,671	73,829
7	70,631	74,407	78,680
8	76,094	80,989	85,370
9	80,808	85,747	90,234
10	83,580	88,519	93,006
11	84,735	89,674	94,161
12	85,890	90,829	95,316
13	87,045	91,984	96,471

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

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

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

STEP	BA	MA	6TH YR
E	58,029	62,108	66,242
2	58,344	62,423	66,557
3	58,675	62,754	66,888
4	59,005	63,085	67,219
5	59,336	63,415	67,550
5a	61,921	66,111	70,163
6	64,507	68,807	72,776
6a	67,115	71,067	75,091
7	69,722	73,327	77,406
8	73,890	78,563	82,744
9	78,279	82,994	87,277
10	81,256	85,970	90,253
11	83,615	88,330	92,613
Max	86,261	90,976	95,259

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**Schedule B 4b. Professional Development Teachers
Extended Day/ Year Salary Guides
Teacher Assistants "T.A.'s",
Guidance Counselors, Occupational Education
Instructors, Reading Consultants and English
Mastery Consultants**

B 4b. "Teacher Assistants: Guidance Counselors..."
Extended Day/Year 2004-2005

STEP	BA	MA	6TH YR
1	56,115	60,271	63,326
2	56,481	60,637	63,693
3	57,354	61,371	65,282
4	58,908	63,206	66,749
5	62,875	67,398	71,981
6	68,608	73,375	77,775
7	74,390	78,386	82,909
8	80,172	85,352	89,988
9	85,160	90,387	95,135
10	87,605	92,831	97,580
11	88,827	94,054	98,802
12	90,049	95,276	100,024
13	91,272	96,498	101,247

B 4b. "Teacher Assistants: Guidance Counselors..."
Extended Day/Year 2005-2006

STEP	BA	MA	6TH YR
1	58,050	62,067	65,978
2	58,417	62,433	66,345
3	58,784	62,800	66,711
4	60,337	64,636	68,178
5	63,015	67,538	72,121
6	68,748	73,515	77,915
7	74,530	78,526	83,049
8	80,312	85,492	90,128
9	85,300	90,527	95,275
10	88,234	93,460	98,209
11	89,456	94,682	99,431
12	90,678	95,905	100,653
13	91,901	97,127	101,876

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

STEP	BA	MA	6TH YR
1	60,037	64,336	67,878
2	60,403	64,702	68,245
3	60,770	65,069	68,611
4	61,137	65,436	68,978
5	63,815	68,337	72,921
6	69,547	74,314	78,715
7	75,330	79,326	83,848
8	81,112	86,292	90,927
9	86,100	91,326	96,075
10	89,424	94,651	99,400
11	90,647	95,873	100,622
12	91,869	97,096	101,844
13	93,091	98,318	103,066

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

STEP	BA	MA	6TH YR
E	63,898	68,421	73,005
2	64,248	68,771	73,354
3	64,615	69,137	73,721
4	64,981	69,504	74,088
5	65,348	69,871	74,454
5a	68,214	72,859	77,351
6	71,081	75,848	80,248
6a	73,973	78,353	82,815
7	76,863	80,859	85,382
8	81,484	86,664	91,299
9	86,350	91,576	96,325
10	89,650	94,876	99,625
11	92,266	97,492	102,241
Max	95,199	100,426	105,174

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**Schedule B 4c. Professional Development Teachers
10 Months Salary Guides
Teacher Assistants "T.A.'s",
Psychologists, Psychiatric Social Workers,
Learning Disability Teacher Consultants(LDTC),
Speech Therapists and Whole School Reform(WSR)
Social Workers**

B 4c. "Teacher Assistants: Psychologists..."
10 Months 2004-2005

STEP	BA	MA	6TH YR
1	50,857	54,597	57,347
2	51,187	54,927	57,677
3	51,973	55,587	59,107
4	53,371	57,239	60,427
5	56,941	61,011	65,136
6	62,100	66,390	70,350
7	67,304	70,900	74,970
8	72,507	77,169	81,341
9	76,996	81,700	85,974
10	79,196	83,900	88,174
11	80,296	85,000	89,274
12	81,396	86,100	90,374
13	82,496	87,200	91,474

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

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

B 4c. "Teacher Assistants: Psychologists..."
10 Months 2005-2006

STEP	BA	MA	6TH YR
1	52,613	56,228	59,748
2	52,943	56,558	60,078
3	53,273	56,888	60,408
4	54,671	58,540	61,728
5	57,081	61,151	65,276
6	62,240	66,530	70,490
7	67,444	71,040	75,110
8	72,647	77,309	81,481
9	77,136	81,840	86,114
10	79,776	84,480	88,754
11	80,876	85,580	89,854
12	81,976	86,680	90,954
13	83,076	87,780	92,054

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

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

**Schedule B 4c. Professional Development Teachers
 Extended Year Salary Guides
 Teacher Assistants "T.A.'s",
 Psychologists, Psychiatric Social Workers, Learning
 Disability Teacher Consultants(LDTC), Speech
 Therapists and Whole School Reform(WSR)
 Social Workers**

B 4c. "Teacher Assistants: Psychologists..."
 Extended Year 2004-2005

STEP	BA	MA	6TH YR
1	55,586	59,700	62,725
2	55,949	60,063	63,088
3	56,813	60,789	64,661
4	58,351	62,607	66,113
5	62,279	66,756	71,293
6	67,954	72,673	77,029
7	73,677	77,634	82,111
8	79,401	84,529	89,118
9	84,339	89,513	94,214
10	86,759	91,933	96,634
11	87,969	93,143	97,844
12	89,179	94,353	99,054
13	90,389	95,563	100,264

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

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

B 4c. "Teacher Assistants: Psychologists..."
 Extended Year 2005-2006

STEP	BA	MA	6TH YR
1	57,504	61,480	65,352
2	57,867	61,843	65,715
3	58,230	62,206	66,078
4	59,768	64,023	67,530
5	62,419	66,896	71,433
6	68,094	72,813	77,169
7	73,817	77,774	82,251
8	79,541	84,669	89,258
9	84,479	89,653	94,354
10	87,383	92,557	97,258
11	88,593	93,767	98,468
12	89,803	94,977	99,678
13	91,013	96,187	100,888

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

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

**Schedule B 4c. Professional Development Teachers
Extended Day/Year Salary Guides
Teacher Assistants "T.A.'s",
Psychologists, Psychiatric Social Workers,
Learning Disability Teacher Consultants(LDTC),
Speech Therapists and Whole School Reform(WSR)
Social Workers**

B 4c. "Teacher Assistants: Psychologists..."
Extended Day/Year 2004-2005

STEP	BA	MA	6TH YR
1	58,617	62,971	66,172
2	59,001	63,355	66,556
3	59,915	64,123	68,221
4	61,543	66,046	69,757
5	65,699	70,437	75,239
6	71,705	76,699	81,309
7	77,762	81,949	86,687
8	83,820	89,247	94,103
9	89,045	94,521	99,496
10	91,606	97,082	102,057
11	92,887	98,362	103,337
12	94,167	99,643	104,618
13	95,448	100,923	105,898

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

STEP	BA	MA	6TH YR
1	62,712	67,216	70,927
2	63,096	67,600	71,311
3	63,480	67,984	71,695
4	63,865	68,368	72,079
5	66,670	71,408	76,210
6	72,676	77,670	82,280
7	78,733	82,920	87,658
8	84,791	90,217	95,074
9	90,016	95,492	100,466
10	93,499	98,975	103,949
11	94,780	100,255	105,230
12	96,060	101,536	106,510
13	97,341	102,816	107,791

B 4c. "Teacher Assistants: Psychologists..."
Extended Day/Year 2005-2006

STEP	BA	MA	6TH YR
1	60,638	64,846	68,943
2	61,022	65,230	69,328
3	61,406	65,614	69,712
4	63,034	67,537	71,248
5	65,839	70,577	75,379
6	71,845	76,839	81,449
7	77,902	82,089	86,827
8	83,960	89,387	94,243
9	89,185	94,661	99,636
10	92,259	97,734	102,709
11	93,539	99,015	103,989
12	94,820	100,295	105,270
13	96,100	101,576	106,550

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

STEP	BA	MA	6TH YR
E	66,750	71,488	76,290
2	67,117	71,855	76,656
3	67,501	72,239	77,041
4	67,885	72,623	77,425
5	68,269	73,007	77,809
5a	71,272	76,138	80,844
6	74,275	79,269	83,878
6a	77,304	81,894	86,568
7	80,332	84,519	89,257
8	85,173	90,600	95,456
9	90,271	95,746	100,721
10	93,728	99,203	104,178
11	96,468	101,944	106,919
Max	99,542	105,017	109,992

**Schedule B 4d. Professional Development Teachers
10 Months Salary Guides
Teacher Assistants "T.A.'s",
Industrial Arts, Home Economics
and Vocational Shop Teachers**

**B 4d. "Teacher Assistants: Industrial Arts....."
10 Months 2004-2005**

STEP	2 YEARS	3 YEARS	IA&HE/VS	2 YEARS	3 YEARS
1	46,558	46,558	46,558	46,558	46,558
2	46,858	46,858	46,858	46,858	46,858
3	47,572	47,572	47,572	47,572	47,572
4	48,843	48,843	48,843	48,843	48,843
5	52,089	52,089	52,089	52,089	52,089
6	56,779	56,779	56,779	56,779	56,779
7	61,510	61,510	61,510	61,510	61,510
8	64,801	65,306	65,508	65,913	68,672
9	68,788	69,327	69,542	69,972	72,912
10	70,352	70,903	71,123	71,564	74,574
11	71,329	71,888	72,111	72,559	75,612
12	72,306	72,873	73,100	73,553	76,651
13	73,283	73,858	74,088	74,548	77,690

**B 4d. "Teacher Assistants: Industrial Arts....."
10 Months 2006-007**

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

**B 4d. "Teacher Assistants: Industrial Arts....."
10 Months 2005-2006**

STEP	2 YEARS	3 YEARS	IA&HE/VS	2 YEARS	3 YEARS
1	48,167	48,167	48,167	48,167	48,167
2	48,467	48,467	48,467	48,467	48,467
3	48,767	48,767	48,767	48,767	48,767
4	50,038	50,038	50,038	50,038	50,038
5	52,229	52,229	52,229	52,229	52,229
6	56,919	56,919	56,919	56,919	56,919
7	61,650	61,650	61,650	61,650	61,650
8	64,941	65,446	65,648	66,053	68,812
9	68,928	69,467	69,682	70,112	73,052
10	70,492	71,043	71,263	71,704	74,714
11	71,469	72,028	72,251	72,699	75,752
12	72,446	73,013	73,240	73,693	76,791
13	73,423	73,998	74,228	74,688	77,830

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

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

Schedule B. 5. Industrial Arts

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

B 5. "Industrial Arts....." 10 Months 2004-2005

STEP	2 YEARS	3 YEARS	IA&HE/VS	2 YEARS	3 YEARS
1	42,991	42,991	42,991	42,991	42,991
2	43,291	43,291	43,291	43,291	43,291
3	44,005	44,005	44,005	44,005	44,005
4	45,276	45,276	45,276	45,276	45,276
5	48,522	48,522	48,522	48,522	48,522
6	53,212	53,212	53,212	53,212	53,212
7	57,943	57,943	57,943	57,943	57,943
8	61,234	61,739	61,941	62,346	65,105
9	65,221	65,760	65,975	66,405	69,345
10	66,785	67,336	67,556	67,997	71,007
11	67,762	68,321	68,544	68,992	72,045
12	68,739	69,306	69,533	69,986	73,084
13	69,716	70,291	70,521	70,981	74,123

B 5. "Industrial Arts....." 10 Months 2005-2006

STEP	2 YEARS	3 YEARS	IA&HE/VS	2 YEARS	3 YEARS
1	44,460	44,460	44,460	44,460	44,460
2	44,760	44,760	44,760	44,760	44,760
3	45,060	45,060	45,060	45,060	45,060
4	46,331	46,331	46,331	46,331	46,331
5	48,522	48,522	48,522	48,522	48,522
6	53,212	53,212	53,212	53,212	53,212
7	57,943	57,943	57,943	57,943	57,943
8	61,234	61,739	61,941	62,346	65,105
9	65,221	65,760	65,975	66,405	69,345
10	66,785	67,336	67,556	67,997	71,007
11	67,762	68,321	68,544	68,992	72,045
12	68,739	69,306	69,533	69,986	73,084
13	69,716	70,291	70,521	70,981	74,123

B 5. "Industrial Arts....." 10 Months 2006-007

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

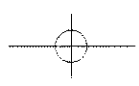
B 5. "Industrial Arts....." 10 Months 2007-2008

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

NOTES

Schedule C Secretaries' Flow Chart

	03-04	04-05	05-06	06-07	07-08
				1	→ 3
			1	→ 2	→ 3
		1	→ 2	→ 3	→ 4
1	→ 2	→ 3	→ 4	→ 5	→ 6
2	→ 3	→ 4	→ 5	→ 6	→ 7
3	→ 4	→ 5	→ 6	→ 7	→ 8
4	→ 5	→ 6	→ 7	→ 8	→ 9
5	→ 6	→ 7	→ 8	→ 9	→ 10
6	→ 7	→ 8	→ 9	→ 10	→ 11
7	→ 8	→ 9	→ 10	→ 11	→ 12
8	→ 9	→ 10	→ 11	→ 12	→ 12a
9	→ 10	→ 11	→ 12	→ 13	→ 13
10	→ 11	→ 12	→ 13	→ 13	→ 13
11	→ 12	→ 13	→ 13	→ 13	→ 13
12	→ 13	→ 13	→ 13	→ 13	→ 13
13	→ 13	→ 13	→ 13	→ 13	→ 13



Schedule C: Secretaries

Secretaries 2004- 2005

Steps	S/10.5	S/12	WP/12	AS/10.5	ASI	ASII	ASIII	ASIV	EXSEC
1	23,148	23,504	23,979	23,548	24,322	24,938	28,754	30,452	32,157
2	23,448	23,804	24,279	23,848	24,622	25,238	29,054	30,752	32,457
3	23,748	24,104	24,579	24,148	24,922	25,538	29,354	31,052	32,757
4	24,048	24,404	24,879	24,448	25,222	25,838	29,654	31,352	33,057
5	24,348	24,704	25,179	24,748	25,522	26,138	29,954	31,706	33,357
6	24,708	25,058	25,537	25,108	26,320	27,014	30,888	33,311	34,821
7	25,634	26,254	26,755	26,034	27,987	28,725	32,491	35,146	36,714
8	27,060	27,651	28,317	27,460	29,602	30,371	34,024	36,801	38,818
9	29,074	30,468	30,308	29,474	32,145	33,337	37,099	40,422	43,748
10	30,074	33,013	33,287	30,707	34,842	36,141	40,232	43,852	47,470
11	31,074	34,968	35,991	32,515	36,909	38,288	42,635	46,480	50,329
12	34,512	38,554	39,603	36,036	40,545	41,959	46,420	50,365	54,312
13	38,951	43,140	44,216	40,558	45,181	46,631	51,205	55,250	59,296

Secretaries 2006-2007

Steps	S/10.5	S/12	WP/12	AS/10.5	ASI	ASII	ASIII	ASIV	EXSEC
1	23,548	23,904	24,379	23,948	24,722	25,338	29,154	30,852	32,557
2	23,848	24,204	24,679	24,248	25,022	25,638	29,454	31,152	32,857
3	24,148	24,504	24,979	24,548	25,322	25,938	29,754	31,452	33,157
4	24,448	24,804	25,279	24,848	25,622	26,238	30,054	31,752	33,457
5	24,748	25,104	25,579	25,148	25,922	26,538	30,354	32,052	33,757
6	25,048	25,404	25,879	25,448	26,320	27,014	30,888	33,311	34,821
7	25,634	26,254	26,755	26,034	27,987	28,725	32,491	35,146	36,714
8	27,060	27,651	28,317	27,460	29,602	30,371	34,024	36,801	38,818
9	29,074	30,468	30,308	29,474	32,145	33,337	37,099	40,422	43,748
10	30,074	33,013	33,287	30,707	34,842	36,141	40,232	43,852	47,470
11	31,074	34,968	35,991	32,515	36,909	38,288	42,635	46,480	50,329
12	34,512	38,554	39,603	36,036	40,545	41,959	46,420	50,365	54,312
13	40,951	45,140	46,216	42,558	47,181	48,631	53,205	57,250	61,296

Secretaries 2005-2006

Steps	S/10.5	S/12	WP/12	AS/10.5	ASI	ASII	ASIII	ASIV	EXSEC
1	23,348	23,704	24,179	23,748	24,522	25,138	28,954	30,652	32,357
2	23,648	24,004	24,479	24,048	24,822	25,438	29,254	30,952	32,657
3	23,948	24,304	24,779	24,348	25,122	25,738	29,554	31,252	32,957
4	24,248	24,604	25,079	24,648	25,422	26,038	29,854	31,552	33,257
5	24,548	24,904	25,379	24,948	25,722	26,338	30,154	31,852	33,557
6	24,848	25,204	25,679	25,248	26,320	27,014	30,888	33,311	34,821
7	25,634	26,254	26,755	26,034	27,987	28,725	32,491	35,146	36,714
8	27,060	27,651	28,317	27,460	29,602	30,371	34,024	36,801	38,818
9	29,074	30,468	30,308	29,474	32,145	33,337	37,099	40,422	43,748
10	30,074	33,013	33,287	30,707	34,842	36,141	40,232	43,852	47,470
11	31,074	34,968	35,991	32,515	36,909	38,288	42,635	46,480	50,329
12	34,512	38,554	39,603	36,036	40,545	41,959	46,420	50,365	54,312
13	39,951	44,140	45,216	41,558	46,181	47,631	52,205	56,250	60,296

Secretaries 2007-2008

Steps	S/10.5	S/12	WP/12	AS/10.5	ASI	ASII	ASIII	ASIV	EXSEC
3	25,038	25,394	25,869	25,294	26,212	26,828	30,644	32,342	34,047
4	25,338	25,694	26,169	25,594	26,512	27,128	30,944	32,642	34,347
5	25,638	25,994	26,469	25,894	26,812	27,428	31,244	32,942	34,647
6	25,938	26,294	26,769	26,194	27,210	27,904	31,778	34,201	35,711
7	26,524	27,144	27,645	26,924	28,877	29,615	33,381	36,036	37,604
8	28,320	28,911	29,577	28,720	30,862	31,631	35,284	38,061	40,078
9	30,334	31,728	31,568	30,734	33,405	34,597	38,359	41,682	45,008
10	31,334	34,273	34,547	31,967	36,102	37,401	41,492	45,112	48,730
11	32,374	36,268	37,291	33,815	38,209	39,588	43,935	47,780	51,629
12	35,812	39,854	40,903	37,336	41,845	43,259	47,720	51,665	55,612
12A	39,032	43,147	44,210	40,597	45,163	46,595	51,112	55,107	59,104
13	42,251	46,440	47,516	43,858	48,481	49,931	54,505	58,550	62,596

**Schedule C Secretaries
Extended Day Salary Guides**

Secretaries Extended Day 2004- 2005

Steps	S/10.5	S/12	WP/12	AS/10.5	ASI	ASII	ASIII	ASIV	EXSEC
1	24,631	25,010	25,516	25,057	25,881	26,536	30,597	32,403	34,218
2	24,951	25,329	25,835	25,376	26,200	26,855	30,916	32,723	34,537
3	25,270	25,649	26,154	25,696	26,519	27,175	31,235	33,042	34,856
4	25,589	25,968	26,473	26,015	26,838	27,494	31,554	33,361	35,175
5	25,908	26,287	26,793	26,334	27,157	27,813	31,874	33,738	35,495
6	26,291	26,664	27,173	26,717	28,007	28,745	32,867	35,446	37,052
7	27,277	27,936	28,470	27,703	29,780	30,566	34,573	37,398	39,067
8	28,794	29,423	30,132	29,220	31,499	32,317	36,204	39,159	41,306
9	30,937	32,420	32,250	31,363	34,205	35,473	39,476	43,012	46,552
10	32,001	35,129	35,420	32,675	37,075	38,457	42,810	46,662	50,512
11	33,065	37,209	38,297	34,599	39,274	40,742	45,367	49,459	53,554
12	36,724	41,025	42,142	38,346	43,143	44,649	49,395	53,593	57,793
13	41,447	45,905	47,050	43,157	48,077	49,620	54,487	58,791	63,096

Secretaries Extended Day 2006 - 2007

Steps	S/10.5	S/12	WP/12	AS/10.5	ASI	ASII	ASIII	ASIV	EXSEC
1	25,057	25,436	25,941	25,483	26,306	26,962	31,022	32,829	34,643
2	25,376	25,755	26,260	25,802	26,625	27,281	31,341	33,148	34,963
3	25,695	26,074	26,580	26,121	26,945	27,600	31,661	33,468	35,282
4	26,015	26,393	26,899	26,441	27,264	27,919	31,980	33,787	35,601
5	26,334	26,713	27,218	26,760	27,583	28,239	32,299	34,106	35,920
6	26,653	27,032	27,537	27,079	28,007	28,745	32,867	35,446	37,052
7	27,277	27,936	28,470	27,703	29,780	30,566	34,573	37,398	39,067
8	28,794	29,423	30,132	29,220	31,499	32,317	36,204	39,159	41,306
9	30,937	32,420	32,250	31,363	34,205	35,473	39,476	43,012	46,552
10	32,001	35,129	35,420	32,675	37,075	38,457	42,810	46,662	50,512
11	33,065	37,209	38,297	34,599	39,274	40,742	45,367	49,459	53,554
12	36,724	41,025	42,142	38,346	43,143	44,649	49,395	53,593	57,793
13	43,576	48,033	49,178	45,286	50,205	51,748	56,615	60,919	65,225

Secretaries Extended Day 2005 - 2006

Steps	S/10.5	S/12	WP/12	AS/10.5	ASI	ASII	ASIII	ASIV	EXSEC
1	24,844	25,223	25,728	25,270	26,093	26,749	30,809	32,616	34,431
2	25,163	25,542	26,048	25,589	26,413	27,068	31,129	32,936	34,750
3	25,483	25,861	26,367	25,908	26,732	27,387	31,448	33,255	35,069
4	25,802	26,181	26,686	26,228	27,051	27,707	31,767	33,574	35,388
5	26,121	26,500	27,005	26,547	27,370	28,026	32,086	33,893	35,707
6	26,440	26,819	27,325	26,866	28,007	28,745	32,867	35,446	37,052
7	27,277	27,936	28,470	27,703	29,780	30,566	34,573	37,398	39,067
8	28,794	29,423	30,132	29,220	31,499	32,317	36,204	39,159	41,306
9	30,937	32,420	32,250	31,363	34,205	35,473	39,476	43,012	46,552
10	32,001	35,129	35,420	32,675	37,075	38,457	42,810	46,662	50,512
11	33,065	37,209	38,297	34,599	39,274	40,742	45,367	49,459	53,554
12	36,724	41,025	42,142	38,346	43,143	44,649	49,395	53,593	57,793
13	42,511	46,969	48,114	44,221	49,141	50,684	55,551	59,855	64,160

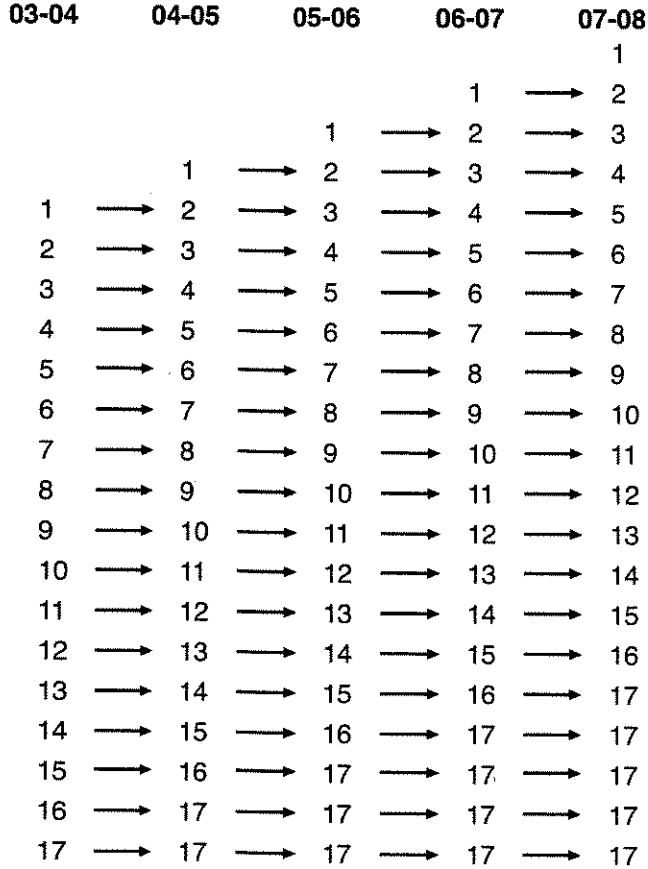
Secretaries Extended Day 2007 - 2008

Steps	S/10.5	S/12	WP/12	AS/10.5	ASI	ASII	ASIII	ASIV	EXSEC
3	26,642	27,021	27,527	26,915	27,892	28,547	32,608	34,415	36,229
4	26,962	27,341	27,846	27,234	28,211	28,866	32,927	34,734	36,548
5	27,281	27,660	28,165	27,553	28,530	29,186	33,246	35,053	36,867
6	27,600	27,979	28,484	27,873	28,954	29,692	33,814	36,393	38,000
7	28,224	28,883	29,417	28,650	30,728	31,513	35,520	38,345	40,014
8	30,135	30,764	31,472	30,561	32,840	33,658	37,545	40,500	42,646
9	32,278	33,761	33,591	32,704	35,546	36,814	40,817	44,353	47,892
10	33,342	36,469	36,761	34,016	38,416	39,798	44,151	48,003	51,853
11	34,449	38,592	39,681	35,982	40,658	42,125	46,751	50,842	54,938
12	38,108	42,408	43,525	39,729	44,527	46,032	50,778	54,976	59,177
12A	41,533	45,912	47,043	43,199	48,057	49,582	54,388	58,639	62,892
13	44,959	49,416	50,561	46,669	51,588	53,131	57,998	62,303	66,608



Schedule D

Lab Assistants & A.V. Technicians' Flow Chart



Schedule D: Lab Assistants and A.V. Technicians

Lab Assistants and A.V. Technicians 2004 - 2005

Step	LAB ASST	AV 10.5	AV 12
1	17,564	19,580	19,761
2	17,919	19,998	20,181
3	18,291	20,436	20,660
4	18,673	20,905	21,169
5	19,078	21,432	21,706
6	19,498	21,889	22,174
7	19,985	22,500	22,817
8	20,493	23,570	23,925
9	21,224	24,599	24,925
10	22,035	25,669	25,692
11	22,847	26,923	27,032
12	23,664	27,923	28,032
13	24,712	29,301	29,408
14	25,683	30,602	30,709
15	26,655	31,904	32,009
16	27,626	33,205	33,310
17	28,870	34,779	34,882

Lab Assistants and A.V. Technicians 2005-2006

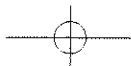
Step	LAB ASST	AV 10.5	AV 12
1	18,124	20,140	20,321
2	18,479	20,558	20,741
3	18,851	20,996	21,220
4	19,233	21,465	21,729
5	19,638	21,992	22,266
6	20,058	22,449	22,734
7	20,545	23,060	23,377
8	21,053	24,130	24,485
9	21,784	25,159	25,485
10	22,595	26,229	26,252
11	23,407	27,483	27,592
12	24,224	28,483	28,592
13	25,272	29,861	29,968
14	26,243	31,162	31,269
15	27,215	32,464	32,569
16	28,376	33,955	34,060
17	29,620	35,529	35,632

Lab Assistants and A.V. Technicians 2006-2007

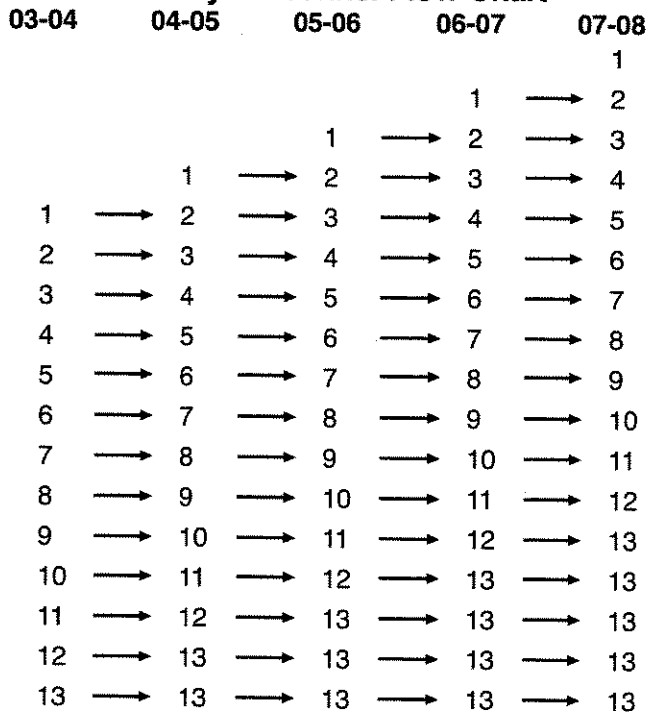
Step	LAB ASST	AV 10.5	AV 12
1	18,638	20,654	20,835
2	18,993	21,072	21,255
3	19,365	21,510	21,734
4	19,747	21,979	22,243
5	20,152	22,506	22,780
6	20,572	22,963	23,248
7	21,059	23,574	23,891
8	21,567	24,644	24,999
9	22,298	25,673	25,999
10	23,109	26,743	26,766
11	23,921	27,997	28,106
12	24,738	28,997	29,106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

Lab Assistants and A.V. Technicians 2007-2008

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



**Schedule E
Security Personnel Flow Chart**



Security Personnel 2005 - 2006

Step	10M	11M	12M	HD-10M	HD-11M	HD-12M
1	24,071	26,478	27,126	27,584	30,342	31,342
2	24,371	26,808	27,426	27,884	30,672	31,642
3	24,671	27,138	27,726	28,184	31,002	31,942
4	24,995	27,495	28,163	28,657	31,523	32,551
5	25,340	27,874	28,618	29,159	32,075	33,208
6	25,714	28,285	29,100	29,710	32,681	33,888
7	26,125	28,738	29,608	30,301	33,331	34,610
8	26,563	29,219	30,140	30,929	34,022	35,377
9	27,034	29,737	30,706	31,589	34,748	36,213
10	27,645	30,410	31,438	32,359	35,595	37,699
11	28,309	31,140	32,482	33,626	36,989	39,232
12	30,441	33,485	35,007	36,147	39,762	41,882
13	32,573	35,830	37,531	38,668	42,535	44,532

Security Personnel 2006 - 2007

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

Schedule E: Security Personnel

Security Personnel 2004 - 2005

Step	10M	11M	12M	HD-10M	HD-11M	HD-12M
1	23,337	25,671	26,392	26,850	29,535	30,608
2	23,637	26,001	26,692	27,150	29,865	30,908
3	23,937	26,331	26,992	27,450	30,195	31,208
4	24,261	26,687	27,429	27,923	30,715	31,817
5	24,606	27,067	27,884	28,425	31,268	32,474
6	24,980	27,478	28,366	28,976	31,874	33,154
7	25,391	27,930	28,874	29,567	32,524	33,876
8	25,829	28,412	29,406	30,195	33,215	34,643
9	26,300	28,930	29,972	30,855	33,941	35,479
10	26,911	29,602	30,704	31,625	34,788	36,965
11	27,575	30,333	31,748	32,892	36,181	38,498
12	29,707	32,678	34,273	35,413	38,954	41,148
13	31,839	35,023	36,797	37,934	41,727	43,798

Security Personnel 2007 - 2008

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

NOTES

Schedule F Classroom Assistants' Flow Chart

	03-04	04-05	05-06	06-07	07-08
					1
			1	→ 2	→ 2
		1	→ 2	→ 3	→ 3
1	→ 2	→ 3	→ 4	→ 5	→ 5
2	→ 3	→ 4	→ 5	→ 6	→ 6
3	→ 4	→ 5	→ 6	→ 7	→ 7
4	→ 5	→ 6	→ 7	→ 8	→ 8
5	→ 6	→ 7	→ 8	→ 9	→ 9
6	→ 7	→ 8	→ 9	→ 10	→ 10
7	→ 8	→ 9	→ 10	→ 11	→ 11
8	→ 9	→ 10	→ 11	→ 12	→ 12
9	→ 10	→ 11	→ 12	→ 13	→ 13
10	→ 11	→ 12	→ 13	→ 13	→ 13
11	→ 12	→ 13	→ 13	→ 13	→ 13
12	→ 13	→ 13	→ 13	→ 13	→ 13
13	→ 13	→ 13	→ 13	→ 13	→ 13

Classroom Assistants 2004 - 2005

Extended Day/Year 2004 - 2005

Step	6 HRS	6.5 HRS	7 HRS	LOCKER	MULTI/8 HR	Step	LOCKER	MULTI/8 HR
1	11,690	12,260	12,889	13,431	14,019	1	14,896	15,548
2	11,890	12,460	13,089	13,631	14,219	2	15,118	15,770
3	12,107	12,704	13,330	13,921	14,526	3	15,440	16,111
4	12,341	12,967	13,593	14,221	14,847	4	15,772	16,467
5	12,588	13,235	13,882	14,529	15,177	5	16,114	16,833
6	12,833	13,500	14,169	14,837	15,849	6	16,456	17,578
7	13,063	13,758	14,557	15,617	16,540	7	17,321	18,344
8	13,465	14,597	15,515	16,642	17,565	8	18,457	19,481
9	14,594	15,637	16,680	17,722	18,764	9	19,655	20,811
10	15,294	16,337	17,380	18,422	19,464	10	20,432	21,587
11	15,894	16,937	18,039	19,178	20,320	11	21,270	22,537
12	17,498	18,622	19,772	20,942	22,114	12	23,226	24,526
13	19,552	20,756	21,954	23,155	24,358	13	25,681	27,015

Classroom Assistants 2006 - 2007

Extended Day/Year 2006 - 2007

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

Classroom Assistants 2005 - 2006

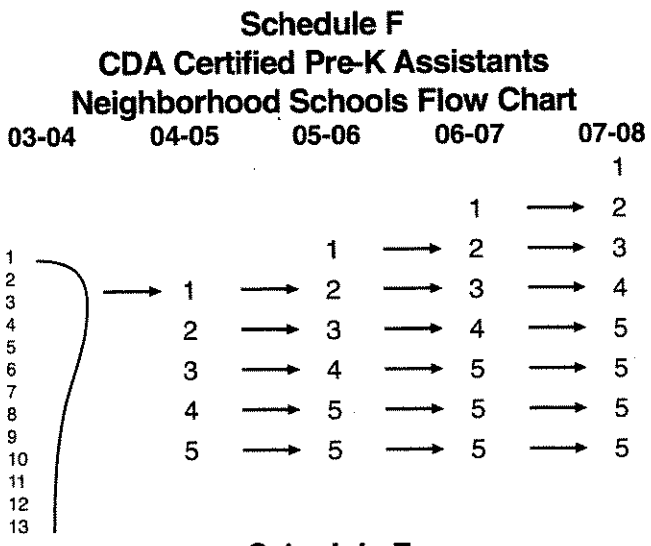
Extended Day/Year 2005 - 2006

Step	6 HRS	6.5 HRS	7 HRS	LOCKER	MULTI/8 HR	Step	LOCKER	MULTI/8 HR
1	11,990	12,587	13,213	13,804	14,409	1	15,354	16,025
2	12,190	12,787	13,413	14,004	14,609	2	15,554	16,225
3	12,390	12,987	13,613	14,204	14,809	3	15,754	16,425
4	12,624	13,250	13,876	14,504	15,130	4	16,086	16,781
5	12,871	13,518	14,165	14,812	15,460	5	16,428	17,147
6	13,116	13,783	14,452	15,120	16,132	6	16,769	17,892
7	13,463	14,108	14,605	15,665	16,588	7	17,374	18,398
8	13,513	14,645	15,563	16,690	17,613	8	18,511	19,534
9	14,642	15,685	16,728	17,770	18,812	9	19,709	20,864
10	15,342	16,385	17,428	18,470	19,512	10	20,485	21,641
11	15,942	16,985	18,087	19,226	20,368	11	21,323	22,590
12	17,546	18,670	19,820	20,990	22,162	12	23,279	24,580
13	20,052	21,256	22,454	23,655	24,858	13	26,236	27,570

Classroom Assistants 2007 - 2008

Extended Day/Year 2007 - 2008

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



Schedule F: Classroom Assistants CDA Certified

Classroom Assistants CDA Certified 2004 - 2005

Neighborhood Schools Pre-K	Center for Infant Development	Extended Day/Year Pre-K
Step N/Pre-K	Step CID	Step X Pre-K
1 26,442	1 30,956	1 34,394
2 26,869	2 31,456	2 34,949
3 27,296	3 31,956	3 35,505
4 27,757	4 32,496	4 36,105
5 28,389	5 33,236	5 36,927

Classroom Assistants CDA Certified 2005 - 2006

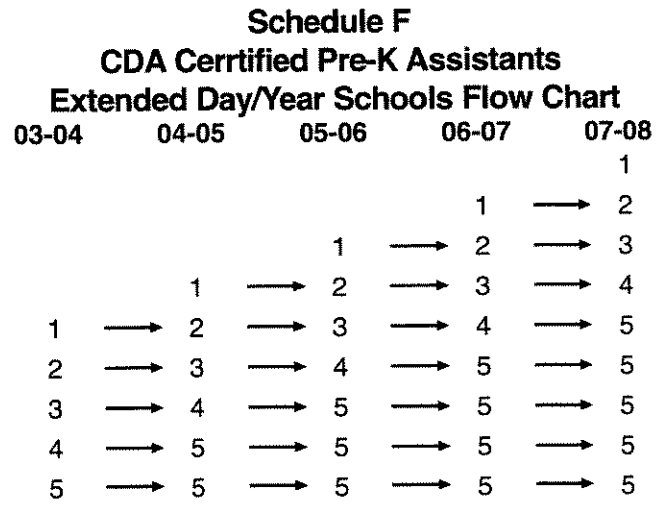
Neighborhood Schools Pre-K	Center for Infant Development	Extended Day/Year Pre-K
Step N/Pre-K	Step CID	Step X Pre-K
1 26,869	1 31,456	1 34,949
2 27,296	2 31,956	2 35,505
3 27,723	3 32,456	3 36,060
4 28,184	4 32,996	4 36,660
5 28,987	5 33,936	5 37,705

Classroom Assistants CDA Certified 2006 - 2007

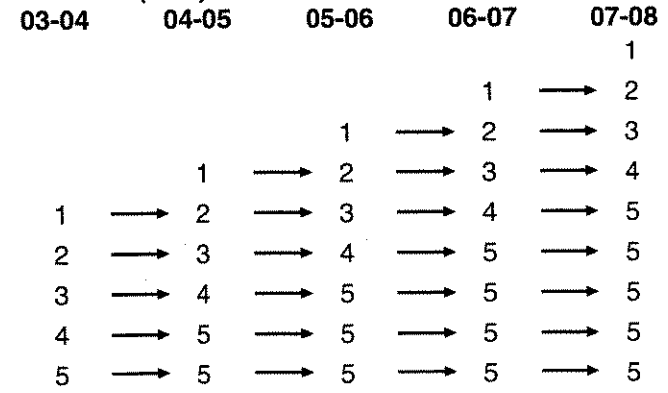
Neighborhood Schools Pre-K	Center for Infant Development	Extended Day/Year Pre-K
Step N/Pre-K	Step CID	Step X Pre-K
1 28,133	1 32,936	1 36,594
2 28,560	2 33,436	2 37,149
3 28,987	3 33,936	3 37,705
4 29,414	4 34,436	4 38,260
5 29,841	5 34,936	5 38,816

Classroom Assistants CDA Certified 2007 - 2008

Neighborhood Schools Pre-K	Center for Infant Development	Extended Day/Year Pre-K
Step N/Pre-K	Step CID	Step X Pre-K
1 29,158	1 34,136	1 37,927
2 29,585	2 34,636	2 38,483
3 30,012	3 35,136	3 39,038
4 30,439	4 35,636	4 39,594
5 30,866	5 36,136	5 40,149



**Schedule F
CDA Certified Center for Infant Development
(CID) Assistants Flow Chart**



Schedule F: Classroom Assistants ESEA/NCLB

**ESEA/NCLB Classroom Assistants 2005 - 2006
Extended Day/Year 2004 -2005**

Step	6 HRS	6.5 HRS	7 HRS	LOCKER	MULTI/8 HR	Step	LOCKER	MULTI/8 HR
2	12,251	13,271	14,292	14,701	16,334	2	16,304	18,116
3	12,481	13,521	14,561	14,977	16,641	3	16,611	18,456
4	12,722	13,782	14,842	15,266	16,962	4	16,931	18,812
5	12,969	14,050	15,131	15,563	17,292	5	17,261	19,178
6	13,475	14,598	15,721	16,170	17,967	6	17,934	19,927
7	14,168	15,348	16,529	17,001	18,890	7	18,856	20,951
8	14,936	16,181	17,426	17,924	19,915	8	19,879	22,088
9	15,836	17,155	18,475	19,003	21,114	9	21,076	23,417
10	16,811	18,211	19,612	20,173	22,414	10	22,373	24,859
11	17,828	19,313	20,799	21,393	23,770	11	23,727	26,363
12	18,873	20,446	22,019	22,648	25,164	12	25,118	27,909
13	20,054	21,256	22,976	23,632	26,258	13	26,210	29,122

**ESEA/NCLB Classroom Assistants 2006 - 2007
Extended Day/Year 2006 - 2007**

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

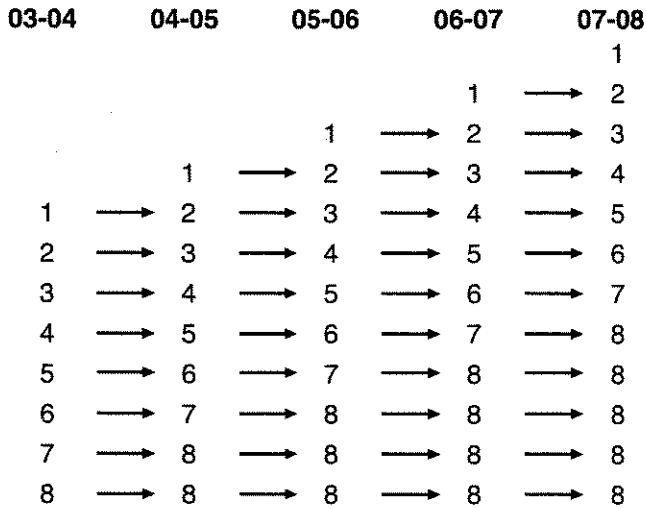
**ESEA/NCLB Classroom Assistants 2005 - 2006
Extended Day/Year 2005 - 2006**

Step	6 HRS	6.5 HRS	7 HRS	LOCKER	MULTI/8 HR	Step	LOCKER	MULTI/8 HR
3	13,841	14,994	16,147	16,609	18,454	3	18,420	20,467
4	14,082	15,256	16,429	16,898	18,776	4	18,742	20,824
5	14,327	15,521	16,715	17,193	19,103	5	19,068	21,187
6	14,834	16,070	17,306	17,800	19,778	6	19,742	21,936
7	15,518	16,811	18,104	18,621	20,690	7	20,652	22,947
8	16,061	17,400	18,738	19,274	21,415	8	21,376	23,751
9	16,961	18,374	19,787	20,353	22,614	9	22,573	25,081
10	17,936	19,430	20,925	21,523	23,914	10	23,871	26,523
11	18,953	20,532	22,111	22,743	25,270	11	25,224	28,027
12	19,998	21,665	23,331	23,998	26,664	12	26,615	29,573
13	21,054	22,553	24,288	24,982	27,758	13	27,708	30,786

**ESEA/NCLB Classroom Assistants 2007 - 2008
Extended Day/Year 2007 - 2008**

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

**Schedule G
Parent Liaisons' &
Non-Certified Attendance Officers' Flow Chart
(Hired on or after January 1, 1999)**



**Schedule G: Parent Liaisons and
Non-Certified Attendance officers**

Parent Liaisons & Non-Certified Attendance

2004-2005	Extended
Step	10 Months Day/Year
1	30,705 35,743
2	31,236 36,361
3	31,767 36,979
4	32,298 37,597
5	32,829 38,216
6	33,360 38,834
7	33,891 39,452
8	34,422 40,070

Parent Liaisons & Non-Certified Attendance

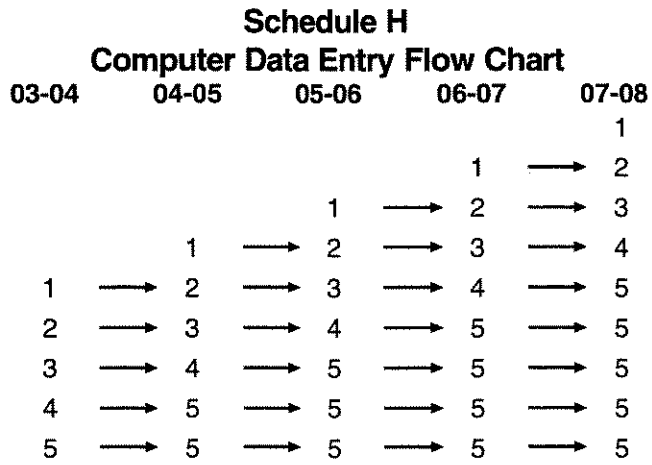
2005-2006	Extended
Step	10 Months Day/Year
1	32,080 37,344
2	32,611 37,962
3	33,142 38,580
4	33,673 39,198
5	34,204 39,816
6	34,735 40,434
7	35,266 41,052
8	35,797 41,671

Parent Liaisons & Non-Certified Attendance

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

Parent Liaisons & Non-Certified Attendance

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



2005-2006	CDE
Step	Guide
1	39,880
2	40,380
3	40,880
4	41,380
5	41,880

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

Schedule H: Computer Data Entry

2004-2005	CDE
Step	Guide
1	38,395
2	38,895
3	39,395
4	39,895
5	40,395

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

Schedule I: Miscellaneous

Miscellaneous Title	2004-2005	2005-2006	2006-2007	2007-2008
Job Developer	45,417	47,392	49,525	51,753
Senior Computer Operator	52,860	55,159	57,642	60,235
Computer Operator	47,720	49,796	52,037	54,379
Junior Computer Operator	30,902	32,246	33,697	35,213
Computer Technician	39,651	41,376	43,238	45,184
five (5) or more years of district experience				
Computer Technician	32,865	34,294	35,838	37,450
fewer than five (5) years of district experience				
Guidance Associates	32,865	34,294	35,838	37,450
SNAP Technician	36,492	38,079	39,793	41,583
Telecommunications Technician	45,059	47,019	49,135	51,346
Parent Liaison/Attendance Officer	36,380	37,963	39,671	41,456
hired before 1/1/99				
Parent Liaison/Attendance Officer	42,350	44,192	46,181	48,259
hired before 1/1/99 (Extended Day/Year)				

Schedule J: Special Activities

Elizabeth Special Activities Salary Guide Elizabeth High School	2004-2005	2005-2006	2006-2007	2007-2008
School Newspaper/Focus Advisor	\$1,425	\$1,481	\$1,540	\$1,601
Public Speaking/Debate Advisor	\$6,396	\$6,649	\$6,911	\$7,184
Assistant Public Speaking/Debate Advisor	\$3,198	\$3,324	\$3,455	\$3,592
Yearbook Advisor	\$2,319	\$2,411	\$2,506	\$2,605
Play Production Advisor	\$3,390	\$3,524	\$3,663	\$3,808
Senior Class Advisor	\$1,602	\$1,665	\$1,731	\$1,799
Junior Class Advisor	\$1,602	\$1,665	\$1,731	\$1,799
Sophomore Class Advisor	\$1,602	\$1,665	\$1,731	\$1,799
Freshman Class Advisor	\$1,602	\$1,665	\$1,731	\$1,799
Student Government Advisor	\$1,602	\$1,665	\$1,731	\$1,799
Teaching Assistant	\$3,567	\$3,707	\$3,854	\$4,006
Chief VICA Advisor	\$3,997	\$4,155	\$4,319	\$4,489
VICA	\$3,198	\$3,324	\$3,455	\$3,592
Literary Magazine	\$4,427	\$4,602	\$4,784	\$4,973
Band Director	\$5,632	\$5,854	\$6,086	\$6,326
Band Ass't Director	\$4,160	\$4,324	\$4,495	\$4,673
Color Guard Advisor	\$5,178	\$5,382	\$5,595	\$5,816
Choral Arts Director	\$3,491	\$3,629	\$3,772	\$3,921
Modern Dance Coach(Girls)	\$3,712	\$3,859	\$4,011	\$4,170
Faculty Manager	\$5,062	\$5,262	\$5,470	\$5,686

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

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

Schedule K: Athletic Coaches

Elizabeth Athletic Coaches Salary Guide Elizabeth High School	2004-2005	2005-2006	2006-2007	2007-2008
Teacher-in-Charge of Athletics	\$8,841	\$9,575	\$10,426	\$10,838
Ass't. Teacher-in-Charge of Athletics	\$5,972	\$6,216	\$6,460	\$6,715
FOOTBALL				
Head Coach	\$9,538	\$9,926	\$10,328	\$10,736
Asst. Varsity	\$5,070	\$5,282	\$5,500	\$5,718
Sophomore Coach	\$5,070	\$5,282	\$5,500	\$5,718
Asst. Junior Varsity	\$4,464	\$4,652	\$4,845	\$5,037
Asst. Sophomore	\$4,464	\$4,652	\$4,845	\$5,037
Freshman	\$4,464	\$4,652	\$4,845	\$5,037
7th & 8th Grade	\$4,464	\$4,652	\$4,845	\$5,037
BASKETBALL (Boys & Girls)				
Head Coach	\$6,840	\$7,121	\$7,424	\$7,718
Asst. Coach	\$4,348	\$4,531	\$4,758	\$4,946
Asst. Junior Varsity	\$3,887	\$4,052	\$4,260	\$4,428
Freshman	\$3,571	\$3,735	\$3,896	\$4,049
7th & 8th Grade	\$3,503	\$3,588	\$3,663	\$3,808

WRESTLING

Head Coach	\$6,840	\$7,121	\$7,424	\$7,718
Asst. Head Coach	\$4,472	\$4,731	\$4,961	\$5,157
Asst. Junior Varsity	\$3,817	\$4,052	\$4,260	\$4,428
Freshman	\$3,571	\$3,735	\$3,896	\$4,049
7th & 8th Grade	\$3,337	\$3,522	\$3,663	\$3,808

SOCCER (Boys & Girls)

Head Coach	\$5,242	\$5,702	\$6,170	\$6,414
Asst. Varsity	\$3,712	\$3,903	\$4,155	\$4,319
Junior Varsity	\$3,712	\$3,903	\$4,155	\$4,319
Asst. Junior Varsity	\$3,712	\$3,903	\$4,155	\$4,319
Freshman	\$3,566	\$3,701	\$3,826	\$3,977
7th & 8th Grade	\$3,213	\$3,298	\$3,373	\$3,506

BASEBALL & SOFTBALL (Boys & Girls)

Head Coach	\$5,669	\$5,929	\$6,170	\$6,414
Asst. Coach	\$3,745	\$3,903	\$4,155	\$4,319
Junior Varsity	\$3,712	\$3,903	\$4,155	\$4,319
Asst. Junior Varsity	\$3,745	\$3,903	\$4,155	\$4,319
Freshman	\$3,338	\$3,586	\$3,826	\$3,977
7th & 8th Grade	\$3,213	\$3,298	\$3,373	\$3,506

TRACK (Boys & Girls)

Head Coach	\$5,669	\$5,929	\$6,170	\$6,414
Asst. Coach	\$3,745	\$3,903	\$4,155	\$4,319
Freshman	\$3,650	\$3,701	\$3,826	\$3,977
7th & 8th Grade	\$3,213	\$3,298	\$3,373	\$3,506

SWIMMING (Boys & Girls)

Head Coach	\$5,669	\$5,929	\$6,170	\$6,414
Head Diving Coach	\$5,662	\$5,929	\$6,170	\$6,414
Asst. Coach	\$3,745	\$3,903	\$4,155	\$4,319
Asst. Middle School	\$3,213	\$3,298	\$3,373	\$3,506

GYMNASTICS (Girls)

Head Coach	\$4,735	\$4,936	\$5,136	\$5,339
Asst. Coach	\$3,383	\$3,634	\$3,936	\$4,091

VOLLEYBALL (Girls)

Head Coach	\$4,735	\$4,936	\$5,136	\$5,339
Asst. Coach	\$3,383	\$3,634	\$3,936	\$4,091

CROSS COUNTRY (Boys & Girls)

Head Coach	\$4,453	\$4,654	\$4,854	\$5,046
Asst. Coach	\$3,332	\$3,582	\$3,885	\$4,038
7th & 8th Grades	\$3,213	\$3,298	\$3,373	\$3,506

INDOOR TRACK (Boys & Girls)

Head Coach	\$4,453	\$4,654	\$4,854	\$5,046
Asst. Coach	\$3,675	\$3,785	\$3,885	\$4,038

GOLF

Head Coach	\$3,852	\$4,027	\$4,202	\$4,368
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TENNIS (Boys & Girls)(Spring & Fall)

Head Coach	\$3,852	\$4,027	\$4,202	\$4,368
Asst. Coach	\$3,213	\$3,298	\$3,373	\$3,506

BOWLING (Boys & Girls)

Head Coach	\$3,213	\$3,298	\$3,373	\$3,506
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CHEERLEADER (Per Season- Fall & Winter)

Advisor	\$3,213	\$3,298	\$3,373	\$3,506
Advisor Middle School	\$1,400	\$1,485	\$1,560	\$1,622