

**A G R E E M E N T**

between the

**PORT REPUBLIC EDUCATION ASSOCIATION**

and the

**PORT REPUBLIC BOARD OF EDUCATION**

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July 1, 2004 through June 30, 2007

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**PREAMBLE**

This AGREEMENT is entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2004, by an  
between the Board of Education of Port Republic, County of Atlantic, State of New Jersey,  
hereinafter called the "Board", and the Port Republic Education Association, hereinafter called  
the "Association".

**ARTICLE I**  
**RECOGNITION**

The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiation concerning grievances and terms and conditions of employment for all certified personnel employed by the Board but excluding the Chief School Administrator, the Board Secretary, Substitute Teachers and independent contractors.

**ARTICLE II**  
**GRIEVANCE PROCEDURE**

**A. Definitions**

1. A "grievance" is a claim by a teacher based upon the interpretation, application, or violation of the Agreement, policies, or administrative decisions affecting a teacher's or group of teachers' terms and conditions of employment.
2. An "aggrieved person" is the person or persons making the claim.
3. A "party in interest" is the person or persons making the claim and any person including the Board, who might be required to take action or against who action might be taken in order to resolve the claim.

**B. Purpose**

1. The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which from time to time arise affecting teachers. Both parties agree that these proceedings be kept as informal and confidential as may be appropriate at any level of this procedure.
2. The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual consent or agreement.
3. Failure to process a grievance to the next level of the procedure within the certified time limit should be deemed as a waiver of further appeal.

C. Procedure

1. Any problem shall be discussed informally first with the Chief School Administrator within fifteen (15) school days after becoming aware of the act which caused the grievance. Said act having occurred during the current contract year. Should the Principal be unable to resolve the problem to the satisfaction of the teacher within ten (10) school days, the matter shall be reduced to writing and re-submitted as a formal grievance to the Chief School Administrator.

2. Level One

Within five (5) school days after receipt of the formal written grievance, the Chief School Administrator shall render a decision in writing to the aggrieved employee.

3. Level Two

a. If the aggrieved person is not satisfied with the disposition of the grievance at Level One, or if no decision has been rendered within five (5) school days after the presentation of the grievance, then the aggrieved person may within ten (10) school days render an appeal to the Board of Education. The request shall be submitted in writing through the Chief School Administrator, who will forward the request to the Board of Education.

b. The Board shall review a grievance at the first regularly schedule School Board meeting following receipt of the grievance, or at the first special School Board meeting scheduled for that purpose following the receipt of the grievance, whichever meeting occurs first. The Board shall render a decision in writing within ten (10) days following the aforementioned hearing.

4. Level Three

- a. If the Association determines the grievance is meritorious and is not satisfied with the Board's decision or if no decision has been rendered, the Association may submit the matter to binding arbitration within fifteen (15) calendar days after the Board's decision, or in the absence of the Board's decision within thirty (30) calendar days of the submission of the grievance to the Board, provided that the Association notifies the Board of Education in writing of its intent to proceed to arbitration within the prescribed time lines set forth herein above.
- b. A request for a list of arbitrators may be made to the Public Employment Relations Commission by either party. The parties shall be bound by the rules and procedures of PERC.
- c. Only matters relating to teachers' terms and conditions of employment as set forth in this Agreement may be submitted to arbitration. The Arbitrator shall be limited to the issue(s) submitted and shall consider nothing else. The Arbitrator can add nothing to, subtract anything from, nor modify the express terms of this Agreement.
- d. The Arbitrator's decision shall be submitted in writing to the Board and to the Association, and shall be final and binding upon the parties.
- e. All costs of arbitration including, but not limited to, per diem expenses, travel expenses, subsistence, and costs for the hearing area, shall be shared equally by the Board and the Association. All other expenses shall be paid by the party incurring such expenses.
- f. It is further understood that the arbitration procedure relative thereto as set forth herein shall not apply to the following matters:

- or
- (1) Matters for which a method of review is prescribed either by law  
any rule or regulation of the State Commissioner of Education:
  - (2) In matters where the Board is without authority to act:
  - (3) Any matter which, according to law, is exclusively within the  
discretion of the Board:
  - (4) A complaint of a non-tenure teacher which arises by reason of  
his/her not being reemployed:
  - (5) A complaint by a teacher arising from the appointment to or lack  
of appointment to, retention in or lack of retention in, any position for  
which tenure is either not possible or not required.

C. 1. All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file, and shall not be kept in the personnel file of any of the participants.

2. Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents shall be prepared jointly by the Chief School Administrator and the Association and given appropriate distribution so as to facilitate operation of the grievance procedure. No materials or equipment of the School Board may be used in making reports or forms without the prior written consent of said School Board.

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



4. If a grievance affects a group or class of teachers, the Association may submit such grievance in writing to the Chief School Administrator directly and the processing of such grievance shall be commenced at Level Two.

5. All teachers, including the grievant, are required to follow administrative directives and Board policies under the direction of the Chief School Administrator and administration regardless of the status of any grievance until such grievance is properly determined.

6. No reprisals of any kind shall be taken by either party against any participants in the grievance procedure by reason of such participation.

7. Any aggrieved person may be represented at all stages of the grievance procedure by himself, or at his option, by a representative selected by the Association. When an employee is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance procedure. Such procedure concerning representation shall not apply at Level One.

**ARTICLE III**

**TEACHER WORK YEAR**

- A. The teachers' work year shall be a maximum of 184 days.
- B. It is agreed that the District will devote at least one (1) full in-service day which would offer in-service training in compliance with the State Continuing Education Incentive. This in-service day shall be one of the 184 days.
- C. The District further agrees to provide, on a voluntary basis, other opportunities to the staff for such in-service after school hours and on days when school is not in session. These days shall be in addition to the 184 maximum.
- D. The District further agrees to be willing to submit other full day in-service programs which have been determined by the Superintendent to be necessary or desirable, for consideration of CEI credit, but this shall in no way obligate the District to alter such in-service in subject or scope to comply with such CEI requirement.

## ARTICLE IV

### TEACHER WORK DAY/ASSIGNMENTS

#### **A. Work Day**

1. The work day for teachers shall consist of a maximum of seven (7) hours. The work days for teachers will not begin before 7:30 a.m. nor end later than 4:00 p.m. The exact reporting and dismissal times for teachers will be provided to teachers by the Chief School Administrator when available. Teachers will report at school fifteen (15) minutes before classes begin and remain fifteen (15) minutes after classes are dismissed, except the two (2) assigned duty teachers, who will report for duty twenty (20) minutes before classes begin and remain no later than fifteen (15) minutes after classes are dismissed. Such "duty time" shall not exceed a total of twenty (20) minutes in the morning and ten (10) minutes in the afternoon. The rotation of teachers for these duties shall be equivalent to the rotation in 2000-2001. If additional teachers are needed or the rotation is exceeded, the teachers who are subject to the additional assignment or additional rotation shall be compensated pro-rata at the extra-curricular pay rate.

2. Teachers may leave the building on Fridays and days prior to holidays and vacations after all students have completed their classes and have left the building.

**B. Lunch**

Teachers will have forty (40) minute duty-free lunch on all days when school is in full session. On one (1) day per week, a teacher's lunch period may be reduced to thirty (30) minutes if he/she is assigned to supervise the students' lunch room/recess.

**C. Preparation Time**

Teachers will have one hundred fifty (150) minutes of preparation time per week. Such preparation periods shall not be less than twenty (20) consecutive minutes each.

**D. Parent Conferences**

There shall be a total of four (4) 1/2 days to be utilized for parent/teacher conferences annually. The Board agrees to provide substitute teachers for upper grade teachers. The Board reserves the right to utilize the second evening parent conference of two (2) hours duration for either parent conferences or in-service at the discretion of the Superintendent.

**E. Technology Teacher**

The position of Technology Teacher may be assigned to a workday and workweek that is flexible. This position may be assigned to a workday that is longer than seven (7) hours on Monday through Thursday of the workweek. The workday for this position on Friday shall be appropriately shortened to complete the regular thirty-five (35) hour teacher workweek. The position shall be assigned to a five (5) day workweek in a normal school week. The foregoing schedule shall be considered the terms and conditions of employment for the current staff member in this position and for any staff member hired for this position from outside the district

after July 1, 2001. Staff members hired prior to July 1, 2001 shall not be involuntarily transferred to the position of Technology Teacher. Said employees may voluntarily apply for any posted opening in the Technology position with the aforementioned schedule. Should any staff member hired prior to July 1, 2001 be involuntarily transferred to the position of Technology Teacher, the regular school day as described in this Agreement shall apply.

#### **F. Meetings**

Teachers may be required to remain after the end of the regular workday without additional compensation for the purpose of attending general staff, school faculty, or other professional meetings for up to ten (10) hours per school year. No more than three (3) meetings may be held in any one month. The Administration shall provide teachers with a minimum of seventy-two (72) hours written notice of a meeting except in the case of an emergency. Meetings shall commence fifteen (15) minutes after student dismissal and shall not last longer than one (1) hour. The minimum length of a scheduled meeting may be one-half ( $\frac{1}{2}$ ) hour. Any meeting which lasts less than one-half ( $\frac{1}{2}$ ) hour shall be counted as a thirty (30) minute meeting. Meetings shall not be scheduled for Fridays or the last day of school before a holiday.

#### **G. Curriculum Writing**

Curriculum Writing may be posted by the Board of Education. The need for such work and the number of hours to be paid shall be determined by the Superintendent and the Board. Teachers who apply for such work shall be paid at the rate of \$28 per hour for 2004-2005 and \$30 per hour for 2005-2006 and at \$32 per hour for 2006-2007.

#### **H. Extra-Curricular Assignments**

Extra-Curricular positions may be created and implemented by the Board of Education. Teachers who perform such activities shall be compensated at the rate of \$28 per hour for 2005-2006 and \$30 per hour for 2005-2006 and at \$32 per hour for 2006-2007. The number of hours for each activity shall be determined by the Superintendent in consultation with the teacher prior to the start of the activity.

#### **I. Extra Pay for Extra Work Assignments/Activities**

“Extra work assignments” is defined to mean any work assignment directed by Administration beyond the ten (10) school faculty meetings, excluding voluntary school committee meetings or school activities.

**ARTICLE V**

**TEACHER FACILITIES**

- A. An appropriately furnished room shall be reserved for the use of teachers as a faculty lounge.

## ARTICLE VI

### SICK LEAVE

- A. All teachers shall have ten (10) days sick leave per year. Unused leave shall be added year to year.
- B. All teachers will receive written notification of their accumulated sick leave days no later than September 30 of each school year.
- C. **Payment for Accumulated Unused Sick Leave**
1. Any teacher who retires according to the provisions of the T.P.A.F. in order to receive immediate benefits as opposed to "deferred" benefits and has fifteen (15) continuous years of teaching service in the Port Republic School District or who has twenty (20) continuous years of teaching service in the Port Republic School District and who elects to "defer" retirement benefits in accordance with the provisions of T.P.A.F shall be eligible for payment for unused sick leave.
  2. Teachers planning to retire must notify the Chief School Administrator no later than December 1 of the year preceding the effective date of retirement in order to receive prompt payment: those who fail to comply with notification procedure described herein shall be required to wait for said payment until such time as (1) the money is allocated in the next school budget and (2) the instant budget becomes effective.



3. To qualify for payment, a retiring teacher must have a minimum accumulation of seventy-five (75) accumulated sick days. Upon qualifying, payment will be based on all days accumulated and will be reimbursed as follows:
  - a. 50% of the employee's per diem rate at retirement times the number of days accumulated. The employee's per diem rate shall be calculated as 1/200<sup>th</sup> of annual contractual salary. Payment shall be based upon all accumulated days.
  - b. The maximum payout for any one employee shall be ten thousand dollars (\$10,000). A retiring teacher with 30 years or more of continuous employment in the Port Republic School District the maximum payout shall be (\$20,000).
  - c. Payments shall be made in two (2) equal installments as follows:
    - (1) The first payment will be made within thirty (30) days of actual retirement or deferral pursuant to paragraph 1. above.
    - (2) The second payment will be made according to the following schedule:
      - (a) If an employee provides notice pursuant to paragraph 2 above, and actually retires or defers by July 1 immediately following the academic year, the second payment shall be made on January 15<sup>th</sup> of the following calendar year.
      - (b) If an employee does not provide notice pursuant to paragraph 2 above or does not retire or defer by July 1 immediately

following the academic year, payment shall be made on July 15<sup>th</sup> of the following calendar year.

**D. Attendance Incentive**

Any teacher having 100% attendance in a school year exclusive of bereavement leave and/or professional days as approved by the Superintendent shall receive the following incentives:

0 absences.....	\$450.00
1 absence.....	\$400.00
2 absences.....	\$350.00
3 absences.....	\$300.00

Such payment shall be made to the teacher prior to June 30 of the school year for which the incentive was earned. Teachers will not be required to "sell" or "cash out" sick days to achieve these incentives.

ARTICLE VII  
TEMPORARY LEAVES OF ABSENCE

A. Personal Leave

1. All teachers shall be permitted three (3) days personal leave per school year with prior written notification received by the Chief School Administrator or when unavailable, his/her designee. Such written notification must be received personally by the Chief School Administrator or when unavailable, his/her designee at least forty-eight (48) hours in advance except when such advance notice is not possible due to an emergency.

2. It is agreed that no more than two (2) employees will utilize personal leave on any given day. The CSA has the authority, however, to waive this limitation in the event of extenuating circumstances and it is further agreed that such a waiver by the CSA shall not be withheld unreasonably or without cause.

3. Unused personal leave will accumulate as sick leave.

B. Illness in Family

All teachers shall be granted two (2) days leave with full pay per school year in the event of illness in the employee's immediate family as described in Paragraph C.1. of this Article.

**C. Bereavement Leave**

With proper verification as requested by the Chief School Administrator, each teacher shall be granted:

1. Up to five (5) days of absence in the event of a death in the teacher's immediate family (spouse, child, parent, brother, sister).
2. Up to three (3) days of absence in the event of a death of a teacher's or spouse's grandparent or grandchild.
3. Up to three (3) days of absence in the event of a death of a teacher's father-in-laws, mother-in-law, brother-in-law, sister-in-law.
4. Up to one (1) day of absence in the event of a death of a teacher's or spouse's relative not enumerated above.

**D. Professional Leave**

Employees may be granted leaves of absence for professional days at the discretion of the Chief School Administrator.

## ARTICLE VIII

### EXTENDED LEAVES OF ABSENCE

#### **A. Voluntary Medical Disability Leave**

1. An employee may be granted an unpaid leave of absence for up to one (1) year for medical disability substantiated by a certificate from a physician. Said leave shall commence upon the exhaustion of paid sick leave, or at such other date as may be requested by the employee and approved by the Board.

2. Requests for disability leave shall be submitted by the employee at least ninety (90) calendar days in advance. However, in the event that ninety (90) days advance notification is not possible, the employee shall request the leave as soon as the need is known.

3. All requests for leave shall include the period of time requested and the specific date on which the leave will terminate and the employee expects to return to active employment.

4. In considering a request for a leave to commence at a time other than upon exhaustion of sick leave, and in considering the termination date for any requested leave, the Board may adjust the actual commencement or termination date after consideration of the employee's medical needs, students' needs and administrative factors. To the extent possible, with due consideration of the employee's medical needs, leaves should not commence nor end during the school year except at the end of the second marking period.

**B. Child Rearing Leave**

1. Immediately following the adoption of a pre-school child or, in the event of childbirth, immediately following the end of the employee's disability or the exhaustion of paid sick leave, a teacher shall be entitled to an unpaid leave of absence. Such leave may be for the balance of the school year or for the balance of the school year and the entire following school year. Requests shall be made to the Board at least ninety (90) calendar days in advance and all requests shall include the period of time requested and the date on which the leave will terminate and the employee will return to active employment.

2. Only one employee may request and be approved for a child rearing leave for the same child.

3. An employee who has taken a child rearing leave shall not be entitled to another child rearing leave until he/she has returned to work for a period of time at least equal to the amount of time of the preceding child rearing leave.

**C. Other Leaves**

A leave of absence without pay may be granted for up to one (1) full school year. The granting of a leave for such other purpose shall be on a case by case basis and at the sole discretion of the Board of Education.

**D. General Leave Provisions**

1. The Board is under no obligation to continue the employment of a non-tenured employee beyond the contracted period.

2. While on leave, the employee shall not be considered to be in active service and shall not be entitled to any compensation and benefits granted to active employees. Accumulated and unused sick leave shall, however, be restored to the employee upon return to active employment.

3. Time absent on unpaid leave shall not be considered in determining eligibility for tenure and no credit for a salary increment shall be granted for any year in which the teacher does not work at least five (5) months.

4. In the event of extenuating circumstances, leaves may be extended or renewed. Such extension or renewal shall be on a case by case basis at the sole discretion of the Board of Education.

**ARTICLE IX**

**INSURANCE PROTECTION**

**A. Health Insurance**

1. The Board shall provide Blue Cross, Blue Shield, Rider J and Major Medical coverage for all full time teachers employed twenty-five (25) hours or more per week and for their families, where applicable.

2. It is understood and agreed that all employees employed as of the signing of this Agreement shall not move up to the "Traditional Plan" if not currently enrolled in such plan for the duration of this Agreement. Employees hired subsequent to the signing of this Agreement shall be provided with PPO or HMO coverages only at the employee's option for the duration of this Agreement.

**B. Prescription Drug Plan**

In addition to the above stated coverage, provision shall be made to provide a Prescription Drug Plan (\$10.00 name brand/\$5.00 generic) for each teacher employed twenty-five (25) hours or more per week and for their families. The Board shall make full payment for the services with Blue Cross "Under 100" Prescription Program.



**C. Dental Insurance Plan**

1. The Board agrees to provide a Dental Plan (Delta Dental Plan of NJ) for each eligible employee, and where appropriate, coverage for dependents. Such Plan shall provide at least the following coverages:

- a. \$1,000 maximum per family member per year.
- b. Co-insurance: 100% for Preventative & Diagnostic  
80% for Basic Services  
50% for Major Services
- d. \$25 deductible per patient per calendar year (not applicable to Preventative and Diagnostic services) with \$75.00 family aggregate maximum per calendar year.
- d. Orthodontia - \$1,000 lifetime maximum (50% co-insurance).

2. In order to provide the Dental Plan as described above, it is agreed that each teacher shall contribute two hundred dollars (\$200.00) per year towards the premium cost for said plan .

**ARTICLE X**

**TEACHER EVALUATION**

A. All evaluations shall be conducted in accordance with applicable statutes and/or administrative codes.

B. Teachers shall be given a copy of any class evaluation report at least one (1) day prior to a formal conference. Such conference shall take place within eight (8) school days of the observation except in extenuating circumstances (sick days not included). An informal conference may be held within the eight day period.

## ARTICLE XI

### TUITION REIMBURSEMENT AND PROFESSIONAL ADVANCEMENT

#### **A. Tuition Reimbursement**

The Board of Education agrees to reimburse employees for graduate educational course tuition up to a yearly (July-June) total amount not to exceed the cost of six (6) graduate credits at the September 1, Rowan University rate. Graduate courses must have prior approval by the Chief School Administrator, and reimbursement will be made upon successful completion of the course as verified by an official college or university transcript.

#### **B. Other Professional Reimbursements**

The Board agrees to pay the full cost of tuition in connection with any courses, workshops seminars, conferences, in-training sessions, or other such sessions which a teacher is required or requested to take by the Chief School Administrator.

#### **C. Professional Advancement**

If a teacher anticipates moving horizontally on the salary guide for the next school year, the teacher must notify the Chief School Administrator in writing before December 1st of the preceding school year.

**ARTICLE XII**

**MISCELLANEOUS PROVISIONS**

**A. Printing of the Agreement**

The Board of Education agrees to provide each employee with a copy of the signed negotiated Agreement and to provide ten (10) extra copies to the Association.

**ARTICLE XIII**

**DURATION OF AGREEMENT**

This AGREEMENT shall be July 1, 2004 and shall continue in effect until June 30, 2007.

**FOR THE ASSOCIATION**

**FOR THE BOARD OF EDUCATION**

BY: Marilyn Sabasso  
President

BY: Jo Ann Mack  
President

BY: Aime DeGirolamo  
Secretary

BY: [Signature]  
Secretary

## SALARY SCHEDULE A

2004-2005

A. Commencing January 1, 2004, all employees shall advance one level on the salary guide with the exception of those on Level L which shall remain on Level L.

<u>2004-2005 LEVEL</u>	<u>ANNUAL SALARY - B.A.</u>
A	\$38,512
B	38,812
C	39,121
D	39,430
E	40,176
F	40,971
G	42,331
H	43,743
I	45,211
J	48,940
K	52,669
L	56,416

BA+15 = +3.1% of appropriate BA Level

BA+30 = +4.5% of appropriate BA Level

MA = +6.1% of appropriate BA Level

\*MA+15 = +8% of appropriate BA Level

\*MA+30 = 10% of appropriate BA Level

\*Movement on the Salary Guide to this level for additional credit shall only be for credits earned that are educationally appropriate.

**C. LONGEVITY**

1. Beginning an employee's 15th year in the District, he shall have his base salary adjusted by the following longevity amounts:

- BA.....2%
- BA+15.....2%
- BA+30.....2%
- MA.....2%
- MA+15.....2%
- MA+30.....2%

2. Beginning an employee's 20th year in the District, he shall have his base salary adjusted by the following longevity amounts:

- BA.....4.8%
- BA+15.....4.8%
- BA+30.....4.8%
- MA.....4.8%
- MA+15.....4.8%
- MA+30.....4.8%

3. Beginning an employee's 25th year in the District, he shall have his base salary adjusted by the following longevity amounts:

- BA.....7.64%
- BA+15.....7.64%
- BA+30.....7.64%
- MA.....7.64%
- MA+15.....7.64%
- MA+30.....7.64%

4. Beginning an employee's 30th year in the District, he shall have his base salary adjusted by the following longevity amounts:

BA . . . . .	10.52%
BA+ 15 . . . . .	10.52%
BA+30 . . . . .	10.52%
MA . . . . .	10.52%
MA+15 . . . . .	10.52%
MA+30 . . . . .	10.52%

**D. ASSISTANT TO THE PRINCIPAL**

Assistant to the Principal shall receive a stipend of \$1750.00 plus three (3) compensatory days. Any unused compensatory days shall accumulate from year to year and at time of retirement shall be added to the employee's accumulated sick leave for compensation as per Article VI, Section C. In the event of extenuating circumstances, such accumulated compensatory days or any part thereof, may be granted by the Chief School Administrator to be used by the employee.



**SALARY SCHEDULE B**

**2005-2006**

A. Commencing July 1, 2005, all employees shall advance one level on the salary guide with the exception of those on Level L which shall remain on Level L.

<b><u>2005-2006 LEVEL</u></b>	<b><u>ANNUAL SALARY - B.A.</u></b>
A	\$40,008
B	40,308
C	40,608
D	40,929
E	41,703
F	42,528
G	43,949
H	45,406
I	46,929
J	50,800
K	54,671
L	58,560

BA + 15 = +3.1% of appropriate BA Level

BA + 30 = +4.5% of appropriate BA Level

MA = +6.1% of appropriate BA Level

\*MA+15 = +8% of appropriate BA Level

\*MA+30 = +10% of appropriate BA Level

\*Movement on the Salary Guide to this Level for additional credit shall only be for credits earned that are educationally appropriate.

**B. LONGEVITY**

1. Beginning an employee's 15th year in the District, he shall have his base salary adjusted by the following longevity amounts:

- BA.....2%
- BA+15.....2%
- BA+30.....2 %
- MA.....2%
- MA+15.....2%
- MA+30.....2%

2. Beginning an employee's 20th year in the District, he shall have his base salary adjusted by the following longevity amounts:

- BA.....4.8%
- BA+15.....4.8%
- BA+30.....4.8%
- MA.....4.8%
- MA+15.....4.8%
- MA+30.....4.8%

3. Beginning an employee's 25th year in the District, he shall have his base salary adjusted by the following longevity amounts:

- BA.....7.64%
- BA+15.....7.64%
- BA+30.....7.64%
- MA.....7.64%
- MA+15.....7.64%
- MA+30.....7.64%

4. Beginning an employee's 30th year in the District, he shall have his base salary adjusted by the following longevity amounts:

BA . . . . .	10.52%
BA+ 15 . . . . .	10.52%
BA+30 . . . . .	10.52%
MA . . . . .	10.52%
MA+15 . . . . .	10.52%
MA+30 . . . . .	10.52%

**C. ASSISTANT TO THE PRINCIPAL**

Assistant to the Principal shall receive a stipend of \$1750.00 plus three (3) compensatory days. Any unused compensatory days shall accumulate from year to year and at time of retirement shall be added to the employee's accumulated sick leave for compensation as per Article VI, Section C. In the event of extenuating circumstances, such accumulated compensatory days or any part thereof, may be granted by the Chief School Administrator to be used by the employee.

## SALARY SCHEDULE C

2006-2007

A. Commencing July 1, 2006, all employees shall advance one level on the salary guide with the exception of those on Level L which shall remain on Level L.

<u>2006-2007 LEVEL</u>	<u>ANNUAL SALARY - B.A.</u>
A	\$41,895
B	42,195
C	42,495
D	42,795
E	43,604
F	44,467
G	45,943
H	47,476
I	49,068
J	53,116
K	57,164
L	61,230

BA + 15 = +3.1% of appropriate BA Level

BA + 30 = +4.5% of appropriate BA Level

MA = +6.1% of appropriate BA Level

\*MA + 15 = +8% of appropriate BA Level

\*MA + 30 = +10% of appropriate BA Level

\*Movement on the Salary Guide to this Level for additional credit shall only be for credits earned that are educationally appropriate.

**B. LONGEVITY**

1. Beginning an employee's 15th year in the District, he shall have his base salary adjusted by the following longevity amounts:

- BA.....2%
- BA+15.....2%
- BA+30.....2%
- MA.....2%
- MA+15.....2%
- MA+30.....2%

2. Beginning an employee's 20th year in the District, he shall have his base salary adjusted by the following longevity amounts:

- BA.....4.8%
- BA+15.....4.8%
- BA+30.....4.8%
- MA.....4.8%
- MA+15.....4.8%
- MA+30.....4.8%

3. Beginning an employee's 25th year in the District, he shall have his base salary adjusted by the following longevity amounts:

- BA.....7.64%
- BA+15.....7.64%
- BA+30.....7.64%
- MA.....7.64%
- MA+15.....7.64%
- MA+30.....7.64%

4. Beginning an employee's 30th year in the District, he shall have his base salary adjusted by the following longevity amounts:

BA . . . . . 10.52%

BA+15 . . . . . 10.52%

BA+30 . . . . . 10.52%

MA . . . . . 10.52%

MA+15 . . . . . 10.52%

MA+30 . . . . . 10.52%

**C. ASSISTANT TO THE PRINCIPAL**

Assistant to the Principal shall receive a stipend of \$1750.00 plus three (3) compensatory days. Any unused compensatory days shall accumulate from year to year and at time of retirement shall be added to the employee's accumulated sick leave for compensation as per Article VI, Section C. In the event of extenuating circumstances, such accumulated compensatory days or any part thereof, may be granted by the Chief School Administrator to be used by the employee.