

March 28, 1994

AGREEMENT

between

THE PINELANDS REGIONAL BOARD OF EDUCATION

and

PINELANDS EDUCATION ASSOCIATION

July 1, 1993 - June 30, 1996

LIBRARY
INSTITUTE OF MANAGEMENT
AND LABOR RELATIONS

MAY 23 1994

RUTGERS UNIVERSITY

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PREAMBLE

This Agreement is entered into this 1st day of July 1993, by and between the Pinelands Regional Board of Education, hereinafter called the "Board", and the Pinelands Education Association, hereinafter called the "Association".

ARTICLE 1

RECOGNITION

- A. The Board recognizes the Association as the exclusive bargaining agent for collective negotiations with respect to terms and conditions of employment for regularly employed teaching staff members, special services staff, library/media specialist, school nurse, guidance counselors, secretaries, bookkeepers, attendance officers, clerk typists, and teacher aides. Excluded from the bargaining unit are supervisors within the meaning of the Act, and confidential employees, custodial and maintenance employees, cafeteria employees, bus drivers and per diem employees.
- B. References to male employees shall include female employees and vice versa.
- C. References to "support staff members" in this Agreement refer to secretaries, bookkeepers, attendance officers, clerk typists and instructional aides.

ARTICLE 2

NEGOTIATION OF SUCCESSOR AGREEMENT

- A. Not later than November 1, 1995, except as modified by Article 21.B., the Board agrees to initiate negotiations with the Association over a Successor Agreement in accordance with the procedure set forth herein in good-faith effort on both sides to reach continuing agreement not only on salaries and other conditions of employment, but also on other matters of personnel policy and relationships which may then be of mutual concern and interest. By the same date, both parties agree to present their proposals for the Successor Agreement. Any agreement so negotiated shall apply to all members of the negotiating unit and shall be reduced to writing and signed by all the parties.
- B. Negotiations shall commence with a meeting at a mutually satisfactory place within fifteen (15) days after receipt of a proposal, unless the Board and the Association mutually agree to an extension of time.

C. Informal Discussions

Nothing herein contained shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with his/her immediate supervisor and having the grievance adjusted without the intervention of the Association.

D. Procedural Matters

1. Time Limits

a. The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.

b. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved 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 considered an abandonment of the specific grievance.

c. Year End Grievance

In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, and, if left unresolved until the beginning of the following school year could result in irreparable harm to a party in interest, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.

2. Form of the Grievance

All grievances under Steps 2, 3 and 4 shall be in writing, shall specify the section or article of the contract, the Board policy or the administrative decisions of a "grievance" under A.1. above, the date of the violation, and the relief sought.

E. Procedure

A grievance to be considered under this procedure must be initiated by the grievant within twenty (20) working days from the time of its occurrence or the time when the aggrieved person became aware, or should have become aware of the alleged grievance.

are submitted to him. The arbitrator's decision shall be in writing and shall set forth his findings of fact, reasoning and conclusions on the issues submitted. The arbitrator, in his decision, shall be without the power or authorization to amend, modify, nullify, subtract or add to the provisions of this Agreement. His authority will be strictly limited to the issue or issues presented. The decision of the arbitrator shall be submitted in writing to the Board and the Association and shall be binding.

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

F. Rights of Employee to Representation

1. Employee and Association

Any aggrieved person may be represented at all stages of the grievance procedure by himself, or at his option, by a representative(s) selected or approved 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.

2. No reprisals of any kind shall be taken by the Board, its administrators, or the Association against any grievant or his representatives by reason of his participation in the grievance procedures.

G. Miscellaneous

1. Group Grievance

If, in the judgment of the Association, a grievance affects a group or class of employees, the Association may submit a grievance. Such a grievance may be filed at Step 2 if it involves the principal's directive or at Step 3 if it involves the Superintendent's directive or a Board policy.

2. Written Decisions

Decisions rendered at Step 2, 3 and 4 of the grievance procedure shall be in writing setting forth the decision and the reasons therefore and shall be transmitted promptly to all parties in interest and to the Association.

3. Separate Grievance File

All documents, communications, and records dealing with the processing of a grievance shall be filed in a separate

ARTICLE 4

EMPLOYEE RIGHTS AND PRIVILEGES

- A. No employee shall be prevented from wearing pins or other identification of membership in the Association or its affiliates.
- B. Whenever an employee is required to appear before the Board of Education or any committee or member thereof concerning any matter which could adversely affect the continuation of that employee staff member in his/her office, position or employment or the salary of 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 person of his/her own choosing present to advise and represent him/her during such meeting or interview.
- C. Employees shall not be required to work under unsafe or hazardous conditions or to perform tasks which endanger their health and safety.
- D. Teachers shall not be required to correct District and State mandated standardized tests.
- E. No support staff member who has been continuously employed in the District in a unit position for three (3) years shall be disciplined, reduced in rank or reduced in compensation without just cause. Discipline shall be progressive, if warranted by the infraction. Disputes over this section are subject to the grievance procedure set forth in Article 3.
- F. Any employee shall not be criticized in the presence of a student, member of the public, or other member of the District's staff by any administrator without justifiable, substantive reasons.

ARTICLE 5

ASSOCIATION RIGHTS AND PRIVILEGES

- A. Whenever representatives of the Association are mutually scheduled by the parties hereto to participate during working hours in conferences, meetings or in negotiations respecting the Collective Bargaining Agreement, they will suffer no loss in pay.
- B. Representatives of the Association shall be permitted to transact official Association business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations.
- C. The Association and its representatives shall have the right to use school buildings at all reasonable hours for meetings. The

rules established by the State Department of Education. Said monies together with current records of any corrections shall be transmitted to such person as may from time to time be designated by the Pinelands Education Association by the 15th of each month following the monthly pay period in which deductions were made. The person designated shall disburse such monies to the appropriate association or associations.

B. Each of the Associations named above shall certify to the Board, in writing, the current rate of its membership dues. Any Association which shall change the rate of its membership dues shall give the Board written notice prior to the effective date of such change.

C. Agency Fee

1. Determination of Fee

Prior to the beginning of each academic year, the Association will notify the Board in writing of the amount of the regular membership dues, initiation fees and assessments charged by the Association to its own members for the academic year. The agency fee to be paid by non-members will be determined by the Association in accordance with the law.

2. Deduction and Transmission of Fee

a. Notification

Once during each academic year the Association will submit to the Board a list of those employees who have not become members of the Association for the then current academic year. The Board will deduct from the salaries of such employees, in accordance with b. below.

b. Payroll Deduction Schedule

The Board will deduct the agency fee from the paychecks paid to each employee on the aforesaid list during the remainder of the academic year in question.

c. Termination of Employment

If an employee terminates his or her employment with the Board before the Association has received the full amount of the agency fee to which it is entitled under this Article, the Board will deduct the unpaid portion of the fee from the last paycheck paid to said employee during the academic year in question.

d. Employees who leave during the work year whether they voluntarily pay dues or are agency fee payers shall be

D. Copies of Evaluation

An employee shall be given a copy of the district-approved evaluation form prepared by his/her evaluators at least one (1) day before any conference to discuss it. No such report shall be submitted to the central office, placed in the employee's file, or otherwise acted upon without prior conference with the employee. No employee shall be required to sign a blank or incomplete evaluation form. A district-approved evaluation form shall be presented to an employee no later than five (5) working days following the observation. The employee shall sign a copy of the district-approved evaluation form, acknowledging its receipt, and return it to his/her evaluator no later than five (5) working days following its receipt by the employee.

E. Employee Response

All employee evaluations will be reduced to writing on the district employee evaluation report form. The employee may respond to the evaluation with a written response within fifteen (15) days of the post evaluation conference.

F. Additional Observation

Any employee shall have the right to make a request in writing for one additional observation of his/her work for the purpose of personal improvement of performance.

G. Copies of job descriptions, observations and evaluation forms and prepared evaluation criteria shall be given to each unit employee at the beginning of each year.

ARTICLE 8

PERSONNEL RECORDS

A. File

An employee shall have the right, upon request, to review the contents of his/her personnel file and to receive copies at his/her expense of any documents contained therein. An employee shall be entitled to have representative(s) of the Association accompany him/her during such review.

B. Derogatory Material

No material derogatory to an employee's conduct, service, character, or personality or any material which could have an adverse effect on an employee's status shall be placed in his/her personnel file unless the employee has had an opportunity to review the material. The employee shall acknowledge that he/she has had the opportunity to review such material by affixing

- b. A teacher who covers a class during his/her unassigned period shall be compensated at the rate of \$16.00 per period.
- 5. a. At least seventy percent (70%) of classroom teachers shall be assigned no more than five (5) teaching periods per full work day. If administratively possible, this percentage will be higher.
- b. The term "classroom teachers" when used in a. and c. of this subsection is defined to mean those unit members who are regularly assigned to instruct pupils. This term does not include guidance counselors, school nurses, library/media specialists or special services personnel.
- c. Nothing in this subsection affects the assignment of duty periods to classroom teachers.
- d. It is understood by the parties that any change from the current scheduling approach (most particularly, the absence of double periods) may require redrafting of the language in a. above. In any event, both the percentage commitments and the average five (5) teaching periods per full work day shall be maintained.

B. Instructional Aides

- 1. During the employee work year, the normal workday for full-time instructional aides shall be seven (7) hours or eight (8) inclusive of a duty-free lunch of twenty-five (25) minutes.
- 2. B.1. shall not preclude the assignment of overtime work. Overtime shall be distributed as equitably as possible subject to the needs of the District and all employees shall be expected to work a reasonable amount of overtime, when needed.
- 3. During the employee work year, full-time instructional aides shall receive a ten (10) minute break in the morning and a ten (10) minute break in the afternoon.

C. Secretaries, Clerk Typists and Bookkeepers

- 1. Between September 1 and June 30, the normal workday for full-time secretaries, clerk typists and bookkeepers shall be eight (8) hours inclusive of a thirty (30) minute duty-free lunch period.
- 2. The provisions of B.2. above shall apply to secretaries, clerk typists and bookkeepers.

- c. Beginning with the fourth (4th) full year of employment, the Board shall provide fifteen (15) days vacation per annum which shall accrue at the rate of one and one-quarter (1-1/4) days per month.
 - d. After nine (9) years of employment - 16 days, after 10 year of employment - 17 days; after 11 years of employment 18 days; after 12 years of employment - 19 days; after 13 years of employment - 20 days.
 - e. Vacation time may be accumulated to a maximum of twenty (20) days above the continuing accrual and will only be entitled as a result of written authorization from the Superintendent.
- B. Length of the Work Year - Teachers, Secretaries, Aides, Clerk Typists and Attendance Officers on Ten-Month Contracts
- The work year shall not exceed one hundred and eighty-five (185) days for employees except for new employees who may be required to attend an additional two (2) days for orientation.
- C. Prior to November 15th the Association shall supply to the Superintendent its recommendations regarding the school calendar for the following school year. The Superintendent will supply the Association with a draft proposed school year calendar by January 15th. The Superintendent will meet with representatives of the Association at their request during the month of February to discuss Association concerns with the draft proposed calendar. The Board shall act upon the school year calendar in March or April. The Superintendent will meet with representatives of the Association at their request during the month of May to explain the adopted calendar.

ARTICLE 11

SALARIES

- A. Salaries for teachers for each year of this Agreement are set forth in the Appendixes.
- B. Salaries for all other unit employees are set forth in the Appendixes.
- C. Coaches' salaries for each year of this Agreement are set forth in the Appendixes.
- D. Honoraria for student activities for each year of this Agreement are set forth in the Appendixes.
- E. Employees may elect to have up to the statutory maximum percentage of their salary deducted from their pay and

through June 30). "Years" granted to an employee before July 1, 1993, shall be credited towards longevity even if they do not meet the definition in the preceding section.

M. Effective July 1, 1986, in order to be eligible for an increment a full-time or daily-employed part-time employee must have worked and/or been on an approved paid leave of absence (under the terms of this contract) for one-half of the scheduled work days for the employee's category plus one day during the previous contract year.

N. Instructional Aides, Secretaries, Clerk Typists and Bookkeepers

An employee promoted to a position in a higher salary level shall be placed on the first step within the new level which shall result in at least a six percent (6.0%) increase in salary over the employee's current salary. If the employee is promoted to a position which requires more months during the work year or more hours during the work day, the employee's current salary shall be calculated at the relevant higher proportionate rate of pay before the six percent (6.0%) minimum calculation is made.

O. Replacement Compensation for Secretaries, Clerk Typists and Bookkeepers

An employee who is assigned and assumes the duties of another employee who is absent for reasons other than vacation and who has not been replaced by a substitute shall receive fifteen dollars (\$15) per day for each day worked provided that the employee assumes such additional duties for five (5) consecutive work days. Payment will be retroactive to the first day of the assumption of the additional work. This clause shall also be effective when an employee is assigned and carries out the duties of a vacant position.

P. Teacher Aide Stipend for Substitute Teacher Services

Teacher aides who presently receive a stipend in the amount of \$300 or \$900 for possession and maintenance of a Substitute Teacher Certificate will continue to receive this stipend. No teacher aide shall begin to receive this payment after June 30, 1990.

ARTICLE 12

SENIORITY AND JOB SECURITY
SECRETARIES, CLERK TYPISTS, AIDES AND BOOKKEEPERS

A. School District seniority is defined as service by an employee within a specific job title in the collective bargaining unit covered by this Agreement. An appointed employee shall lose all accumulated School District seniority only if the employee

length of service in the particular school building and other relevant factors, including among other things, state and/or federal laws, rules, regulations or administrative directives, shall be considered in determining said transfer or reassignment. This clause is not arbitrable.

- D. 1. All notices for job opportunities within the negotiating unit shall be posted in all departmental work locations on the official bulletin board at least five (5) working days before the closing date for applications, except in emergencies.
- 2. The Board shall provide the President of the Association a copy of each vacancy. During the period between the last day of school and the first day of school, the copy shall be mailed to the Association President's home address.
- E. 1. The Board shall adopt job descriptions for each support staff position (by job title, not location).
- 2. The Superintendent shall provide the Association with draft job descriptions before they are adopted by the Board. The Association may comment on the job description(s) in writing to the Superintendent.

ARTICLE 14

SICK LEAVE

- A. 1. All twelve (12) month employees under contract shall be granted twelve (12) sick leave days per year.
- 2. All ten (10) month employees under contract shall be granted ten (10) sick leave days per year.
- B. Bargaining unit members newly employed after the beginning of any school year shall, at the time of employment, be credited with sick leave at the rate of one (1) day for each month or portion of a month remaining in the school year. Any portion of a month shall be considered as a full month.
- C. Sick leave days shall be accumulative throughout the course of employment in the District and may be used for illness in subsequent years.
- D. 1. Effective with the ratification of the 1993-1996 Agreement, there shall be a sick leave bank.
- 2. Eligible employee must have completed two years of employment. Employees on staff as of September 2, 1993, do not have to meet this service requirement. Break in service, except for reduction in force, breaks time towards

coverage and a loss of any personal leave days already contributed.

E. Employees may be required to provide medical proof of illness upon request of the Superintendent.

F. Employees shall be given a written accounting of accumulated sick leave days not later than September 30 of each school year.

G. Payment for Unused Sick Leave Upon Retirement

1. Employees must be eligible for and actually retire under the auspices of the T.P.A.F. and P.E.R.S. system.

2. In order to be eligible for said payment, the employee must give four (4) months written notice of intention to retire. In cases of disability, certified for the purposes of retirement, the notice will be waived. The Board may waive the notice requirement in other cases at its own discretion. Such waiver or its denial is not grievable.

3. In order to be eligible for said payment, the unused sick leave days of a retiring employee (defined in 4 below) shall be at least 65% of the available accumulated sick leave days (defined in 5 and 6 below).

4. "Unused sick leave days" is defined to mean all sick leave days available to the employee at the time of retirement including converted unused personal leave days.

5. "Available accumulated sick leave days" is defined to mean all sick leave days credited upon initial employment and those credited to the employee annually under the terms of Article 14, A. and B.

6. Employee absences of ten (10) consecutive days or more which have been certified by a physician at the time of the absence will be credited toward the 65%, but such days will not be compensated.

7. An employee who meets the terms of the above provisions shall be paid for all unused sick leave days at the following rates each year:

Teachers	\$60.00
Support Staff	\$45.00

8. Upon the death of an employee who has, at the time of death, met the terms of F3. above, the Board shall make the payment to a designated beneficiary or to no more than two (2) designated beneficiaries in equal payments. Beneficiaries

compensation during their absence from the District for a period not to exceed two (2) weeks per contract year of employment.

2. A certified copy of the order for active duty must accompany each request. It is expected that employees will advise their supervisor within three (3) working days of notification in order that the District may schedule to its requirements.
3. In the event that New Jersey's statutory requirements are altered to provide for employer pay less military compensation, said alternation shall be adopted as the controlling provision of this Agreement.

D. Death

1. The Board of Education shall provide for three (3) non-accruing days per incident for attendant services as a result of death in the immediate family (spouse, child, parent, parents-in-law, grandparents, brother, sister, brother-in-law, sister-in-law).
2. Two (2) additional days may be taken for death of a parent, spouse, child or sibling which shall be deducted from the employee's accumulated sick leave days.

ARTICLE 16

INSURANCE PROTECTION

A. Insurance Coverage

1. Blue Cross/Blue Shield, Major Medical

- a. Employees working twenty (20) hours or more per week on a regular basis shall be provided with group health insurance coverage for themselves and their immediate families, at the Board's expense.
- b. The group health insurance shall consist of a comprehensive major medical benefits plan, commonly known as Blue Cross, Blue Shield, Rider J, and Major Medical, or an equivalent type plan.

2. Prescription Plan

The Board shall contribute a maximum of three hundred (\$300.00) average per unit employee to a family prescription plan.

- C. If an employee, under B. above, has elected to take only a leave for the balance of the school year in which the child is born, the employee may apply for the additional full year of such leave. Application shall be made on the child rearing leave form provided by the Board and shall be received by the Superintendent no later than April 1st prior to the termination of the leave granted under B.
- D. Any employee adopting a child shall be granted a child rearing leave in conformity with the provisions of B. which shall commence upon the date such employee obtains custody of the child. Notice shall be given to the Superintendent at least sixty (60) days prior to the anticipated date of custody if possible, and if not, as soon as practicable. An extension of child rearing leave may be made under the provisions of C.
- E. Nothing herein shall prevent the employee and the Board from agreeing that than employee may return sooner than the leave termination date granted if such earlier return is administratively convenient to the Board and is not medically contraindicated.
- F. Upon return from a child rearing leave all benefits to which the employee was entitled at the time of the commencement of leave, including unused accumulated sick leave, shall be restored.
- G. The Board shall grant a child rearing leave of absence to any non-tenured employee until the end of the contract school year in which leave is obtained. Nothing in this Article shall be construed to require the Board to offer a new contract for a new school year to any non-tenured employee who would not otherwise have been offered such a contract.
- H. Consecutive leave under B./C. shall not be granted to any employee.
- I. 1. If during the term of any leave under B. or C. an employee is employed full time by another employer during any portion of the regular school day, he or she will be deemed to have terminated leave under said provisions and to have abandoned his or her position.
2. Under this clause, an employee may accept part-time employment and may substitute in the Pinelands Regional School District.
3. Employees may sub in other school districts. Employees wishing to sub in other school districts shall provide the Board with two phone numbers where they may be reached in the evening. The Board may call the employee before 11 p.m. of the evening preceding the next workday to inform employee of Pinelands substitute assignment. If no call is

meetings shall in no way disrupt the educational program. Matters that pertain to grievances or negotiations shall not be subjects of these meetings.

- B. The Board and the Association agree to establish a committee to meet periodically to discuss areas of mutual concern. The make-up of the committee shall be flexible enough to include whatever persons shall be appropriate to the issues to be discussed. The purpose of this committee shall be to establish a vehicle for the Board and the Association to meet periodically and to keep open valuable lines of communication. Matters pertaining to grievances or negotiations shall not be subjects of these meetings.

ARTICLE 20

MISCELLANEOUS PROVISIONS

- A. There shall be no discrimination by the Board or the Association against any employee on the basis of race, color, creed, sex, age, national origin, religious or political affiliation.

B. Board Policy

This Agreement constitutes Board policy for the term of said Agreement, and the Board shall carry out the commitments contained herein and give them full force and effect as Board policy.

C. Separability

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

D. Compliance Between Contract and Master Agreement

Any individual contract between the Board and an individual employee, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

- E. Annually, the Superintendent will meet with the Association President to prepare a "years of experience" chart to be used to place new employees on the appropriate salary guide step.

ARTICLE 21

DURATION

- A. This Agreement shall be effective as of July 1, 1993, and shall continue in effect until June 30, 1996. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated unless an extension is agreed to by both parties and expressed in writing prior to such a date.
- B. The parties agree to reopen this contract for the 1995-1996 year for the express purpose of resolving either party's proposals on salary, on Article 16 and on Article 9, A. 5. Said negotiations will commence after the District has received its budget cap figures for the 1995-1996 school year.
- C. IN WITNESS THEREOF, 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 placed hereon, all on the day and year first above written.

PINELANDS REGIONAL
BOARD OF EDUCATION

PINELANDS EDUCATION
ASSOCIATION

Raymond Yak
President

John Steele
President

Miranda
Secretary

Lucretia
Secretary

SUPPORT STAFF SALARY GUIDE

1993 - 1994

<u>Step</u>	<u>Secretary I</u>	<u>Secretary II</u>	<u>Clerk-Typist (12 months)</u>	<u>Book- keeper</u>
1	14825	22975	12250	14000
2	15850	23675	13000	15090
3	16875	24365	13750	16180
4	17875	25815	14500	17270
5	18900	26865	15250	18360
6	19915	27940	16010	19450
7	21040	29125	16875	20545
8	22040	30125	17755	21635
9	22960	31190	18725	22725
10	23990	32300	19670	23815
11	24990	33375	20720	24910
12	25500	--	21800	26000
13	--	--	22625	--
OFF1	--	--	23247	26442

SUPPORT STAFF SALARY GUIDE

1993 - 1994

<u>Step</u>	<u>Clerk Typist 10 Mo.</u>	<u>Teacher Aide (7 hrs)</u>	<u>Teacher Aide (8 hrs)</u>	<u>Atten- dance Officer</u>
1	10100	10500	12050	18400
2	10770	11000	12700	19300
3	11440	11500	13450	20200
4	12115	12200	14100	21200
5	12785	13000	15000	22200
6	13450	13800	15800	23200
7	14125	14600	16650	24000
8	14775	15500	17625	25000
9	15610	16400	18700	26200
10	16440	17000	19500	--
11	17265	18050	20491	--
12	18070	19300	21700	--
13	18765	20500	23200	--
14	--	21855	24920	--
15	--	22275	25700	--
16	--	23230	26800	--
Off1	19606	--	--	--

COACHES' SALARIES
1993 - 1994

<u>POSITION</u>	<u>0 + 1</u> <u>Yrs.*</u>	<u>2 + 3</u> <u>Yrs.*</u>	<u>4 +</u> <u>Yrs.*</u>
Head:			
B&G Soccer	4,024	4,216	4,407
B&G Cross Country	2,923	3,063	3,203
Football	4,442	4,653	4,865
B&G Tennis	2,923	3,063	3,203
Cheerleading (W)	3,217	3,370	3,524
Cheerleading (F)	1,610	1,686	1,762
Field Hockey	4,031	4,216	4,407
B&G Basketball	4,389	4,598	4,809
Wrestling	4,389	4,598	4,809
B&G Winter Track	3,511	3,677	3,845
B&G Bowling	2,348	2,462	2,572
Baseball	4,024	4,216	4,407
Softball	4,024	4,216	4,407
B&G Track	4,024	4,216	4,407
Golf	2,348	2,462	2,572
Freshman:			
Football	2,944	3,084	3,223
B&G Basketball	2,823	2,956	3,091
Baseball	2,614	2,738	2,861
Assistant:			
B&G Soccer	2,705	2,834	2,963
Football	3,133	3,282	3,431
Cheerleading (W)	1,022	1,070	1,119
Cheerleading (F)	1,022	1,070	1,119
Field Hockey	2,705	2,834	2,963
B&G Basketball	2,923	3,063	3,203
Wrestling	2,923	3,063	3,203
Baseball	2,705	2,834	2,963
Softball	2,705	2,834	2,963
Track	2,705	2,834	2,963
7th/8th:			
B&G Soccer	2,348	2,462	2,572
Cross Country	2,348	2,462	2,572
B&G Basketball	2,494	2,612	2,731
Wrestling	2,494	2,612	2,731
Baseball	2,348	2,462	2,572
Softball	2,348	2,462	2,572
Intramurals:			
Fall	1,752	1,836	1,920
Winter	1,752	1,836	1,920
Spring	1,752	1,836	1,920

EXTRA CURRICULAR
HONORARIA

<u>Category/Position</u>	<u>1993-94</u>	<u>1994-95</u>
Category A		
Thespian Society	2,489	2,620
Category B		
Asst. Marching Band	2,074	2,183
Student Government	2,074	2,183
Production Graphics	2,074	2,183
DECA Club	2,074	2,183
Varsity "P" Club	2,074	2,183
S.A.D.D. Club	2,074	2,183
Yearbook (Publications)	2,074	2,183
Category C		
Mock Trial	1,660	1,747
Lighting Coordinator	1,660	1,747
Student Store	1,660	1,747
Asst. Thespian Society	1,660	1,747
Junior Class	1,660	1,747
Senior Class (2)	1,660	1,747
Chorus	1,660	1,747
Majorettes	1,660	1,747
Concert Band	1,660	1,747
Newspaper	1,660	1,747
H.S. Academic Competition	1,660	1,747
7/8 Choral	1,660	1,747
Category D		
Sophomore Class	1,243	1,308
Freshman Class	1,243	1,308
Math Club	1,243	1,308
Color Guard	1,243	1,308
Yearbook (Business)	1,243	1,308
Category E		
8th Grade Class	933	981
7th Grade Class	933	981
National Honor Society	933	981
Surf Club	933	981
Middle School Yearbook	933	981