

A G R E E M E N T

Between the

WEST DEPTFORD BOARD OF EDUCATION

and the

WEST DEPTFORD TOWNSHIP EDUCATION ASSOCIATION

X Effective July 1, 1985 to June 30, 1987

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PREAMBLE

THIS AGREEMENT entered into this 1st day of July 1985, by and between the Board of Education of West Deptford Township, the Township of West Deptford, New Jersey, hereinafter called the "Board" and the West Deptford Education Association, hereinafter called the "Association".

ARTICLE I

RECOGNITION

A. Association Unit

1. The Board hereby recognizes the Association as the exclusive bargaining representative as defined in "Chapter 123, New Jersey Laws of 1974", for all full-time certified personnel under contract, but excluding supervisory and executive personnel, as well as psychologists, learning disability specialists, social workers, secretarial, maintenance and operating employees.

2. The term "teacher" when used hereinafter in this Agreement shall refer to all professional employees represented by the Association in the bargaining unit as defined above.

a. Whenever the term "classroom teacher" is used in this Agreement it shall refer only to teachers who are assigned classes and shall not be deemed to include members of the bargaining unit whose work schedule does not include classroom contact for instructional purposes with students on a continuing basis. Accordingly, employees such as counselors, nurses and librarians are not classroom teachers.

## ARTICLE II

### NEGOTIATION PROCEDURE

#### A. Sessions

1. Negotiating sessions shall be held in the West Deptford School facilities.

2. Negotiating sessions shall begin within the initial time period scheduled by the Public Employment Relations Commission or, in the absence thereof, no later than the last day of October.

3. Each session shall start and end at a time to be mutually agreed upon by the parties.

#### B. Composition of Teams

Neither the Board nor the Association shall have any control over the selection of the negotiation representatives of the other party. However, each party's team of representatives for negotiations shall consist of no more than eight representatives.

#### C. Restrictions

No tape recorders or other mechanical or electronic recording device shall be used at any time during either negotiating sessions, mediation sessions or fact-finding sessions.

## ARTICLE III

### GRIEVANCE PROCEDURE

#### A. Definitions

1. A grievance is a claim by a teacher, or a group of teachers and/or the Association, based upon a violation of any provision of the Agreement or written Board policies.

2. An "aggrieved person" is the person or persons making the claim.

3. A "party in interest" is the person or persons making a claim and any person or persons who might be required to take action or against whom action might be taken in order to resolve the claim.

#### B. Purpose

1. The primary purpose of this procedure is to secure at the lowest possible level, equitable solutions to grievances. Both parties agree that these proceedings shall be kept confidential at each level of the procedure, subject to any applicable right-to-know laws.

2. Nothing contained herein shall be construed as limiting the right of any teacher with a grievance to discuss the matter informally with any appropriate member of the administration and having the grievance adjusted, providing the adjustment is not inconsistent with the terms of this Agreement.

The building principal shall render his decision in writing to the aggrieved person within five (5) school days.

3. If the aggrieved person is not satisfied with the disposition of his grievance by the building principal, he may appeal the decision in writing to the Superintendent of Schools. Such appeal shall be made within five (5) school days. The Superintendent of Schools shall render his decision in writing to the aggrieved person within ten (10) school days.

4. If the aggrieved person is not satisfied with the disposition of his grievance by the Superintendent, he may appeal the decision in writing to the Board. Such appeal shall be made within five (5) school days.

5. The aggrieved person may request a hearing before the appropriate committee of the Board and said hearing shall be granted. The hearing shall be held within two (2) calendar weeks. The Board shall render a written decision to the aggrieved person within thirty-one (31) calendar days.

6. If the aggrieved person is not satisfied with the disposition of his grievance by the Board and he wishes review by a third party he shall so advise the Board in writing, through the Superintendent of Schools, of his appeal. Such appeal shall be made within ten (10) school days from receipt of the Board's decision.

twenty (20 days from the date of the close of the hearings or, if oral hearings have been waived, then from the date the final statements and proofs on the issues 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 shall be without power of authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement. The decision of the arbitrator shall be submitted to the Board and the Association and shall be advisory in nature.

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



- 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 is not required, or
- d. Any matter which according to law is either beyond the scope of Board authority, or limited to the unilateral action by the Board alone.

4. If, in the judgment of the Association, an alleged grievance affects a group or class of teachers, the grievance procedure shall commence with the Superintendent of Schools unless the action complained of was initiated by the building principal, in which case the grievance procedure shall commence with the building principal. The building principal(s) shall be consulted prior to the submission of said grievance.

## ARTICLE IV

### TEACHING HOURS AND TEACHER LOAD

#### A. Teacher Day

##### 1. Check-in Procedure

Each Building Principal or Head Teacher in consultation with the Superintendent of Schools shall establish procedures for regulating the check-in and check-out procedures of his staff. This shall be based upon the needs of the students attending each building. No time clocks shall be used to accomplish this task.

The actual arrival and departure times for teachers shall be determined by the Superintendent of Schools in consultation with the Building Principal or Head Teacher. Adequate supervision of students before and after school and extra help needs of students must be considered in establishing time requirements.

##### 2. Length of School Day

The total required school day for teachers in the elementary, middle and senior high schools shall not exceed seven and one-half (7½) hours. On the last full student day of the week, teachers shall not be required to remain in excess of ten (10) minutes after students have left school except in the event of an emergency as determined by the administration.

designated preparation time equal to one-fifth (1/5) of the time spent in teaching. This preparation time shall be calculated on a weekly basis. The Board recognizes that team planning is essential to the success of team teaching. Consequently, wherever and insofar as possible, the administration will provide two (2) of the five (5) preparation periods per week for team planning.

Occasionally, a situation will arise demanding staff supervision that may require a teacher to relinquish his preparation period on a particular day. The administration shall record such instances and equalize such "coverage needs" to the extent that it is possible among the total staff.

- d. Each classroom teacher shall receive a duty free lunch period based on the same time allotment provided students for lunch periods.
- e. The administration may assign non-teaching duties for the remainder of the school day

emergency should arise as deemed by the building principal.

- c. Elementary teachers may leave their classroom for preparation time when specialists are teaching their students. When necessary in the judgment of the principal, preparation time may be used for purposes other than preparation.

During physical education activities, elementary school classroom teachers may be required to accompany their classes to the physical education class whenever the principal has determined that safety considerations require it. An example of the activities that require the assistance of the classroom teachers are gymnastics and tumbling.

- d. The administration may assign non-teaching duties for the remainder of the school day (7½) hours to meet the needs of the school program.

C. Meetings

1. The notice of an agenda for in-school meetings shall be given to the teachers involved or posted at least one (1) day prior to the meeting except in an emergency.

2. Teachers may have the opportunity to suggest school related topics for inclusion as items in the agenda.

ARTICLE V

NON-TEACHING DUTIES

A. Intent

Determination of what non-teaching duties shall be performed by teachers shall remain the province of the Board. The Board and the Association are aware that teaching is a teacher's first responsibility and to that end the Board shall strive to keep non-teaching duties to a minimum. However, the Board and the Association ask all teachers to take cognizance of the fact that certain such non-teaching duties are inherent in the teaching function. It is understood that non-teaching duties are those which do not require teacher preparation time.

B. Application

Teachers shall not be required to:

1. Keep registers.
2. Score the California and Iowa Tests or their equivalent.

ARTICLE VI

SALARIES

A. The salaries of all teachers covered by this Agreement are set forth in Schedule "A" which is attached hereto and made a part hereof.

B. Teachers employed on a ten (10) months' basis shall be paid in twenty (20) equal semi-monthly installments.

C. Teachers may individually elect to have monies deducted from their monthly gross salary and deposited with the Gloucester County Teachers' Federal Credit Union. Notification to the Secretary of the Board from the Credit Union authorizing the payroll deductions and amount shall be made no later than five (5) weeks after adoption of the salary scale, with deductions to begin at the next pay period. Thereafter, the teachers may change the amount being deducted on or about October 1st, January 1st and April 1st of each year. No changes shall be made at other times.

D. 1. Teachers shall receive their semi-monthly payment on the fifteenth (15th) and thirtieth (30th) of each month during the contract year. If the 15th and/or 30th fall on a Saturday or Sunday, pay shall be made on the previous Friday.

2. When a pay day falls on or during a school holiday, vacation, or week-end, teachers shall receive their pay checks on the last previous working day.

2. Short term Club sponsors will be paid after the completion of the activity, either January or June.

## ARTICLE VII

### TUITION REIMBURSEMENT

#### A. Eligibility

1. Only teachers possessing a regular New Jersey State teaching certificate will be eligible to participate in the program of professional development and improvement.

2. There may be circumstances when the Board requests to have a teacher become certified in another area, or have a teacher take a specific course to meet a need, in which the teacher involved will be eligible for full participation in the Board's program for professional development.

3. A teacher will not be eligible to participate in the Board's program for professional development if costs are paid by an outside agency. However, if the teacher receives financial assistance from an outside agency which does not cover the complete course costs, the Board shall pay the difference, not to exceed the tuition reimbursement limitation.

#### B. Requirements

1. The Board will reimburse a teacher for graduate courses in his/her area of employment which are offered at an accredited institution of higher education.

2. Graduate courses may be taken to increase one's knowledge in his area of employment or to keep abreast of



ARTICLE VIII

VOLUNTARY AND INVOLUNTARY TRANSFERS

A. General

The Board and the Association recognize that changes in grade assignments and changes in subject assignments and transfers between schools will be necessary. Decisions affecting teachers in regard to transfers and reassignments shall rest with the Board. The decision of the Board as to the filling of all vacancies shall be final.

B. Notification of Vacancies

1. Posting

As soon as practical the Superintendent shall post in all schools a list of known vacancies as they occur.

2. Filing of Requests

A teacher may apply for a position at any time. Application must be made in writing to the Superintendent of Schools. Applications will be considered should a vacancy occur either during the school year or during the summer. Applications shall be renewed annually at the start of each school year.

C. Voluntary Transfers

1. Criteria for Reassignment

In the determination of requests for voluntary

notified of the reasons. In the event that a teacher objects to the transfer or reassignment at this meeting, upon the request of the teacher, the Superintendent shall meet with him. The teacher may, at his option, have an Association representative present at such meeting.

## ARTICLE IX

### TEACHER EVALUATION

#### A. Tenure Teacher Evaluation Policy

##### 1. Responsibility for Tenure Teacher Evaluation

Teacher evaluation is the responsibility of the Board and shall be conducted by administrative personnel in accordance with State law relative thereto.

##### 2. Philosophy and Components of Evaluation Process

The Board agrees that teacher evaluation is an important part of improving and maintaining a good educational system. The Board confirms that the means of evaluating should be discussed between the administration and teacher but the decision regarding the final format rests with the Board. The purpose of the annual evaluation process which consists of classroom observation, formal and informal performance reviews via the Annual Summary Conference and the Annual Written Performance Report shall be:

- a. To improve student learning and growth
- b. To improve the skills of tenured teaching staff members.
- c. To provide a basis for the review of the performance of tenured teaching staff members.

4. Annual Summary Conference

Each tenure staff member shall receive a yearly comprehensive evaluation. The conference phase of this evaluation shall include, but not be limited to:

- a. Review of the performance of the teaching staff member based upon the job description.
- b. Review of the teaching staff member's progress toward the objectives of the individual professional improvement plan developed at the previous annual conference.
- c. Review of available indicators of pupil progress and growth toward the program objectives.
- d. Review of the annual written performance report. The signing of said report shall occur within five (5) working days of the review.

5. Annual Written Performance Report: Two Step Process

a. Initial Phase

The Annual Summary Conference shall consist of a meeting between the teacher and appropriate administrator(s). This meeting will be structured to provide a discussion of the teacher's total performance. If areas of disagreement should arise, the teacher

- (4) A summary of available indicators of pupil progress and growth, and a statement of how these indicators relate to the effectiveness of the overall program and the performance of the individual teaching staff member.
- (5) Provision for performance data which has not been included in the report prepared by the supervisor to be entered into record by the evaluatee within ten (10) working days after the signing of the report.

(Commentary in the Annual Written Performance Report will pertain only to those matters discussed at the preliminary meeting).

c. Processing of Copies of the Annual Written Performance Report

- (1) Each teacher shall receive two (2) signed copies of the Annual Written Performance Report.
- (2) The Teacher shall retain one (1) copy for his file, the other shall be signed and returned to the evaluator to be placed in the teacher's personal file.

the administration and teacher but the decision regarding the final format rests with the Board. Supervision shall exist for the improvement of instruction.

2. Frequency

All non-tenure teachers shall be formally observed at least four (4) times during the school year. A follow-up conference shall be held after each observation at which time teacher strengths and weaknesses shall be indicated. These observations shall be made by the supervisors or administrators under whose jurisdiction the particular staff members are assigned.

No later than the Friday following the regular April Board meeting, the Board shall give to each non-tenure teacher a written offer of a contract for the next year or a written notice that such employment shall not be offered.

3. Reports and Procedures

Each non-tenure teacher shall receive three (3) copies of the observation report within fifteen (15) calendar days following an observation.

present any extenuating circumstances or arguments which he feels would affect the interpretation of the matter being considered. In order to insure that the teacher will be adequately prepared for this meeting, advance notice will be extended him of the forthcoming conference. This notice shall include a copy of the outline to be used as the evaluative instrument. The staff member should use this outline to either write out or mentally formulate his own self-evaluation

**Second Phase**

This comprehensive evaluation shall consist of the administrator(s) drafting a summary statement, after the aforementioned exchange with the teacher reflecting conclusions regarding that teacher's total performance. This statement will pertain only to those matters discussed at the preliminary meeting.

b. **Reports and Procedure**

Each teacher shall receive two signed copies of the comprehensive evaluation report.

No later than April 30th of each year the Board shall give to each non-tenured teacher a written offer of a contract for the next year or a written notice that such employment shall not be offered.



ARTICLE X

SICK LEAVE

A. Accumulative

1. All teachers employed are entitled to ten (10) sick days each school year as of the first day they report for duty. Unused sick leave days shall be accumulated with no maximum limit.

2. A teacher employed during a school year shall be granted one (1) day of sick leave for each month remaining in that school year beginning with the teacher's first day on duty.

B. Statement

1. A written reason shall be filed for each sick day absence.

2. The Superintendent may, at his discretion, require medical proof under the following circumstances:

a. When a teacher has been absent for two (2) consecutive working days;

b. When a teacher has been absent four (4) days in any thirty (30) calendar day period;

c. Whenever 15% of the teachers in any one of the School District's three divisions are absent on the same day.

## ARTICLE XI

### TEMPORARY LEAVES OF ABSENCE

#### A. Death

In the event of a death in the immediate family, an allowance of up to five (5) school days leave shall be granted. "Immediate family" shall be defined as mother, father, spouse, child and siblings. An allowance of up to three (3) school days leave shall be granted for the death of grandparents, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, and other members of the immediate household, excluding boarders.

#### B. Personal Leave

##### 1. General

- a. Each teacher shall be granted no more than two (2) days of personal leave of absence with pay for personal business reasons.
- b. Unused personal leave days during the contract year shall be added to a teacher's accumulated sick leave time for the next school year.

##### 2. Definitions

Personal leave days are to be utilized only for

- (2) In cases of extreme emergency, requests may be granted immediately by the principal. In the latter case the application form shall be submitted through the normal chain of command within two (2) days after the teacher's return to work.
- (3) Personal business reasons may include but are not limited to:
- (a) Attendance at funeral services.
  - (b) Serious illness or injury within the immediate family.
  - (c) Religious holidays where observance prevents the teacher from working on such days.
  - (d) Court subpoena.
  - (e) Marriage of employee.
  - (f) Wedding attendance of son or daughter.
  - (g) Attendance at one's graduation exercises or of immediate family. Graduation must be from high school, college, or any accredited secondary institution.

## ARTICLE XII

### EXTENDED LEAVES OF ABSENCE

#### A. General

All leaves must be approved by the Board of Education and upon return from leave, there is no guarantee that the teacher will be assigned to the same class and/or building to which she was assigned prior to commencing the leave.

#### B. Disability Leave

1. A disability leave related to pregnancy shall be granted for the period of time during which a teacher is unable to perform her duties due to disability directly related to the bearing and delivery of a child.

2. Written notice for disability leave related to pregnancy shall be given to the Board at least (90) days prior to the commencement of such leave. Such notice shall include the notice of anticipated return date and confirmation by the attending physician. The employee shall notify the Superintendent if there is any change in dates.

3. Disability leave related to pregnancy shall be with pay to the extent of the teacher's accumulated sick leave.

4. The Board reserves the right to require that the teacher be examined by a physician of its choice at its own expense.

E. Benefits

Any benefit to which a teacher was entitled prior to the extended leave of absence, which are still available, shall be restored to the teacher returning from leave. Teaching experience credit shall be granted for the school year if the teacher was actively employed for five months and one day during the school year prior to the disability leave. However, no teaching experience credit shall be granted for less than five (5) months and one day of active employment.

F. Compliance

The Board hereby agrees to fully comply with Federal and State law decisions including the New Jersey Division of Civil Rights with respect to disability leave.

G. Military Leave

Military leave shall be granted according to the appropriate provisions of the New Jersey Statutes Annotated, Title 18A.

ARTICLE XIII

SABBATICAL

A. Purpose

Subject to applicable New Jersey statutory regulations as provided in N.J.S.A. Title 18A and any amendments thereto, the West Deptford Township Board of Education shall grant sabbatical leaves for the purpose of study.

B. Provisions

1. No more than 1% of the professional teaching staff shall be on sabbatical leave during any one (1) year.

2. Sabbatical leaves shall be granted solely for the purpose of study at an accredited institution of higher learning.

3. Requests for sabbatical leave must be received by the Superintendent, in writing, on or before February 1st of the school year preceding the school year for which the leave is sought.

4. The Superintendent shall verify receipt of the written request for sabbatical and his office shall forward the Request For Sabbatical Form for completion.

5. The institution and program of studies, the latter must be a minimum of twelve (12) graduate credits, or in cases where extenuating circumstances are exhibited,

only one year - 70% reimbursement; only two years - 35% reimbursement; three years - 0% reimbursement; no return - 100% reimbursement. The teacher shall signify his understanding of the terms by affixing his signature on the Request for Sabbatical form where the aforementioned is indicated.

11. Approval by the Board shall be contingent upon securing a certified employee qualified to assume the applicant's duties while on leave.

12. A teacher on an approved sabbatical leave shall not engage in any form of work, other than the work in which he is engaged at the time of his request for sabbatical, or except in extenuating circumstances as approved by the Superintendent.

ARTICLE XIV

INSURANCE PROTECTION

A. The Board shall pay, for each teacher who remains in the employment of the Board for the full school year, single and full family health and major medical coverage, as provided by the Public and School Employees' Health Benefit Act of the State of New Jersey. (L. 1964, Ch. 125), for the full twelve (12) month period commencing September 1st and terminating August 31st.

B. Any member of the West Deptford Education Association who has not enrolled for Family or Husband and Wife BC/BS coverage for the 1985-86 and 1986-87 school year will receive \$ 300 to be paid in monthly installments from September 1985 to June 1986 and from September 1986 to June 1987, commencing September 1, 1985.

C. Effective July 1, 1985 the Board shall provide a prescription drug plan for the teacher and his/her family subject to a maximum CAP of \$ 278.00 per year per covered teacher. Effective July 1, 1986, the aforementioned CAP shall be increased to \$ 338.00 per year per covered teacher.

1. In the event that the cost of the plan exceeds the CAP, the Board shall have the excess paid by the teacher through payroll deduction and the teacher shall sign appropriate authorizations for said deductions.



ARTICLE XV

TEACHER WORK YEAR

A. The Board, through the Superintendent of Schools, may solicit the suggestions and recommendations concerning the school calendar from interested groups. However, the Teacher School Calendar shall contain a maximum of one hundred and eighty-eight (188) days.

B. No teacher shall be required to report for work at the beginning of the school year prior to Labor Day.

ARTICLE XVI

MISCELLANEOUS

A. Tax Sheltered Annuity

The Board agrees to deduct from Teachers' salary, money to be deposited in the Tax Sheltered Annuity as said teachers individually and voluntarily authorize the Board to deduct.

B. Use of School Buildings

1. Subject to Paragraph 2. below, the Association and its representatives shall have the right to use school buildings at all reasonable times for meetings. The Superintendent and building principal shall be notified in advance of the time and place of all such meetings.

2. In the event that the Association or members of the bargaining unit engage in behavior on school property which involves such activities as picketing, wearing arm bands or T-shirts, or similar activities, then the use of school buildings shall immediately terminate until such behavior ceases to be engaged upon.

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

ARTICLE XVII

DURATION OF AGREEMENT

A. New Teachers

Contracts for teachers new to the District and for non-tenure teachers in the District shall be by Agreement between the Board of Education and the person to be hired, and the execution of such contracts are not within the purview of this Agreement.

B. Duration

This Agreement shall be effective as of July 1, 1985 and terminate June 30, 1987, provided that, if no new Agreement has been adopted by that time, the Agreement then in force shall continue until a new Agreement is ratified.

ARTICLE XVIII

SIGNING OF AGREEMENT

IN WITNESS WHEREOF the Board of Education has caused this Agreement to be signed by its president, attested by its secretary and its corporate seal to be placed hereon, and the West Deptford Education Association has caused this Agreement to be signed by its president and secretary, all on the day and year written below.

WEST DEPTFORD EDUCATION ASSOCIATION

Date: 12/2/85 By: *Jan A. Bunker*  
W.D.E.A. President

Date: 12-2-85 By: *Linda Sue Hamell*  
W.D.E.A. Secretary

WEST DEPTFORD BOARD OF EDUCATION

Date: 12/2/85 By: *Shirley G. Rolston*  
W.D. Board of Education

Date: 2 DEC 85 By: *Paul M. Brown*

SIDE LETTER TO FY '86 CONTRACT SETTLEMENT:

WE THE UNDERSIGNED RECOGNIZE THAT THE BALLOON STEP BETWEEN LEVEL 14 AND 15 IS A PROBLEM AND AGREE TO WORK TO REMEDIATE THIS SITUATION WHEN NEGOTIATING A CONTRACT FOR THE 1987-88 SCHOOL YEAR.

*John A. Barber*  
WLEA PRESIDENT

12/2/85  
DATE

*Shirley S. Rolston*  
BOE PRESIDENT

12/2/85  
DATE

SCHEDULE A

1985-1986

Salary Guide

<u>Level</u>	<u>BA</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+30</u>
1	\$ 18,500.	\$ 18,833.	\$ 19,175.	\$ 19,573.
2	18,581.	18,915.	19,259.	19,659.
3	18,779.	19,117.	19,464.	19,868.
4	19,485.	19,836.	20,196.	20,615.
5	19,795.	20,151.	20,518.	20,943.
6	20,568.	20,938.	21,318.	21,760.
7	20,865.	21,241.	21,627.	22,075.
8	21,812.	22,205.	22,609.	23,077.
9	22,092.	22,490.	22,898.	23,373.
10	22,694.	23,102.	23,522.	24,010.
11	23,506.	23,929.	24,364.	24,869.
12	24,478.	24,919.	25,371.	25,898.
13	25,612.	26,073.	26,547.	27,097.
14	26,638.	27,117.	27,610.	28,183.
15	28,096.	28,602.	29,122.	29,726.
16	30,000.	30,540.	31,095.	31,740.

NOTE:

Longevity increments for service in the West Deptford School System shall be paid as per the following scale:

After completion of 15 years	-	\$ 300.00
After completion of 20 years	-	150.00 additional;
After completion of 25 years	-	150.00 additional.

Salary Guide: Extra Curricular Activities Sponsors

	<u>Steps</u>				
<u>High School Advisors:</u>	1	2	3	4	5
Student Activities Director	2003	2111	2218	2326	2434
Advisor					
Class of 1989	335	366	399	431	462
1988	335	366	399	431	462
1987	620	715	747	778	810
1986	620	715	747	778	810
Drama Club Director	544	607	670	734	797
Asst. Drama Club Director	335	366	399	431	462
Newspaper	Shall be paid at the rate of \$ 82. per issue with a maximum number of 10 issues per year.				
Stage Crew	455	486	518	581	644
Asst. Stage Crew <sup>1</sup>	259	291	323	354	386
Key Club	707	784	860	935	1012
Year Book <sup>2</sup>	852	979	1105	1233	1358
Asst. Year Book	557	620	683	747	810
Yearbook Financial Manager	557	620	683	747	810
AVA Director	797	923	1049	1175	1301
AVA Assistant	468	531	594	657	720
Olympics Of The Mind	544	607	670	734	797
Band Director	1026	1279	1531	1785	2037
Asst. Band Director	654	780	875	970	1065
Band Front Coordinator	637	700	763	826	888
Twirling	560	623	687	750	813
Stage Band	468	531	594	657	720
Associate Band Director	632	759	853	948	1043
Drum Line Coordinator	544	607	670	734	797
Student Council	707	784	860	935	1012
<u>Middle School Advisors:</u>					
Class Advisor 5-6-7-8	335	366	399	431	462
Student Council	707	784	860	935	1012
School Newspaper	Shall be paid at the rate of \$ 63. per issue with a maximum number of 10 issues per year.				
Olympics Of The Mind	544	607	670	734	797
Asst. Olympics Of The Mind	335	366	399	431	462
Audio Visual Aides	797	923	1049	1175	1301
AVA Assistant	468	531	594	657	720
School Store	366	379	391	404	417

NOTE: If no drama program at High School, the amount would be:

Advisor: \$ 55. for general duties plus \$ 11.p/hr.for all add'l. duties;

Assistant: \$27.50 for general duties plus \$11.p/hr. for all add'l. duties

General Club and Intramural Program

For at least:

8 meetings	\$ 63.00
16 meetings	126.00
24 meetings	190.00
32 meetings	246.00

1. If the position is unfilled, the director will receive this compensation at the first step.
2. Should it become necessary to revise the yearbook advisor's class assignment schedule, the compensation for this position will be re-negotiated.

SCHEDULE C

1985-86

COACHES' SALARY GUIDE

<u>Position</u>	<u>Steps</u>				
	1	2	3	4	5
Athletic Director	2697.	2805.	2913.	3021.	3127.
Assistant Athletic Director	1222.	1348	1476	1602	1728
Football - Head	2537	2644	2752	2859	2966
Assistant	1405	1500	1593	1688	1783
Freshman	1290	1372	1454	1536	1618
Basketball - Boys/Girls - Head	2048	2162	2276	2389	2502
Asst.	1248	1336	1424	1513	1602
Frosh.	1099	1181	1263	1345	1427
Baseball - Head	1652	1765	1879	1993	2108
Assistant	1095	1158	1223	1285	1348
Freshman	1073	1137	1200	1263	1326
Softball - Head	1652	1765	1879	1993	2108
Assistant	1095	1158	1222	1285	1348
Freshman	1073	1137	1200	1263	1326
Track - Head	1659	1773	1886	2000	2113
Assistant	1104	1167	1230	1294	1357
Soccer - Head	1480	1581	1683	1783	1885
Assistant	1053	1128	1204	1281	1357
Freshman	956	1019	1082	1144	1207
Swimming	1386.	1486	1588	1688	1791
Cross Country	1170	1247	1323	1398	1473
Tennis - Boys/Girls	1150	1213	1276	1339	1403
Track - Indoor	885	955	1024	1093	1164
Assistant	609	667	723	780	837
Golf	871	934	997	1060	1124
Hockey - Head	1480	1581	1683	1783	1885
Assistant	1008	1083	1158	1235	1311
Freshman	956	1019	1082	1144	1207
Wrestling - Head	1947	2086	2225	2364	2502
Assistant	1247	1328	1410	1493	1575
Freshman	1099	1168	1237	1308	1376
Cheerleaders -Fall/Winter	928	1008	1088	1168	1248
Athletic Trainer	2642	2705	2800	3022	3117



SCHEDULE D

Compensation - Extra Duty Assignments

HIGH SCHOOL DEPARTMENT CHAIRPERSONS

	<u>1985-86</u>	<u>1986-87</u>
1. Base Salary: First Year	\$ 416.00	\$ 453.00
Second Year	568.00	618.00
Third Year	714.00	777.00
Fourth Year	859.00	935.00
2. \$ 60.00 for each teacher in department in addition to the person designated as department chairperson.		
3. \$ 100.00 for Master's Degree in curriculum area of chairpersonship.		
4. \$ 100.00 for responsibility of specialized equipment.		

MIDDLE SCHOOL SUBJECT AREA COORDINATORS

	<u>1985-86</u>	<u>1986-87</u>
1. Base Salary: First Year	\$ 416.00	\$ 453.00
Second Year	568.00	618.00
Third Year	714.00	777.00
Fourth Year	859.00	935.00
2. \$ 50.00 for each teacher in department in addition to the person designated as department chairperson.		
3. \$ 100.00 for Master's Degree in curriculum area of chairpersonship.		
4. \$ 100.00 for responsibility of specialized equipment.		

MIDDLE SCHOOL TEAM LEADERS

	<u>Base Salary</u>	
	<u>1985-86</u>	<u>1986-87</u>
1. Step 1	\$ 568.00	\$ 618.00
Step 2	859.00	935.00
2. \$ 50.00 for each teacher in the team other than the team leader.		