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THIS BOOK DOES
NOT CIRCULATE

AGREEMENT

BETWEEN

BOARD OF EDUCATION, SCHOOL DISTRICT OF
HADDON HEIGHTS, NEW JERSEY

AND

HADDON HEIGHTS EDUCATION ASSOCIATION

1969-70

PREAMBLE

This Agreement entered into this 20th day of June , 1969, by and between the Board of Education, School District of Haddon Heights, New Jersey, hereinafter called the "Board" and the Haddon Heights Education Association, hereinafter called the "Association."

ARTICLE I - RECOGNITION

- A. The Board recognizes the Association as the majority representative pursuant to the provisions of the "New Jersey Employer-Employee Relations Act," for collective negotiations concerning the terms and conditions of employment for Teachers, Guidance Counselors, Librarians, and School Nurses employed by the Board, but excluding Secretaries, Maintenance and Custodial Personnel, and Principals, Vice-Principals, Teaching Principals, and the Elementary Supervisor.
- B. Unless otherwise indicated, the term, "teachers," when used hereinafter in this Agreement shall refer to all employees of the Board represented by the Association in the negotiating unit as above defined.
- C. The Board agrees not to negotiate concerning terms and

conditions of employment of the employees identified in Article I - A hereof with any organization other than the Association for the duration of this Agreement.

ARTICLE II - NEGOTIATIONS PROCEDURES

- A. On or before October 1st, prior to the expiration date of the contract, the Association shall present in writing its intent to open contract talks together with a list of matters to be negotiated.
- B. Representatives of the Board and the Association shall begin negotiations on or before October 31st.
- C. The Board agrees, subject to reasonable request, to provide the Association with relevant information which is in the public domain and within the knowledge of the Board.
- D. This agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiation. During the term of this Agreement, neither party shall be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge

or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

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

ARTICLE III - GRIEVANCE PROCEDURES

A. Definition

1. A "grievance" shall mean a complaint by any employee or group of employees that there has been to him or them, or to the Association, an inequitable, improper, or unjust application, interpretation, or violation of Board policy, this Agreement, or an administrative decision.

2. A grievance to be considered under this procedure must be initiated by the grievant (the employee or the Association) within ten (10) calendar days from the time when the grievant knew or should have known of its occurrence.

B. Procedure

1 (a) Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the grievant to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be waiver of further appeal of the decision.

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

2. Any employee grievant who has a grievance shall discuss it first with his principal (or immediate superior or department head, if applicable) in an attempt to resolve the matter informally at that level.

3. If, as a result of the discussion, the matter is not resolved to the satisfaction of the employee within five (5) school days, he and/or his representative shall set forth his grievance in writing to the principal specifying:
 - (a) The nature of the grievance
 - (b) The nature and extent of the injury or loss
 - (c) The results of previous discussions
 - (d) His dissatisfaction with decisions previously rendered

The principal shall communicate his decision to the employee in writing within ten (10) school days of receipt of the written grievance.

4. The employee grievant, no later than five (5) school days after receipt of the decision of his principal or other immediate superior, may appeal the decision to the Superintendent of Schools.

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

5. If the grievance is not resolved to the grievant's satisfaction, he, no later than five (5) school days after receipt of the Superintendent's decision, may request a review by the Board. The request shall be submitted in writing through the Superintendent who shall attach all related papers and forward the request to the Board. The Board, or a committee thereof, shall review the grievance.

Except for:

- (a) Any matter for which a specific method of review is prescribed and expressly set forth by law or any rule or regulation of the State Commissioner of Education; or
- (b) A complaint of a nontenure teacher which arises by reason of his not being re-employed; or
- (c) A complaint by any certificated personnel occasioned by appointment to or lack of appointment to, retention in or lack of retention in, any position for which tenure either is not possible or not required,

the Board, at its option, shall hold a hearing with the employee grievant and render a decision in writing and forward copies thereof to the grievant and to the Association within thirty (30) calendar days of receipt of the appeal, or, if a hearing

is granted, within thirty (30) calendar days of the date of the hearing. The referred-to hearing, if granted, shall be held within a reasonably expeditious time after receipt of the appeal notice.

6. If the decision of the Board does not resolve the grievance to the satisfaction of the employee grievant and he wishes review by a third party, he shall so notify the Association within ten (10) school days of receipt of the Board's decision. If the Association determines that the matter should be reviewed further, it shall so advise the Board through the Superintendent within twenty (20) school days of receipt of the Board's decision.

7. (a) The following procedure will be used to secure the services of an arbitrator:

(1) A joint request by the Association and the Board will be made to the American Arbitration Association to submit a roster of persons qualified to function as arbitrators in the dispute in question.

(2) If the parties are unable to determine a mutually satisfactory arbitrator from the

submitted list, they will request the American Arbitration Association to submit a second roster of names.

- (3) If the parties are unable to determine within ten (10) school days of the initial request for arbitration, a mutually satisfactory arbitrator from the second submitted list, the American Arbitration Association may be requested by either party to designate an arbitrator.
- (b) The arbitrator shall limit himself to the issues submitted to him and shall consider nothing else. He can add nothing to, nor subtract anything from the Agreement between the parties or any policy of the Board of Education. The recommendations of the arbitrator shall be advisory.
- (c) Rights of teachers to representation
 - (1) Any aggrieved person may be represented at all stages of the grievance procedure by himself, or, at his option, by the Association by a representative selected or approved by the Association.

- (2) When a teacher is not represented by the Association in the processing of a grievance, the Association shall at the time of submission of the grievance to the Superintendent or any later level, be notified by the Superintendent that the grievance is in process, have the right to be present and present its position in writing at all hearing sessions held concerning the grievance and shall receive a copy of all decisions rendered.
- (3) The Board and the Association shall assure the individual freedom from restraint, interference, coercion, discrimination, or reprisal in presenting his appeal with respect to his personal grievances.

C. Costs

1. Each party will bear the total cost incurred by themselves.
2. The fees and expenses of the arbitrator are the only costs which will be shared by the two parties and such costs will be shared equally.

3. All cases of arbitration proceedings involving the presence of an employee shall be conducted after school hours or on days when school is not in session.

D. If, in the judgment of the Association, a grievance affects a group or class of teachers, the Association may submit such grievance in writing to the Superintendent directly, in accordance with the procedure set forth above and the processing of such grievance shall commence at said level. The Association may process such grievance through all levels of the grievance procedure.

ARTICLE IV - ASSOCIATION RIGHTS AND PRIVILEGES

A. Representatives of the Association, the New Jersey Education Association, and the National Education Association shall be permitted to transact official Association business on school property at all reasonable times subject to administrative approval and provided that this shall not interfere with or interrupt normal school operations.

B. The Association and its representatives shall have the

privilege of using school equipment and/or buildings for after school use. The building principal will retain the right to regulate the after school use of equipment and buildings and will designate the time and place of meetings within the building so as not to interfere with other scheduled activities. The Association shall be responsible for payment of extra janitorial service and service costs in accordance with Board policy.

- C. The Association shall have, in each school building, the use of a bulletin board in each faculty lounge. Should the administration object to any posted material, the Association agrees, after being informed, that it shall be removed.
- D. The Association shall have the use of school mail boxes. Placement will be made by the authorized representative of the Association or his designee. Material placed in mail boxes shall bear the name of said representative or of the Association. A copy of all material placed in mail boxes shall be submitted to the building principal.

ARTICLE V - TEACHER RIGHTS AND PRIVILEGES

- A. No teacher shall be disciplined in any manner or form without

just cause. Any such action asserted by the Board, or any agent or representative thereof, shall not be made public unless formal charges are made and shall be subject to the grievance procedure herein set forth.

- B. Teachers shall not be required to drive students to activities which take place away from the school building.
- C. A teacher shall have the right to see his evaluation reports and shall have the right to a copy of any negative evaluation report, if he requests a copy. If the teacher disagrees with the evaluation, he may indicate, under his signature, a statement indicating the specific references with which he disagrees.

ARTICLE VI - SCHOOL CALENDAR

The Board, through its Superintendent, will seek the views of the Association, through its President, concerning vacations and holidays before adoption of the school calendar; however, the Board reserves the right to make final decision on the calendar.

ARTICLE VII - TEACHING HOURS AND ASSIGNMENTS

- A. The Board and the Association recognize and agree that the teacher's responsibility to the students, community, and profession generally entails a performance of duty and

the expenditure of time and service beyond classroom duty hours.

- B. Teachers shall be required to report for duty fifteen (15) minutes prior to the start of school and shall remain fifteen (15) minutes after the close of the school day. Teachers shall indicate their presence for duty by placing a check mark in the appropriate column on the faculty sign-in and sign-out roster.

- C. Teachers may be required to remain after the end of the regular work day for the purpose of attending faculty or other professional meetings. Such meetings shall begin no later than fifteen (15) minutes after the student dismissal time and shall run for no more than seventy-five (75) minutes. If a meeting will last longer than thirty (30) minutes beyond the close of school, a notice of such meeting and the principal's agenda for the meeting should be distributed twenty-four (24) hours in advance except in emergency situations.

- D. The Association representative shall have the opportunity to make brief announcements pertaining to Association business at the conclusion of the principal's agenda.

- E. Teachers shall be given written notice of their assignments not later than August 1st. The administration may alter, modify, or change such assignments in the event of unusual circumstances or emergencies, and shall notify the teacher affected by such changes promptly and in writing.
- F. All teachers shall have a daily duty-free lunch period of at least thirty (30) minutes' duration.
- G. Teachers shall not be required to collect monies from students.
- H. Teachers who chaperon at dances conducted after school hours which are sponsored by the school will be paid seven (7) dollars and fifty (50) cents each person per dance. The funds for payment of this activity will not be paid by the Board, but must be absorbed by the supporting activity or group.

ARTICLE VIII - SALARIES

- A. The salary guide and related benefits which shall be used to determine the salaries of all teachers covered by this Agreement are set forth in Schedule A, attached hereto and made a part hereof.
- B. Teachers employed on a ten (10) months' basis shall be paid in twenty (20) semi-monthly installments.
- C. Teachers shall be notified of their proposed teaching contract and salary status for the ensuing year no later than April 15th.
- D. 1. The Board agrees to compensate teachers for coaching

and directing or sponsoring those activities which have been approved by the Board. The activities approved for the 1969-70 school year, along with the compensation ranges determined by satisfactory experience in the responsibility, are reflected in Schedule B, attached hereto and made a part hereof.

2. This schedule is adopted with the understanding that the activity will be conducted except in cases where circumstances beyond the control of both parties make it impossible to conduct the activity.

E. The Board agrees to purchase single coverage health insurance for each employee who desires to be covered. The insurance will cover Blue Cross-Blue Shield, Rider J (Extended Benefits) and Major Medical under the Public and School Employees Health Act of New Jersey.

F. Other authorized payroll deductions

1. Deductions from salary may be made for any of the following reasons:

(a) Contribution to the tax-sheltered annuity determined by the Board if authorized by the employee

- (b) The Washington National Insurance Company
- (c) The annual dues for the Haddon Heights Education Association, Camden County Education Association, New Jersey Education Association, National Education Association, or any one or any combination of the above as said teachers individually and voluntarily authorize the Board to deduct.

ARTICLE IX - TEACHING CONDITIONS

A. Class size

It is recognized by the Board that pupil-teacher ratio is an important aspect of an effective educational program. The Board agrees to continue its efforts to keep class size at an acceptable number as dictated by the financial condition of the district, the building facilities available, the availability of qualified teachers, and the best interests of the district, as deemed administratively feasible.

- B. The Board will continue its efforts to keep the schools reasonably and properly equipped and maintained. The Board will make available during the school year in each faculty lounge, where requested, a pay telephone, and will continue it in service provided the use equals one-half (1/2) the monthly minimum guarantee.

C. Travel payment

A rate of nine (9) cents per mile will be paid teachers who are required to use their personal automobiles for authorized travel.

D. If a teacher is working under conditions such teacher considers unsafe or unhealthy, such teacher shall first discuss this with his building principal and, if unsatisfied, is entitled to institute a grievance.

ARTICLE X - TEACHER EMPLOYMENT

Teachers shall be given written notice of their contract and salary status not later than April 15th.

ARTICLE XI - TRANSFERS AND REASSIGNMENTS

A. A copy of the teacher vacancy listing, noting official openings, shall be posted on the office bulletin board at such times as such listings are forwarded to the college placement offices.

B. Teachers who desire a change in grade and/or assignment may file a written statement of such desire with the principal prior to February 15th of the academic year

preceding the academic year for which the change is desired.

ARTICLE XII - PROMOTIONS

- A. A notice of a vacancy in the following promotional positions shall be sent to and posted in each school, and a copy shall be sent to the Association thirty (30) days before the final date when applications must be submitted: Department Chairmen, Coordinators, Vice-Principals, Principals, Supervisors, Superintendent of Schools, and also the vacancies in the evening and summer schools.
- B. Teachers who desire to apply for such vacancies shall submit their applications in writing to their building principal within the time limit specified in the notice. When the vacancy described in the notice is filled, the principal may destroy all applications for said position.

ARTICLE XIII - PROFESSIONAL DEVELOPMENT

The Board of Education will refund to teachers the tuition cost of inservice college courses taken under the following conditions:

1. The course must be approved by the Superintendent as

being a subject matter course in a field in which the individual is teaching; e.g., English, mathematics, science, etc.

2. The course may be at either the graduate or undergraduate level of credit, provided the teacher holds a limited or permanent contract and provided the course is not essentially a repetition of one previously taken.
3. The course must be in, or closely related to, a subject area in which the teacher is already fully certified.
4. The course must have been taken after July 1, 1958, and while the teacher was in the employ of this Board.
5. The Board will refund full tuition cost of not more than six (6) semester hours' credit for any one teacher in a single twelve- (12) month period. Such refunds will be made in the fall of each year for the preceding twelve (12) months to teachers still in the Board's employ, upon presentation of the receipted tuition bill and transcript of credit.
6. Teachers who take college courses for credit while in the employ of the Board shall have the transcripts

of credit recorded in their files in the Superintendent's office.

7. In special cases, where the Board may wish to have a teacher become certified to teach a particular subject for which no one on the staff is qualified, or may wish to have a teacher take a specific kind of training course to meet some need of the school, it will pay the full expense of such training.

ARTICLE XIV - PROFESSIONAL STUDY COMMITTEE

The Superintendent of Schools and other members of the administration shall meet with a study committee of five (5) members, one (1) from each school, of the Haddon Heights Faculty Association, normally on a bi-monthly basis, to discuss matters of educational policy and development. Such discussions may include, but not be limited to, curriculum changes, textbook selection, discipline procedures, evaluation procedures, non-teaching duty assignments, utilization of classroom space, and class size.

ARTICLE XV - LEAVES OF ABSENCE

- A. Sick leave

All teachers under contract shall be entitled to ten (10) days of sick leave each school year as of the first official day of said school year whether or not they report for duty on that day. Unused sick leave days shall be accumulated from year to year with no maximum limit.

When a teacher's absence due to personal illness exceeds the total number of sick leave days accumulated, an additional ten (10) days will be allowed during which the cost of employing a substitute will be deducted from the teacher's salary. Subsequent absences will be deducted at the rate of 1/200 of the teacher's annual salary for each absence. In the case of employees whose term of employment is, for any reason, less than a full school year, the sick leave entitlement shall be calculated at one (1) day per month or major fraction of a month of actual employment.

Sick leave referred to herein will be as defined in applicable New Jersey statutes now or hereafter in effect.

B. Personal leave of absence

The Board realizes that emergencies other than illness occasionally make it necessary for teachers to be absent from school. The Board establishes the following list as maximum days teachers may be absent for other acceptable reasons during a school year without loss in salary. This time expires at the end of each school year and is therefore not accumulative.

1. An allowance of up to five (5) days' leave shall be granted for death in the immediate family. Immediate family may be considered: father, mother, spouse, child, brother, sister, mother-in-law, father-in-law, son-in-law, daughter-in-law.
2. An allowance of up to three (3) days' leave may be granted for serious illness in the immediate family. (Immediate family same as No. 1 above.)
3. An allowance of one (1) days' leave may be granted for the death of other relative or close friend.
4. An allowance of up to three (3) days' leave with prior approval by the Superintendent may be granted for emergencies of a personal nature.

These include, but are not limited to:

- (a) Recognition of a religious holiday
- (b) Court subpoena
- (c) Marriage of employee or marriage in the immediate family
- (d) Personal business which cannot be handled outside of school hours

5. Educational leaves may be granted with prior

approval of the Superintendent for:

- (a) Attendance at conferences for professional improvement
- (b) Representing the school or profession at civic, public, or educational meetings
- (c) Visiting other schools for self-improvement
- (d) Serving on evaluation committees

For the protection of the employee and for proper payroll accounting and audit, every absence for a full day or more must be accounted for in writing and reported to the Superintendent.

Absences not covered by any of the above provisions will cause salary reductions at the rate of 1/200 for each day's absence.

ARTICLE XVI - EXTENDED LEAVES OF ABSENCE

A. Occasionally, it is necessary for teachers to be absent for long periods of time, generally as a result of emergencies or other circumstances beyond the control of the teacher.

The following provisions are set to guide the manner in which certain emergencies are to be treated.

B. Tenure, pension, and other employment rights of employees who shall enter active military service shall be protected as set forth in Title 18A:6-33 and the Public Laws of 1944 - Chapter 226.

C. Maternity leave of absence without pay shall be granted to teachers who have gained tenure in the district. The Board reserves the right to set the term of the leave within reasonable limits in the best interests of the schools.

D. Any tenure female teacher who adopts an infant child may receive a leave without pay for up to one year for the purpose of caring for the infant. The leave shall commence upon her receiving de facto custody of the infant or sooner if necessary to fulfill the requirements for the

adoption. The Board reserves the right to set the term of the leave within reasonable limits in the best interest of the schools.

- E. All benefits to which a teacher was entitled at the time the leave commenced and which are still available to teachers at the time of return, including unused accumulated sick leave and credits toward sabbatical eligibility, shall be restored to a teacher returning from leave; and he shall be assured his original position or similar position within the area of his interests, abilities, and training following completion of leave, provided he satisfies the Superintendent of Schools of his intent to return prior to February 1st.
- F. Leave for military reasons, up to ninety (90) days, will be granted by the Board to any regular employee who is a duly qualified member of the reserve components of the armed forces and who is called into temporary active duty, provided such obligation cannot be fulfilled on days when school is not in session. During the leave, the teacher shall receive his regular salary in addition to any pay he receives from the state or Federal government.

G. Other leaves of absence, without pay, may be granted by the Board which, in its opinion, are for good reason.

H. Upon recommendation of the Superintendent of Schools, sabbatical leave may be granted to any certificated member of the staff by the Board subject to the following conditions:

1. Requests for sabbatical leave must be received by the Superintendent in writing, in such form as may be required by him. Such requests must be in the Superintendent's hands no later than October 31st of the fiscal year preceding the school year for which the sabbatical leave is requested.
2. The applicant must have completed at least eight (8) consecutive full school years of service in the School District of Haddon Heights.
3. Payment for sabbatical leave is granted on the

following basis:

(a) One-half of the annual contracted salary will be granted for a full year's leave for study.*

(b) One-fourth of the annual contracted salary will be granted for one semester (1/2 year) of study.

4. The benefactor will agree to return to the School District of Haddon Heights for four (4) full years of employment on the appropriate salary scale following the leave except in the event of the death or serious illness of the benefactor.

If the benefactor of the sabbatical leave does not fulfill his return agreement to the School District of Haddon Heights, he will be obligated to reimburse the Board of Education for the salary received during the sabbatical leave although service credit will be granted according to the following plan:

<u>Leaving before</u>	<u>% of salary to be reimbursed to the Board of Education</u>
2 years' service	100% of salary received

*Two (2) semesters of schooling

<u>Leaving before</u>	<u>% of salary to be reimbursed to the Board of Education</u>
3 years' service	40% of salary received
4 years' service	20% of salary received

5. To the extent feasible, with due regard for the interests of the school program, teachers returning to work after a sabbatical leave shall be offered the same or a similar position.
6. A sabbatical year will be considered as a year of teaching experience in determining the individual's salary.
7. Upon the recommendation of the Superintendent, the Board will grant no more than one sabbatical leave per year.

ARTICLE XVII - MISCELLANEOUS PROVISIONS

- A. If any provision of this Agreement shall be found to be contrary to law, that portion of the provision shall be considered void, but all other provisions and portions of the provision not voided shall continue to be in full force and effect.

B. The Board and the Association agree that there shall be no discrimination against any teacher on the basis of race, creed, color, national origin, sex, or merital status.

C. Copies of this Agreement shall be prepared at the expense of the Board and presented to all teachers employed by the Board.

DURATION OF AGREEMENT

A. This Agreement shall be effective as of July 1, 1969, and shall continue in effect until midnight, June 30, 1970.

This Agreement shall not be extended by written or oral agreement, and it is expressly understood that it shall expire on the date indicated.

B. In witness thereof, the parties hereto have caused this Agreement to be signed by their duly authorized officers, all as of the day and year first above written.

ATTEST:

BOARD OF EDUCATION
SCHOOL DISTRICT OF
HADDON HEIGHTS, NEW JERSEY

Secretary

by _____
President

ATTEST:

HADDON HEIGHTS EDUCATION
ASSOCIATION

Secretary

by _____
President

HADDON HEIGHTS PUBLIC SCHOOLSSalary Guide 1969-70

<u>Year</u>	<u>Column I</u> (Non-degree)	<u>Column II</u> (Bachelor or) (128 credits)	<u>Column III</u> (Master or) (BA + 30)	<u>Column IV</u> (MA + 30) (or BA + 60)
1	\$ 6,200	\$ 6,500	\$ 6,800	\$ 7,100
2	6,500	6,800	7,100	7,400
3	6,800	7,100	7,400	7,700
4	7,100	7,400	7,700	8,000
5	7,400	7,700	8,000	8,300
6	7,700	8,000	8,300	8,600
7	8,000	8,300	8,600	8,900
8	8,300	8,600	8,900	9,200
9	8,600	8,900	9,200	9,500
10	8,900	9,200	9,500	9,800
11	9,200	9,500	9,800	10,100
12	9,500	9,800	10,100	10,400
13	9,800	10,100	10,400	10,700
14	10,100	10,400	10,700	11,000
15	--	--	11,000	11,300

EXTRA-CURRICULAR ACTIVITIES

1969-70

<u>Activity</u>	<u>Salary Range</u>	<u>Increment</u>	<u>Activity</u>	<u>Salary Range</u>	<u>Increment</u>
<u>Athletic Director</u>	\$900 - \$1200	\$100	<u>Cross Country</u>		
<u>Faculty Manager</u>	450 - 600	50	Coach	\$300 - \$450	\$50
<u>Equipment Manager</u>	400		<u>Golf</u>		
<u>Trainer</u>	300 - 450	50	Coach	150 - 300	50
<u>Football</u>			<u>Indoor Track</u>		
Head Coach	900 - 1200	100	Coach	300	
Asst. "	400 - 700	100			
Asst. "	400 - 700	100	<u>Boys' Swimming</u>		
Asst. "	400 - 700	100	Coach	400 - 550	50
Asst. "	400 - 700	100			
Asst. "	400 - 700	100	<u>Boys' Tennis</u>		
<u>Boys' Basketball</u>			Coach	250 - 400	50
Head Coach	700 - 1000	100			
Asst. "	350 - 500	50	<u>Hockey</u>		
Freshman Coach	350 - 500	50	Head Coach	450 - 600	50
Jr. School Coach	150 - 300	50	Asst. Coach - JV	250 - 400	50
			Freshman Coach	250 - 400	50
<u>Track</u>			Jr. School Coach	150 - 300	50
Head Coach	500 - 800	100			
Asst. "	300 - 450	50	<u>Girls' Basketball</u>		
Asst. "	300 - 450	50	Head Coach	450 - 600	50
Jr. School Coach	50		Asst. Coach	250 - 400	50
<u>Baseball</u>					
Head Coach	500 - 800	100	<u>Girls' Swimming</u>		
Asst.-JV	300 - 450	50	Coach	350 - 500	50
Asst.-Freshman	300 - 450	50			
<u>Wrestling</u>			<u>Softball</u>		
Head Coach	500 - 800	100	Head Coach	450 - 600	50
Asst.-JV	300 - 450	50	Asst. Coach	250 - 400	50
Asst.-Freshman	300 - 450	50	<u>Cheerleaders</u>	250 - 300	50
<u>Soccer</u>			<u>Saturday Football Clinic</u>	\$80	
Head Coach	450 - 600	50	<u>Saturday Basketball Clinic</u>	\$80	
Asst. "	250 - 400	50	<u>Saturday Wrestling Clinic</u>	\$60	

SCHEDULE "B"

NON-ATHLETIC
EXTRA-CURRICULAR ACTIVITIES

<u>Activity</u>	<u>Compensation</u>	<u>Activity</u>	<u>Compensation</u>
Band & Orchestra Director	\$525	Business Mgr. - Garneteer	\$100
Choir Director	300	Business Mgr. - Scribe	100
Sr. Class Advisor - 2 @	600	Chairman - English Dept.	700
Jr. Class Advisor	400	Chairman - Guidance Dept.	700
Sophomore Class Advisor	200	Chairman - Physical Educ.	700
Freshman Class Advisor	200	Chairman - Social Studies	700
Dramatics	525	Chairman - Math Dept.	700
Garneteer	400	Chairman - Science Dept.	700
Scribe	375	Chairman - Business Ed. Dept.	700
Student Accounts	400	Chairman - Foreign Languages	700
Publicity	275	Chairman - Special Depts. i.e. Music, Art, etc.	400
Debating	400		