

Collective Bargaining Agreement

between

The Wenonah Board of Education

and

The Wenonah Education Association

For The Years

2019-2020

2020-2021

2021-2022

I. ADMINISTRATIVE

A. Recognition

The Wenonah Board of Education hereby recognizes the Wenonah Education Association as the exclusive representative for collective negotiations concerning the terms and conditions of employment for all full and part-time certified teaching staff members, including classroom teachers, librarian, and nurse, but excluding: administrative/supervisory personnel, per diem personnel, substitute and teachers' aides.

The Association shall initiate the collective bargaining process by correspondence to the Board Secretary by October 1 of the last year of the agreement. Collective bargaining meeting between the parties must take place after the reorganization meeting. It is agreed that both parties shall exchange initial proposals defining and limiting the scope of negotiation items to be bargained at the first scheduled meeting.

B. Management Rights

The Board reserves jurisdiction and authority over matters of policy and retains the right, subject only to the limitations by the language of this Agreement, in accordance with applicable laws and regulations:

1. To direct employees of the school district;
2. to hire, promote, transfer, assign, and retain employees in positions in the school district;
3. to discipline employees or relieve employees from duty because of lack of work or other legitimate reasons;
4. to maintain efficiency of the school district operations entrusted to it;
5. to determine the methods, means and personnel by which such operations are to be conducted, and,
6. to take whatever actions may be necessary to carry out the mission of the school district in situations of emergency.

C. Grievance Procedure

1. Definition:
A grievance is a claim by a teacher or the Association based upon the interpretation, application, or alleged violation of the negotiated agreement, board policy, or administrative decision affecting terms and condition of employment of a teacher or group of teachers.
2. General:
 - a. The Grievant shall have the right to present his/her own appeal or designate representatives of the Association, but the Association shall have the right to be present at all stages of the grievance procedures.

- b. A grievance, will be waived and barred if it is not presented in writing within thirty (30) school days of the occurrence on which it is based or the teacher or Association should have known of the occurrence. Furthermore, the grievance will be barred from proceeding to the next level if the employee fails to adhere to the time lines for such appeal.
- c. It is understood that teachers 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 fully determined.

3. Procedure

Level 1: The employee shall first discuss the grievance with the Chief School Administrator in an attempt to resolve the matter informally within fifteen (15) school days after the alleged grievance or knowledge of the alleged grievance has occurred.

Level 2: If, as a result of the informal discussion, the matter is not resolved to the employee's satisfaction, the employee shall present a formal written grievance to the Chief School Administrator (in accordance with time limits set forth in paragraph 2.b. above). The written grievance shall set forth:

- a. the occurrence giving rise to the grievance;
- b. the date of occurrence;
- c. the specific contract articles or board policies claimed to have been violated, and,
- d. the remedy sought.

The Chief School Administrator shall communicate his/her decision in writing within five (5) school days of the receipt of the grievance.

Level 3: If the grievance is not satisfactorily resolved at Level 2, the employee may, within five (5) school days of the receipt of the decision at Level 2, request a review by the Board of Education. The request shall be submitted in writing through the Board Secretary.

- a. Upon receipt of such a letter, the Secretary shall refer the grievance to the Instruction Committee of the Board with a review of the case prepared by the Chief School Administrator. The Committee shall within ten (10) school days meet with the grievant and/or association. Following the meeting, the Committee shall within five (5) school days send their recommendation to the Board for approval.
- b. The Board shall issue its decision to the employee and the Association within 30 school days of receipt of the grievance by the Board at this level.

Level 4: If the grievance is not satisfactorily resolved at Level 3, the employee may, within 10 days of the decision of the board, request arbitration of the grievance by filing notice with the superintendent.

- a. The Board and the grievant shall request a list of arbitrators from the Public Employment Relations Commission (PERC)
- b. The selection of the arbitrator and the conduct of the arbitration hearing shall be in accordance with PERC rules.
- c. The arbitrator shall first rule on the arbitrability of the grievance, if so requested by either party.
- d. The arbitrator shall have no power to add to, subtract from or alter language of the agreement. They shall have no power to make an award inconsistent with the law. They shall rule only on the interpretation of the clause of the agreement.
- e. The arbitrator's decision shall be binding on all parties, except that if their decision requires legislative action, such decision shall be effective only if such legislation is enacted.
- f. The cost of the services of the arbitrator shall be shared by both parties.
- g. Only grievances pertaining to violation of this agreement may be processed to arbitration.

D. Association Rights

1. The Wenonah Education Association and its representatives shall have permission to use the school buildings at all reasonable hours for meetings upon application of three school days' notice to the Chief School Administrator. The Chief School Administrator will have the right to approve or disapprove the request. Emergency meetings are held at the discretion of the Chief School Administrator. The WEA and its representatives may use the faculty room at all reasonable hours outside the school day with prior notification to the Chief School Administrator.
2. The Wenonah Education Association shall have the exclusive use of a portion of the bulletin board in the faculty room.
3. The Chief School Administrator will be given a copy of all correspondence the Wenonah Education Association is to distribute through school mailboxes.

E. Teacher Rights

1. No material derogatory to an employee's conduct, service, character, or personality shall be placed in a personnel file unless the employee has an opportunity to review such material and affix his/her signature to the copy to be filed with the express understanding, that such signature in no way indicates agreement with the contents thereof. The employee shall also have the right to submit a written answer to such material, and said answer shall be attached to the file copy.

F. Agency Fee

Effective July 1, 2004, the Board of Education, pursuant to a proposal made by the Association under the terms of N.J.S.A. 34:13A-5.5, agrees to a representation fee in lieu of dues under the following terms:

1. Purpose of the Fee

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

The representation fee to be paid by nonmembers/fee-payers will be pursuant to the determination of an impartial arbitrator in accordance with the law.

2. Determination of the Fee

Prior to the beginning of each membership year (September 1 through August 31), 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 representation fee to be paid by non-members will be determined by the Association in accordance with the law.

3. Deduction and Transmission of Fee

a. Notification

Once during each membership year, but no later than October 1 of the 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 year. The Board will deduct from the salaries of such employees, in accordance with paragraph b. below.

b. Payroll Deduction Schedule

The Board will deduct the full amount of the yearly representation fee in equal installments from the paychecks paid to each employee on the aforesaid list during the January through June period.

c. Termination of Employment

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

d. Mechanics

The mechanics for the deduction of representation fees and the transmission of such fees to the Association will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Association.

e. New Employees

Each month in which the Board hires a new unit member(s), the Board will notify the Association in writing of the name(s), job title(s) and date(s) of employment of the new employee(s).

4. Indemnification

The Association shall indemnify and hold the Board harmless against any and all claims, demands, suits, and other forms of liability that may arise out of, or by reason of, any action taken or not taken by the Board in conformance with this provision.

II. Professional

A. Teaching Hours

In general, the teacher workday will be from 8:25 AM to 3:35 PM. Teachers may have hours before or after the normal 8:25 AM – 3:35 PM work day, not to exceed 7 hours and 10 minutes, in order to allow flexibility in scheduling.

1. These hours shall be in effect Monday through Thursday.
2. On Fridays and/or days preceding a scheduled holiday, teachers will be permitted to leave 5 minutes after the student day.

B. Teacher Preparation Time

Every full-time teacher will receive 150 minutes of prep time per week to be used for school related matters. All preparation time will be prorated for part-time teachers.

In addition, each full time teacher will be provided with two hours within the teacher workday at the end of the first, second and third marking periods to engage in collaborative planning with grade partners, teachers in grades below and above them, and teachers of special subjects.

Prep periods lost because of school closings, assemblies, special programs, etc. will not be made up. Special area teachers will be responsible for supervising their regularly scheduled classes during assemblies, special programs, etc.

C. Voluntary Transfers and Reassignments

All vacancies including “other professional” positions and extra-curricular activity positions will be posted in the school building year round as they arise. During July and August, the Chief School Administrator shall mail copies of all postings and vacancies to the WEA President and Secretary.

Teachers who desire a change in grade and/or subject assignment may file a written statement of intent to the Chief School Administrator. This request will remain on file from September 1 for the following school year and will be reviewed by the Chief School Administrator if a vacancy of that nature arises.

Any staff member who has their assignment changed and location changed, will be given one (1) paid day over the summer to accommodate the change at a rate of \$150.00/day.

D. Involuntary Transfers and Reassignments

Notice of an involuntary transfer or reassignment shall be given to teachers as soon as practical.

An involuntary transfer or reassignment shall be made only after a meeting between the employees involved and the Chief School Administrator, at which time the employee shall be notified of the reason.

A teacher being involuntarily transferred or reassigned shall be placed only in a position of equal salary and benefits.

Any staff member who has their assignment changed and location changed, will be given two (2) paid days over the summer to accommodate the change at a rate of \$150.00/day.

E. Evening Meetings

The Wenonah Education Association agrees to three (3) evening meetings, which includes the following:

- One (1) Back to School Night
- One (1) evening meeting that follows a 12:50PM dismissal for the purpose of report card conferences
- One (1) other may fall on a regular or 12:50PM dismissal day and will be at the discretion and determination of the Chief School Administrator.

F. Teacher Evaluation

Evaluations will be consistent with the Teacher Effectiveness and Accountability for the Children of New Jersey (TEACH-NJ) as set forth in state statute and implementing regulations.

G. Emergency Work Session

In the event of an emergency, teachers shall work up to one (1) additional one-session work day without additional compensation.

III. BENEFITS

A. Personal Days

The Board shall grant four (4) days per year with prior approval of the Chief School Administrator. Except in the case of emergency, requests must be submitted a minimum of two business days prior to the date requested. Not more than 10% of the staff will be considered for leave on any one day and days will not be considered before or following a holiday period. In all cases the CSA has authority to grant exceptions to the limitations herein when appropriate. Two unused personal days may carry over into the next year for a maximum accumulation of five personal days in any given year. All other unused

personal days remaining at the end of the year shall be converted into accumulated sick leave. Personal days converted into accumulated sick leave will be calculated and accounted for as outlined in section III.B. Therefore, no teacher will carry more than five personal days in any given year.

B. Payment of Unused Sick Days

The Wenonah Board of Education will pay for previously accumulated and currently earned sick days at a rate of \$60.00 per day, to a maximum of \$15,000, for the term of this contract, provided the teacher who retires has a minimum of 15 years of continuous service in Wenonah School District and files for retirement with the state pension system (TPAF).

An annual accounting of each teacher's days and their value will be reported to the teacher by October 1st of each year, which will give a status as of the end of the prior school year.

For budget purposes, written notification of retirement must be made by October 1, prior to retirement to be paid by July 15 of the next school year. Notification after the specified date may result in payment not being made until the following July 15.

C. Tuition Reimbursement

Tuition reimbursement shall be capped at \$5,000.00 per school year, with an individual cap of \$2,500.00. The Wenonah Board of Education will provide this for graduate level courses including fees and textbooks per policy 4131.1. Funds will be divided equally among qualified applicants. All courses must be approved by the CSA in order to receive reimbursement. Payment will only be made for courses approved by the CSA prior to registering for said courses, and upon receiving a grade of "pass" in a pass/fail situation. No reimbursement shall be made for a grade lower than a "B". Reimbursement will be made to the teacher upon presentation of an official transcript. Tuition reimbursement will not be made for any courses taken to meet state requirements for certification.

Teacher(s) receiving tuition reimbursement must remain for one additional year; otherwise, the teacher(s) is responsible to reimburse the Board 50% of tuition paid.

D. Duty Free Lunch

All teachers shall receive a forty (40) minute lunch with the exception of inclement weather days, wherein all teachers shall receive a thirty (30) minute lunch with no compensatory time.

E. Insurance Protection (Health and Prescription)

The Board shall provide health coverage equal to or better than the New Jersey School Employees Health Benefits Plan (NJSEHBP). During the terms of this agreement, the employee shall contribute to the health insurance premiums in accordance with Chapter 78, Year/Tier 4.

Effective with the 2019-2020 school year, all new employees hired effective 7/1/19 will be entitled to Single Only coverage for the first two (2) years of employment. If the

employee desires coverage other than Single, he/she may select Parent/Child, Couple, or Family coverage and have the balance of the premium paid through a payroll deduction.

For each teacher who remains in the employ of the Board for the full school year, the Board shall make payment of insurance premiums to provide insurance coverage for the full twelve (12) month period commencing September 1 and ending August 31. When necessary, premiums on behalf of the teacher shall be made retroactively or prospectively to insure uninterrupted participation in coverage.

Prescription coverage will be provided to each employee by the Board of Education in coordination with the health plan coverage.

There shall be a clear description of conditions and limits of coverage included in the health plan coverage provided on the district website under the Employee Only section.

If the Board determines to provide health and prescription coverage through a plan other than the current plan that is equal to or better than the New Jersey School Employees Health Benefits Plan (NJSEHBP), the Board will provide a clear description of conditions and limits of coverage included in the plan.

Teachers not entitled to full family coverage because of single, parent/child, husband/wife status (not in a family situation who waive family coverage), shall be provided an additional \$475.00 for an approved Disability Insurance Protection Plan.

F. Dental Plan

The Board of Education will provide Horizon Blue Cross/Blue Shield of New Jersey single dental coverage for employees only for contract years covered by this agreement. Beginning July 1, 2004 and forward the Board’s maximum contribution toward this coverage shall be the actual premium paid during the preceding year increased by ten (10) percent. It is agreed that the Board has the right to change carriers so long as it is an equivalent or better plan. Additional levels of dental coverage shall be made available at employee expense through payroll deduction.

G. Benefit Opt-Out Waiver

An eligible employee who provides proof of other adequate health and prescription care coverage may apply to receive cash payments in the form of additional taxable pay allowable by law under Chapter 2, PL 2010 – 25% of board share of premium or below, whichever is less.

2019-20	\$3,000
2020-21	\$4,000
2021-22	\$5,000

Payment of said waiver shall be made as follows – one-half payable on or before December 15 and one-half payable on or before June 15.

In the event the employee elects to waive coverage, such waiver will be effective no earlier than the first day of the month immediately following the date of the waiver if newly employed or July 1st if the employee is currently enrolled in the health /prescription

benefit plan. The employee will not be permitted to re-enroll in said benefit plan prior to the next open enrollment period. The only exception to this limited re-enrollment is in the event the electing employee loses coverage under the alternative health/prescription plan as a result of:

- Termination of employment (other than due to gross misconduct)
- Reduction in Hours
- Divorce or Legal Separation
- Death
- Birth or Adoption of Child, if non-qualified under alternative plan.

In the event an employee is no longer eligible for the alternative coverage as a result of one or more of the above, the employee may re-enroll in the health/prescription benefit plan prior to an open enrollment period. In such event, the employee must give notice of the loss of coverage and his/her election to re-enroll to the district within thirty (30) days of the event resulting in the loss of coverage.

H. Maternity/Child-Rearing Leave

In developing Board Policies for Child-Rearing Leave and Maternity Leave substantial consideration is given to the policy of minimizing the numbers and impact of disruptions to job performance areas and/or to the educational program by limiting the number and extent of employee changes and/or teacher changes which students will experience in any classroom during any single school year.

Maternity Leave – Is a temporary leave of absence requested by an employee and directly related to the bearing and delivery of a child. The time requested by an employee for this purpose must be verified by a doctor and approved by the Board of Education. It is approved only for a period of disability necessary for the health of the employee bearing the child.

Child-Rearing Leave – Is a temporary leave of absence related to the time immediately after a child is born or adopted (but not commencing until the maternity disability, if any, as verified by a physician is terminated) and used by the parent for the care and raising of the child. This leave is not granted as an extension of maternity leave and its purpose is not to be associated with the health of the mother or childbearing in any way.

Employees desiring Maternity Leave and/or Child-Rearing Leave must submit two separate requests. Any tenured or non-tenured teacher seeking such leave shall apply to the Board thirty (30) school days prior to the beginning of each leave. At the time of application the teacher seeking such leave shall specify in writing the date on which she wishes to commence leave and the date on which she wishes to return to work. The Board or Chief School Administrator may grant emergency leave when advance notice is not possible.

Maternity Leave

1. All tenured or non-tenured pregnant teachers may apply to the Board for a leave of absence without pay and shall be granted that leave at a time mutually agreeable to the administration and the teacher before the expected date of birth (usually thirty days) and continuing to a specific date after birth (usually 30 days). However, the

Board need not extend the leave of absence of a non-tenured teacher beyond the end of the contract school year in which that leave is obtained.

2. The Board shall grant maternity leave without pay to any teacher upon request. The Board may remove any pregnant teacher from her teaching duties if her physical condition or capacity renders her incapable of performing her assigned duties. Such conditions shall be deemed to exist if.
 - a. pregnant teacher fails to produce a physician's certificate that she is medically able to continue teaching; or,
 - b. the Board's physician and the teacher's physician agree that she cannot continue teaching; provided, however, that if there is a difference of medical opinion between the Board's physician and the teacher's physician, then the two physicians shall agree in good faith on the third impartial obstetrician/gynecologist who shall examine the teacher and whose medical opinion shall then be conclusive and binding on the issue of medical capacity to continue teaching.
3. The Board shall grant a leave of absence for medical reasons associated with pregnancy and birth to pregnant teachers on the same terms and conditions governing leave of absence for other illness or medical disabilities, as set forth in NJSA Title 18A.
4. The Board may require any teacher to produce a certificate from a physician in support of requested leave dates. The physician's certification is subject to agreement by the Board's physician. Where medical opinion is supportive of the leave dates requested, such leave shall be granted by the Board. The Board or Chief School Administrator may grant emergency leave when advance notice is not possible.

Child-Rearing Leave

Child-Rearing leaves may terminate at the end of any marking period, winter break, spring break or any time mutually agreed upon by the Chief School Administrator and the teacher.

Benefits

1. All benefits to which a teacher was entitled at the time the maternity or child-rearing leave of absence commenced, including any remaining accumulated sick leave, shall be restored upon return, and, whenever possible the teacher shall be assigned to a similar position within the area of certification which was held at the time said leave commenced.
2. The teacher will be granted a full salary guide step if she works more than 90 teaching days. Working 90 days or less shall result in no advancement on the salary guide.
3. If group health insurance coverage has not been maintained by the eligible employee during this period, a teacher shall be considered an employee on the day following the expiration of the term of the leave, and upon employee's return to work, and shall be included on the next listing of employees filed with various insurance carriers

providing employees benefits in the school district. Insurance benefits shall become effective as soon as possible after the expiration of the teacher's leave, subject to the rules and provisions of each insurance or benefit plan. It shall be the employee's obligation to verify the effective date of coverage.

I. Bereavement Leave

Teachers shall be granted up to a maximum of five (5) consecutive working days within seven (7) consecutive weekdays starting the day of/first day after the death of a member of a teacher's immediate family. Immediate family to be defined as spouse, child, parent, brother, sister, grandchild, grandparent, and the following in-laws: son, daughter, father, mother, brother, sister or other members of the family not named above with the approval of the CSA.

IV. SALARIES & SCHOOL YEAR

A. Salaries

The salaries of all teachers covered by this agreement are set forth in salary guides, developed and mutually agreed upon incorporating the following percentage increases, and are attached hereto and made a part thereof.

Increase based on agreed upon scattergram dated February 1, 2019 total \$1,472,729 inclusive of increment.

Schedule A: Salary Guides

2019-20	3.0%
2020-21	3.0%
2021-22	3.0%

Schedule B: Other Professional and Extra Curricular

2019-20	3.0%
2020-21	3.0%
2021-22	3.0%

With following addition and change:

- a. I&RS Chair Stipend @ Lunch Club Advisor Amount
- b. Monitor Rate @ \$35.00/hour

Compensation for non-recognized members of the bargaining unit is at the discretion of the Board of Education.

B. Method of Payment

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

Pay dates shall be the 15th and the 30th of each month when possible and shall be set by the Business Office before September 1 of each year. When a payday falls on or during a school holiday, vacation, weekend, or Monday, teachers shall receive their paychecks on

the last previous working day, except in the event of deviation from the approved school calendar.

C. The School Year

The Employer shall determine the school calendar. In establishing the calendar the Employer will take into consideration: the professional development needs of the school staff, as well as the curriculum and instruction needs of the pupils, and NJDOE requirements.

The Employee shall work a maximum of 186 days exclusive of NJEA days during the 2016-2019 school years. Attendance at the NJEA convention is not required.

During the initial year of their employment, teachers new to the district will participate in one new teacher orientation day beyond the established work year.

D. Deduction Fraction

The deduction fraction for chargeable daily absences for the duration of this agreement shall be on a per diem basis calculated to be 1/186 of the salary. The deduction for teachers new to the district will reflect the additional day for orientation. The deduction for part-time staff covered by this agreement will be applied in the same manner as the prorated salary.

E. Longevity

1. To be eligible for longevity pay, a teacher must have completed the following years of service as a teacher in the district to receive the following amounts:

	<u>2019-20</u>	<u>2020-21</u>	<u>2021-22</u>
20-24 Years	500.00	500.00	500.00
25-30 Years	750.00	750.00	750.00
31 + Years	1,200.00	1,200.00	1,200.00

2. The parties agree that longevity pay will be included in the salary base for the purpose of future negotiations.\
3. Future increases in longevity costs will come out of the settlement.

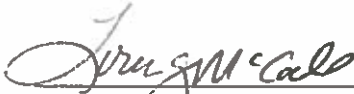
V. FULLY BARGAINED PROVISION

This agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues, which were or could have been subject of negotiations. During the term of this agreement, neither party will be required to negotiate with respect to any such matter, whether or not within the knowledge or contemplation of either or both parties at the time they negotiated or signed this agreement.


In the event that any provision of this Collective Bargaining Agreement is held to be invalid or unenforceable under applicable law, such invalidity or unenforceability shall not affect the validity or enforceability of the remainder of this Agreement. To this end, the provisions of this Collective Bargaining Agreement are hereby declared to be severable.

Board Ratified – May 28, 2019

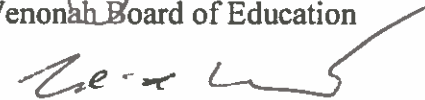
WEA Ratified – May 24, 2019



Louis McCall, President
Wenonah Board of Education



Carol Murphy, President
Wenonah Education Association




Bill Helmbrecht, Negotiations Chair
Wenonah Board of Education



Tracy Carr, Negotiations Chair
Wenonah Education Association

Witness:



Denise DiGiandomenico, Business Administrator/Board Secretary
Wenonah Board of Education

**Schedule A –
2019-20 Salary Guide**

Step	BA	BA+15	MA	MA+15	MA+30
1-2	50,200	51,600	52,800	53,350	53,900
3	50,998	52,398	53,598	54,148	54,698
4	51,798	53,198	54,398	54,948	55,498
5	52,598	53,998	55,198	55,748	56,298
6	53,398	54,798	55,998	56,548	57,098
7	54,441	55,791	57,041	57,591	58,141
8	55,541	56,891	58,141	58,691	59,241
9	56,741	58,091	59,341	59,891	60,441
10	58,241	59,591	60,841	61,391	61,941
11	59,841	61,191	62,441	62,991	63,541
12	61,491	62,841	64,091	64,641	65,191
13	63,191	64,541	65,791	66,341	66,891
14	65,446	66,796	68,046	68,596	69,146
15	67,796	69,146	70,396	70,946	71,496
16	70,446	71,796	73,046	73,596	74,146
17	74,746	76,096	77,346	77,896	78,446

2020-21 Salary Guide

Step	BA	BA+15	MA	MA+15	MA+30
1	51,386	52,736	53,986	54,536	55,086
2-3	51,886	53,236	54,486	55,036	55,586
4	52,386	53,736	54,986	55,536	56,086
5	53,186	54,536	55,786	56,336	56,886
6	54,036	55,386	56,636	57,186	57,736
7	55,121	56,471	57,721	58,271	58,821
8	56,221	57,571	58,821	59,371	59,921
9	57,421	58,771	60,021	60,571	61,121
10	58,921	60,271	61,521	62,071	62,621
11	60,571	61,921	63,171	63,721	64,271
12	62,246	63,596	64,846	65,396	65,946
13	63,946	65,296	66,546	67,096	67,646
14	66,246	67,596	68,846	69,396	69,946
15	68,646	69,996	71,246	71,796	72,346
16	71,296	72,646	73,896	74,446	74,996
17	75,546	76,896	78,146	78,696	79,246

2021-22 Salary Guide

Step	BA	BA+15	MA	MA+15	MA+30
1	52,014	53,364	54,614	55,164	55,714
2	52,514	53,864	55,114	55,664	56,214
3-4	53,014	54,364	55,614	56,164	56,714
5	53,814	55,164	56,414	56,964	57,514
6	54,674	56,024	57,274	57,824	58,374
7	55,774	57,124	58,374	58,924	59,474
8	56,874	58,224	59,474	60,024	60,574
9	58,174	59,524	60,774	61,324	61,874
10	59,674	61,024	62,274	62,824	63,374
11	61,324	62,674	63,924	64,474	65,024
12	62,999	64,349	65,599	66,149	66,699
13	64,746	66,096	67,346	67,896	68,446
14	67,046	68,396	69,646	70,196	70,746
15	69,446	70,796	72,046	72,596	73,146
16	72,096	73,446	74,696	75,246	75,796
17	76,346	77,696	78,946	79,496	80,046

Schedule B – Other Professional and Extra Curricular

Other Professional Salaries	2019-20	2020-21	2021-22
Summer School (per session)	\$ 3,498	\$ 3,603	\$ 3,711
Home Instruction Tutor (per hour)	\$ 46	\$ 47	\$ 49

Extra Curricular Activities			
School Dance (per hour)	\$ 38	\$ 40	\$ 41
Monitor (per hour)	\$ 35	\$ 36	\$ 37
Safety Patrol (per year)	\$ 718	\$ 739	\$ 762
Environmental Trip (per staff member)	\$ 457	\$ 471	\$ 485
Environmental Trip Coordinator (pre/post)	\$ 326	\$ 336	\$ 346
Environmental Trip Coordinator (during)	\$ 261	\$ 269	\$ 277
Musical Director	\$ 1,534	\$ 1,580	\$ 1,628
Musical Assistant	\$ 708	\$ 729	\$ 751
Talent Show Advisors (each)	\$ 382	\$ 393	\$ 405
Lunch Club Advisors (each)	\$ 573	\$ 590	\$ 608
I&RS Chair	\$ 573	\$ 590	\$ 608

Other			
Extended Day/Extended Year - Early			
Intervention Program - Title I (per hour)	\$ 35	\$ 35	\$ 35