

AGREEMENT

BETWEEN THE

BOARD OF EDUCATION OF WATERFORD TOWNSHIP *Board of Education*
THE COUNTY OF CAMDEN

AND THE

WATERFORD TOWNSHIP EDUCATION ASSOCIATION

X 1981-1983

LIBRARY
Institute of Management and
Labor Relations

OCT 2 1981

RUTGERS UNIVERSITY

PREAMBLE

This Agreement entered into this day of , 1981, by and between the Board of Education of Waterford Township , hereinafter called the "Board", and the Waterford Township Education Association, hereinafter called the "Association".

I. RECOGNITION

- A. The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiations concerning the terms and conditions of employment for all professionally certified personnel employed by the Board, including: Teachers, nurse.

But excluding: administrative executive personnel, office and clerical personnel, maintenance and operating employees, non-professional personnel, janitors, library clerks, bus drivers, cafeteria personnel, substitute teachers, summer school personnel, if any, child study team, and counselors.

II. NEGOTIATION OF SUCCESSOR AGREEMENT

- A. The parties agree to enter into collective negotiation over a successor agreement in accordance with N.J.S.A. 34:13A-1, et seq., in good faith effort to reach agreement on all matters concerning the terms and conditions of teachers' employment. Such negotiations shall begin according to established and published P.E.R.C. guidelines.
- B. 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.

III. GRIEVANCE PROCEDURE

A. DEFINITIONS

1. "Grievance" - a "grievance" is a claim by a teacher or the Association based upon the interpretation, application, or violation of this Agreement negatively affecting a teacher or a group of teachers.
2. "Aggrieved Person" - an "aggrieved person" is the person making the claim.

B. PURPOSE

The purpose of this procedure is to secure, at the lowest possible level, solutions to the problems which may from time to time arise affecting teachers. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

C. PROCEDURE

1. A grievance to be considered under this procedure must be initiated in writing within seven (7) school days from the time when the grievant knew or should have known of its occurrence. A school day shall be defined as any day in which school is in session for a four (4) hour period.
 - a. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved person 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 waiver of further appeal of the decision.
 - b. It is understood that any aggrieved person 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 affect thereof shall have been duly determined.
 - c. Time Limits - Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process.

- (1) In the event one of the parties becomes incapacitated, the time limits may be extended by mutual agreement.
- d. All meetings and hearings under this procedure should be handled with discretion by all parties.
2. Any person who has a problem which could result in a grievance shall discuss it first with his immediate supervisor in an attempt to resolve the matter informally at that level. If the matter cannot be resolved informally, the aggrieved may file a formal written grievance with the immediate supervisor. The immediate supervisor shall give his decision in writing, within five (5) school days of receipt of the written grievance.
3. The aggrieved person, no later than five (5) school days after receipt of the decision of his immediate supervisor, may appeal the decision to the Chief Administrator of schools. The appeal to the Chief Administrator must be made in writing specifying:
 - a. The nature of the grievance
 - b. The nature and extent of the injury, loss, or inconvenience
 - c. The results of the previous discussions
 - d. His dissatisfaction with decisions previously rendered, and
 - e. Remedy sought.

The Chief Administrator 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 Chief Administrator shall communicate his decision in writing to the aggrieved person, to the Association, and the immediate supervisor.

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

the Board. The Board, or a committee thereof, shall review the grievance and shall, at the option of the Board, hold a hearing with the aggrieved person and render a decision in writing and forward copies thereof to the grievant and to the Association within ten (10) school days of the receipt of the appeal or, if a hearing is granted, within ten (10) school days of the date of the hearing. The referred to hearing, if granted, shall be held within twenty (20) school days after receipt of the appeal notice.

5. If the decision of the Board does not resolve the grievance to the satisfaction of the aggrieved person and he wishes review by a third party, and if the Association determines that the matter should be reviewed further, it shall advise the Board through the Chief Administrator, within fifteen (15) school days of receipt of the Board's decision, and the Association shall submit the grievance to arbitration within fifteen (15) school days thereafter. However, the Board's decision shall be final and binding on the grievances concerning:
 - 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 non-tenure teacher which arises by reason of his not being re-employed, or
 - c. A complaint by any certificated personnel occasioned by appointment to, retention in or lack of retention in, any position for which tenure either is not possible or not required, or
 - d. Any matter which, according to law, is either beyond the scope of the Board authority or limited to unilateral action by the Board alone.
6. Securing services of an arbitrator:
 - a. The following procedure shall be used to secure the services of an arbitrator:
 - (1) Either party may request the American Arbitration Association to submit a roster of persons qualified to function as an arbitrator in the dispute in question.

- (2) If the parties are unable to determine a mutually satisfactory arbitrator from the submitted list, they may request the American Arbitration Association to submit a second roster of names.
 - (3) If the parties are unable to determine within fifteen (15) 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. The recommendations of the arbitrator shall be binding.
 - c. Right 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 or by a representative selected or approved by the Association.
7. 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.

IV. TEACHER RIGHTS

- A. Pursuant to Chapter 303, Public Laws 1968, and as hereafter amended, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Association and its affiliates for the purpose of engaging in collective negotiations and other concerted activities for mutual aid and protection.
- B. Any criticism by a supervisor or administrator of a teacher and/or their instructional methodology shall be made in confidence and not in the presence of students, parents, the public, or colleagues except during Faculty Council meetings, or teacher/administrator meetings, called to discuss such matters in which a colleague appears to represent or support the teacher at the teacher's request.

- C. Whenever any teacher is requested to appear before an administrator, his designee, Board, any committee of the Board, or any agent thereof, concerning any matter which could adversely affect the continuation of the teacher's position, the said teacher shall be entitled to have a representative of the Association present during such proceedings.
- D. No teacher shall be discharged, disciplined, reduced in rank or compensation, or deprived of any professional advantage, without just cause.
- E. Any complaints regarding a teacher made to any member of the administration and/or the Board of Education by any parent, student, or other person, shall, if made in writing, be promptly investigated and called to the attention of the teacher. The teacher shall be given an opportunity to respond to and/or rebut such complaint. The complaintant shall be identified to the teacher.

V. ASSOCIATION RIGHTS

- A. The Board agrees to make available upon request to the Association, all material which is open to the public concerning the educational program and the financial resources of the district.
- B. The Board shall permit the Association to use the school buildings for meetings at all reasonable hours. The association shall submit a schedule of meetings in advance for Board approval. Requests for meetings of an emergent nature which cannot be approved by the Board due to time factors shall be submitted for approval to the Chief Administrator, which approval shall not be unreasonably withheld. All Association meetings in school buildings shall be concluded by 9:30 P.M.

VI. TEACHERS' SIGN-IN PROCEDURE

- A. Teachers shall indicate their presence for duty each day by placing their initials in the appropriate column of the faculty sign-in roster. Teachers shall also place their initials in the appropriate column of the faculty sign-out roster at appropriate departure times.

The appropriate times will be 30 minutes before the teaching day begins and 15 minutes after the teaching day ends.

VII. SICK LEAVE

- A. Illness on part of employee
 - 1. Teachers will be entitled to ten (10) sick days each school year. If a teacher is employed only part of the school year said teacher shall be entitled to sick days on a

pro rata basis. When sick days are consumed, pay will no longer be received for days lost due to illness. Teachers steadily employed, but on a part-time basis, shall be accorded sick leave days on a pro rata basis.

2. Teachers shall be given a written accounting of accumulated sick leave days no later than September 15 of each school year.
3. When leaving a school district after fifteen (15) years of service:
 - a. The Teacher shall be reimbursed at the rate of \$25.00 per day per unused accumulated sick leave, maximum reimbursement not to exceed 150 days.
 - b. A Teacher with accumulated sick leave in excess of \$500.00 shall be entitled to reimbursement upon leaving the district in excess of that amount only if the teacher provides the Board with one (1) year notice prior to leaving the district, which notice shall not require a teacher to leave nor be a commitment on the part of a teacher to leave the district. If a teacher does not give the one (1) year notice above mentioned he or she may not be reimbursed until July 1 of the following year.

VIII. TEMPORARY LEAVES OF ABSENCE

- A. Teachers shall be eligible to receive three days personal leave without loss of pay. Application should be made to the immediate supervisor three (3) days in advance, except in cases of emergency, and be approved by the Chief Administrator. Teachers shall not be required to state reasons for such leaves. No other time off shall be permitted, except as already defined herein, without the written consent of the Chief Administrator. Personal leave may be taken on the day before or the day after a holiday or holiday period, but not both.
- B. Personal leave days shall not be accumulative, but any unused personal leave days shall, at the end of the school year, be converted into sick days and shall accumulate as sick days.
- C. Teachers can be excused from their duties at the discretion of the Chief Administrator for the purpose of visiting other schools or attending meetings or conferences of an educational nature, with Board consent.
- D. Death in family
 1. Teachers will be excused from duty with pay for one day in the event of death of a grandparent.

2. Teachers will be excused from duty with pay for a maximum of three days in the event of a death of a brother or sister by blood relationship, a mother-in-law, or father-in-law.
 3. Teachers will be excused from duty for a maximum of five days in the event of death of husband, wife, child, parent or step-parent.
- E. Teachers will be excused from duty with pay for any necessary Court and/or administrative agency appearance connected with the teacher's employment or school system.

IX. EXTENDED LEAVES OF ABSENCE

A. Maternity Leave

Disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery therefrom are, for all job-related purposes, short term disabilities. All employment policies and practices involving commencement and duration of leave, availability of extensions, accrual of seniority and other benefits and privileges, and reinstatement and payment, shall be applied to disabilities due to the above causes as they are applied to other short term disabilities incurred by members of the bargaining unit.

1. Teacher shall notify the Board of Education of pregnancy at least 60 days prior to the requested time of leaving. At this time, she shall indicate her anticipated date of return, which date shall be the first (commencement) day of the Fall Term or the first (commencement) day of the Spring Term. Any teacher, tenure or non-tenure, receiving maternity leave shall be allowed to return on either of the next to commencement dates. If returning on the second commencement date would result in a leave of absence of less than one year, the teacher can return on the next (3rd) commencement date, which would result in a leave of more than one year. A teacher adopting a child will be accorded a maternity leave as per the above.
2. Any teacher granted maternity leave without pay according to the provisions of this section may at her discretion elect to substitute all or any part of her accumulated sick leave in lieu thereof and receive full pay and benefits for the same.
3. Any tenured teacher shall be reinstated to her position or to a position of similar nature -- K-3 or 4-6.

- B. A leave of absence without pay of up to one year shall be granted upon proper application to the Board of Education to tenure teachers for the purpose of caring for a sick member of teacher's immediate family. Additional leave may be granted at the discretion of the Board. Non-tenure teachers may, in the discretion of the Board, be awarded a leave of absence in the same manner and pursuant to the same conditions as stated above.
- C. Upon return from leave granted pursuant to this Article, a teacher shall be placed on the salary schedule at the step following the step that he or she was on prior to the taking of the leave, unless she should return within the same school year whereby she would return to the same step.
- D. All unused accumulated sick leave shall be restored upon a teacher's return from a leave of absence. All teachers shall be given the opportunity to maintain medical insurance under the plan maintained for the teachers by the Board of Education at the teacher's own expense during the term of any leave of absence. Upon a teacher's return from a leave of absence, the cost of maintaining medical coverage shall be reassumed by the Board of Education. If a teacher has not maintained coverage under the Board of Education's plan during the term of the teacher's leave of absence, that teacher shall be re-enrolled in the Board of Education's plan at the time of the next enrollment period.
- E. Sabbatical Leave
 - 1. Purpose - a sabbatical leave may be granted to a teacher for a period of not greater than one year by the Board for study, including study in another area of specialization, for travel or for other reasons of value to the school system.
 - 2. Conditions - Sabbatical leaves shall be granted, subject to the following conditions.
 - a. Requests - requests for sabbatical leave must be received by the Chief Administrator in writing in such form as may mutually be agreed on by the Association and Chief Administrator, no later than December 1 and action must be taken on all such requests no later than February 1, of the school year preceding the school year for which the sabbatical leave is requested.
 - b. Minimum time to qualify - The teacher has completed at least four (4) full school years of service in Waterford Township School District.

- c. Pay - a teacher on sabbatical leave shall receive no compensation by the Board during the period of absence.
- d. Return - upon return from sabbatical leave a teacher shall be placed on the salary schedule at the step following the step that he or she was on prior to the taking of the leave.

X. NON-TEACHING DUTIES

A. INTENT

The Board and the Association mutually agree that a teacher's primary responsibility is to teach and that his energies should, to the extent possible, be utilized to this end. Therefore, they agree as follows:

B. APPLICATION

1. Teachers shall have a thirty (30) minute duty-free lunch period as prescribed by the State Department of Education.
2. Teachers shall not be required to supervise playground or lunches.
3. One teacher shall be on-call to assist in cases of emergency and discipline problems. It is not the intent that the on-call teacher be physically present in the lunch or playground area, but said teacher should be on the school premises during their on-call period.
4. The Board agrees to provide machine scoring on all Iowa Tests, Standardized Achievement, Ability and I.Q. Tests. Past practice shall be the ruling factor in this area of concern.
5. The Board of Education agrees to pay each teacher EIGHT (\$8.00) DOLLARS per hour remuneration for bus duty performed beyond the work day.

XI. TEACHER EMPLOYMENT

- A. Up to five (5) years of experience in a public school system shall be accredited to the salary guide for experience gained outside of the district.
- B. Any reduction in force shall be by seniority. Rehiring shall also be by seniority.

XII. TEACHER EVALUATIONS

- A. A teacher shall have the right to see copies of all evaluation reports prior to their entry into the teacher's personnel file. A teacher shall be required to initial such report, but this initialing need not indicate agreement with such evaluation; in the event the teacher refuses to initial the evaluation report, his supervisor will note this on the report and enter it into his file. A copy of the evaluation report shall be furnished to each teacher evaluated. A teacher may have a letter of explanation or rebuttal placed in his file in answer to any evaluation report included therein; except that said rebuttal or exception letter must be placed in the file not later than ten (10) days after the evaluation is entered into the employee's file.
- B. All monitoring or observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher and pursuant to N.J.A.C. 6:31.19 with the following exception:
 1. Teachers shall be provided with an annual over-all summary of their work performance.
 - a. Such summary shall reflect the performance of the staff member as an employee of the Board observed throughout the year. The observance must be made by the Chief Administrator or other properly qualified person designated by the Board.
 - b. Written teacher notification shall be made within five school days of any observable events that may adversely effect the teacher's future employment or status. Such notices are to be considered confidential; the event may be included in the summary but not to be entered in the teacher's permanent file.
 - c. Teachers shall have the right to rebut such summary and notices according to the procedures in Paragraph A of this section.
 - d. The Chief Administrator and teacher must sign the summary, but this signature need not indicate agreement with the summary. Thereafter all collected notices shall be destroyed upon reaching two (2) years of age.
 - e. Any monitoring or observation of a teacher are subject to the following exceptions:

- (1) Intercoms
- (2) Observing through windows
- (3) Lack of physical presence
- (4) Heard events that are not observed

- C. Teachers shall be evaluated by the Chief Administrator of Waterford Township or other properly qualified person designated by the Board.
- D. A conference shall be held no later than seven school days after any class visit.

XIII. LETTER OF INTENT

- A. All teachers who will or will not be rehired for the ensuing school year shall receive a letter of intent on or before the date required by law. Teachers who will be rehired shall indicate their intentions two calendar weeks after receiving said notification.

XIV. FACULTY COUNCIL

- A. The Association shall select a Faculty Council which shall meet with the Administrator at least once a month for the duration of the school year. This Council shall consist of five members.
- B. The purpose of this Council shall be to make recommendations to the Administrator in order to facilitate the smooth operations of the educational program.
- C. The Council will discuss and review current school problems and practices with the Administrator.

XV. PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

- A. The Board agrees to pay the full cost of registration and other reasonable expenses incurred in connection with any workshops, seminars, conferences, in-service training sessions, or other such sessions which a teacher is required and/or requested to take by the Administration and/or the Board of Education.
- B. The Board agrees to pay up to \$300.00 per teacher for graduate courses undertaken by a teacher during the first year of this agreement and up to \$325.00 per teacher for graduate courses taken by a teacher during the second year of this agreement. The teacher must receive approval of the Chief Administrator for all courses taken and the teacher must receive a grade of "B" or better in order to receive the reimbursement above mentioned. A certification from the college must be given to

the Chief Administrator to indicate that the tuition, books and registration fees were actually paid and that teacher received a grade of "B" or above.

XVI. PROTECTION OF TEACHERS AND PROPERTY

- A. The Board shall give full support including legal and other assistance for any assault upon the teacher while acting in the discharge of his duties.

XVII. PERSONAL FREEDOM

- A. The personal life of a teacher is not an appropriate concern or attention of the Board, except as it may directly prevent the teacher from performing properly his assigned functions during the work day.

XVIII. TEACHER FACILITIES

- a. Teachers will be provided with a teacher's room in both schools, both of which rooms shall be air conditioned. If an emergent conditions require a non-exclusive teacher room, air conditioning will be provided for same.
- b. The teacher's room in both schools shall be provided with a typewriter and bulletin board for use by the teachers.
- c. Teachers will be given direct access to duplicating equipment.
- d. Teachers may use the refrigerator in the cafeteria at the Atco School while the Atco School is on split sessions.
- e. A telephone will be installed in each teacher's room for teacher use. The costs of personal calls will be the responsibility of the teachers. Telephone will be billed to the Association with reimbursement from Board for base rate and toll calls made for school business.

XIX. TEACHER WORK YEAR

- A. The faculty council shall make recommendations to the Chief Administrator concerning the establishment of and changes to the school calendar. The administration shall give prior notice to certain designated teacher representatives of changes in the school calendar. It is understood by both parties to this Agreement that prior notice cannot always be given and that certain emergency situations might necessitate the changing of the calendar without prior notice.

- B. The calendar shall provide for one hundred and eighty-five (185) working days for the teachers and one hundred and eighty (180) days for pupils.

XX. MISCELLANEOUS PROVISIONS

- A. 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 a provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- B. Any individual contract between the Board and an individual teacher heretofore or hereafter executed, shall be subject to and consistent with the terms of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.
- C. All administrative meetings will be held with three (3) school days notice unless an emergency occurs. Such meetings shall not be held more than twice monthly unless an emergency occurs, and every effort shall be made by the Administration to hold their meetings to a reasonable length. An agenda for said meeting shall be provided to designated representatives of each school within the District one (1) day prior to the said meeting.
- D. Proposed changes in existing working conditions must be negotiated with the exclusive bargaining agents before they are established.

XXI. INSURANCE PROTECTION

- A. 1981-82 the Board will pay complete individual coverage and seventy-five (75%) percent of the cost toward dependent coverage under the New Jersey Health Benefit Plan. In 1982-83 the Board will pay complete individual coverage and eighty-five (85%) percent of the cost toward dependent coverage under the New Jersey Health Benefit Plan.
- B. If Washington National Insurance becomes available in conjunction with New Jersey Health Benefit Plan, option for same will be accorded to the Association as per the 1979-1981 contract.
- C. In 1981-82 the Board of Education agrees to pay up to the sum of One Hundred Twenty-five (\$125.00) Dollars per person per year coverage for the dental plan selected by the Association, said sum to be increased to the amount of One Hundred Fifty (\$150.00) Dollars per person per year in 1982-83.

- D. In 1982-83 the Board agrees to pay up to the sum of Seventy-five (\$75.00) Dollars per person per year coverage for a prescription plan selected by the Association.
- E. No insurance carrier will be changed without prior notification.

XXII. MANAGEMENT RIGHTS

Except as limited by the specific provisions of this agreement, the Board of Education reserves to itself all rights and functions vested in it pursuant to all applicable laws and regulations.

XXIII. PROCEDURE FOR WITHHOLDING INCREMENTS

Employment or adjustment increments may be withheld in whole or in part for inefficiency or other just cause related to the performance of duties and only in accordance with the following:

1. That the procedures be adhered to as outlined in Article XII "Teacher Evaluation".
2. The immediate superior and/or Chief Administrator shall not forward any recommendation to withhold a teacher's increment or a part thereof to the Board unless at least ninety (90) calendar days prior thereto, and in no case later than April 1 of the preceeding school year in which such action would take effect, the administrator has given to the teacher against whom the recommendation shall be made, written notice of the alleged cause(s) for the recommendations specifying the nature thereof with such particulars as to furnish the teacher an opportunity to correct and overcome the same.

Any employee who has an increment withheld under this procedure may appeal the action to the Board through all of the procedure outlined in Title 18A up to and including a decision by the Commissioner of Education.

Any employment increment or adjustment increment or part thereof withheld under this provision shall be restored the follow year unless the procedures set forth in this provision are followed once again, in which case the increment or increments previously withheld and any additional increments which may be due may be withheld in whole or in part.

XXIV. WORK CONTINUITY

- A. The Association covenants and agrees that during the lifetime of this Agreement neither the Association nor any person acting in its behalf will cause, authorize, or support, nor will any of its members take part in any strike, (i.e., the concerted failure to report for duty, or willful absence of an employee from his position, or stoppage of work or absenteeism in whole or part, from the full, faithful, and proper performance of the employee's duties of employment), work stoppage, slowdown, walkout or other job action against the Board. The Association agrees that any such action would constitute a material breach of this Agreement.
- B. The Association will actively discourage and will take whatever affirmative steps are necessary to prevent or terminate any strike, work stoppage, slowdown, walkout or other job action against the Board.
- C. Nothing contained herein shall be construed to limit or restrict the Board in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity for injunction or damages or both in the event of such breach by the Association or its members.

XXV. PAYMENT OPTION

All personnel covered by this contract may independently elect to have a portion of their salary withheld and deposited to their credit in the Camden Teacher's Civil Service Federal Credit Union.

XVI. FULLY BARGAINED AND DURATION OF AGREEMENT

The parties agree that they have fully bargained and agreed upon all terms and conditions of employment and that 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 the subject of negotiations.

This Agreement and salary schedule shall continue in full force and effect until June 30, 1983.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respec-

tive secretaries, and their corporate seals to be placed hereon.

WATERFORD TOWNSHIP EDUCATION
ASSOCIATION

ATTEST:

BY: Alene MacQuinn
PRESIDENT

Maria Bucyk
SECRETARY
(SEAL)

WATERFORD TOWNSHIP BOARD OF
EDUCATION

ATTEST:

BY: Walter L. Lacey
PRESIDENT

Virginia Eppleman
SECRETARY
(SEAL)

SALARY SCHEDULE

1981-1982

	<u>Bachelor's</u>	<u>Bachelor's Plus 15</u>	<u>Bachelor's Plus 30</u>	<u>Master's</u>
1.	\$11,598.	\$11,898.	\$12,198.	\$12,598.
2.	12,220.	12,548.	12,877.	13,315.
3.	12,658.	12,986.	13,315.	13,753.
4.	13,096.	13,424.	13,753.	14,191.
5.	13,567.	13,890.	14,218.	14,656.
6.	14,054.	14,382.	14,711.	15,149.
7.	14,574.	14,902.	15,231.	15,669.
8.	15,094.	15,423.	15,751.	16,189.
9.	15,642.	15,970.	16,299.	16,737.
10.	16,244.	16,572.	16,901.	17,339.
11.	16,901.	17,229.	17,558.	17,996.
12.	17,667.	17,996.	18,324.	18,762.
13.	18,697.	19,025.	19,354.	19,792.
14.	19,792.	20,120.	20,449.	20,887.

SALARY SCHEDULE

1982-1983

	<u>Bachelor's</u>	<u>Bachelor's Plus 15</u>	<u>Bachelor's Plus 30</u>	<u>Master's</u>
1.	\$12,285.	\$12,617.	\$12,949.	\$13,391.
2.	12,815.	13,147.	13,478.	13,920.
3.	13,503.	13,866.	14,229.	14,713.
4.	13,987.	14,350.	14,713.	15,197.
5.	14,471.	14,834.	15,197.	15,681.
6.	14,985.	15,348.	15,711.	16,195.
7.	15,530.	15,893.	16,256.	16,740.
8.	16,104.	16,467.	16,830.	17,314.
9.	16,679.	17,042.	17,404.	17,888.
10.	17,284.	17,646.	18,010.	18,494.
11.	17,949.	18,312.	18,675.	19,159.
12.	18,675.	19,038.	19,401.	19,885.
13.	19,522.	19,885.	20,248.	20,732.
14.	20,660.	21,022.	21,386.	21,870.
15.	21,870.	22,233.	22,596.	23,080.