

Contract no. 344

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CONTRACT AGREEMENT

BETWEEN

GUTTENBERG BOARD OF EDUCATION

AND

GUTTENBERG EDUCATIONAL ASSOCIATION

LIBRARY
INSTITUTE OF MANAGEMENT
AND LABOR RELATIONS

OCT 17 1989

RUTGERS UNIVERSITY

FOR THE PERIOD

SEPT. 1, 1989 - AUGUST 31, 1992

X

TABLE OF CONTENTS

| <u>PAGE</u> | <u>SUBJECT</u> |
|-------------|---|
| 1 | Preamble |
| 2 | Recognition and Definitions |
| 3 | Fair Practices |
| 4 | Administration of Contract |
| 5 | Dues Deduction and Agency Shop Agreement |
| 6 | Negotiations Procedure |
| 8 | Grievance Procedure |
| 12 | Teachers Hours, Assignments, Workloads |
| 13 | Teacher Facilities and Supplies |
| 14 | Salaries |
| 15 | Association Rights and Privileges |
| 16 | School Registers |
| 17 | Personal Days |
| 18 | Absence and Sick Leave |
| 20 | Leaves of Absence Without Pay |
| 22 | Sabbatical Leave |
| 24 | Protection of Teachers |
| 25 | Health Insurance |
| 26 | Positions |
| 27 | Home Instruction |
| 28 | Master's Degree-Tuition Reimbursement |
| 29 | Terminal Leave Pay |
| 30 | Teachers' Rights |
| 32 | Statutory Savings Clause |
| 33 | Boards |
| 34 | Salary Guides |
| 37 | Graduate and Service Differential |
| 38 | Teachers' Aide Salary |

PREAMBLE

THIS AGREEMENT effective Sept.1, 1986 by and between the Guttenberg Board of Education, hereinafter known as the Board, and the Guttenberg Education Association, hereinafter known as the Association, represents the complete and final understanding on all bargainable issues which were or could have been the subject of the negotiations between the parties.

WITNESSETH THAT,

WHEREAS, the Board and the Association acknowledge as their common goal to provide the finest educational opportunities for the children of the Guttenberg school system, and

WHEREAS, the Board and the Association have undertaken negotiations in good faith for the purpose of agreeing on the terms and conditions of employment and grievance procedure,

NOW, THEREFORE, in consideration of the mutual agreements hereinbelow set forth, the parties agree as follows:

1. RECOGNITIONS AND DEFINITIONS

(a) The Board recognizes the Association as the sole and exclusive bargaining agent for all employees of the Board in the bargaining unit.

(b) The bargaining unit shall consist of those employees of the Board who are classroom teachers, special subject teachers, librarians, nurses, guidance counselors, teacher's aides and any other teacher who is employed under a regular full-time contract with the Board. Per diem substitute teachers are excluded from the bargaining unit.

(c) The term "unit" shall mean all members of the bargaining unit.

(d) The term "teacher" shall mean all members of the bargaining unit including teacher's aides.

(e) Use of the masculine noun or pronoun or relative words shall be deemed to include feminine forms.

2. FAIR PRACTICES

(a) The Board agrees to continue its policy of not discriminating against any employee on the basis of race, color, creed, national origin, sex, marital status, domicile, membership or participation, or association with the legal activities of any employee organization.

(b) The Association agrees to continue to admit in accordance with its constitution all members of the Unit and those eligible to be members of the Unit without discrimination on the basis of race, creed, color, national origin, sex or marital status, domicile, and not to discriminate against and to represent equally and without favor or prejudice all members of the Unit and those eligible to be members of the Unit without regard to membership or participation in any employee organization.

3. ADMINISTRATION OF CONTRACT

(a) No teacher shall engage in teacher organization activities during work time, except that Association officers shall be permitted to engage in mutually scheduled negotiation sessions with the Board, or its designated representatives, if such are held on school time, with no loss in regular pay.

(b) The Board and the bargaining agent shall make available upon written request to each other any available public information, statistics, or records which are relevant to negotiations.

4. DUES DEDUCTION AND AGENCY SHOP AGREEMENT

(a) The Board agrees to continue its practice of deducting monthly Association membership dues from the pay of those employees who individually request, in writing, that such deduction be made. The amounts to be deducted shall be certified to the Board by the Association and the aggregate deductions of all employees shall be remitted to the Association in accordance with current practice.

(b) The Board agrees to implement an agency shop in accordance with Chapter 477 of the Laws of 1979, with a representation fee for non-members ^{to} up/ the maximum permitted by State law. In exchange for the implementation of said agency shop, the Association hereby agrees to hold the Board harmless against any and all claims, suits, or other liability which may occur as a result of the implementation of this agency provision.

5. NEGOTIATIONS PROCEDURE

(a) The Board and the Association agree to enter into negotiations over a successor Agreement in accordance with the rules and regulations of the Public Employment Relations Commission. Each party shall be free to propose and negotiate with regards to all appropriate subjects which it desires to place before the other for consideration. Any Agreement so negotiated shall incorporate all rights and obligations assumed by each party, and reflect the complete and final understanding on all bargainable issues which were, or could have been, brought to the bargaining table. Such Agreement shall apply to all members of the negotiating unit and the employer, shall be reduced to writing, and after ratification by the Association and the Employer, shall be signed by all parties.

(b) Neither party in any negotiations shall have control over the selection of the negotiation representatives of the other. The parties mutually agree that their representatives shall be clothed with all necessary power and authority to make proposals, consider proposals, and make counter-proposals in the course of negotiations, consistent with their status as representatives of their principals, and subject to ratification by the principals.

NEGOTIATIONS PROCEDURE (CONT'D)

(c) During its term, this Agreement shall not be modified in whole or in part by the parties, except by mutual agreement to re-open for negotiations and by a written amendment duly executed by both parties.

6. GRIEVANCE PROCEDURE

(a) Definition: Any difference or dispute between the Board and the Unit relating to the terms of this Agreement, its interpretation or application or enforcement, or administrative decisions or Board policies affecting terms and conditions of employment existing as of Sept. 1, 1986, shall be subject to the following procedures which shall be resorted to as the sole means of obtaining adjustment of disputes which shall hereinafter be referred to as a "grievance".

As used in this paragraph the term Unit shall include:

- (1) An individual employee who is a member of the unit, or
- (2) A group of employees who are members of the Unit having the same grievance, or
- (3) the Guttenberg Education Association.

(b) PROCEDURES:

(1) An employee and an Association representative (if the employee so desires) shall first discuss the problem with the Principal/Superintendent of Schools. If the employee does not wish to be represented by the Association he may be accompanied by another representative of his own choice. If the matter is not satisfactorily adjusted within two school days, the employee shall submit a written grievance within five school days thereafter to the Principal/Superintendent of Schools.

(2) The Principal/Superintendent of Schools may request a meeting with the employee and representative prior to making his decision, but, in any event, must render his decision

GRIEVANCE PROCEDURE (CONT'D).

In writing with copies to the employee and the Association within five school days of the submission of the grievance to him.

(3) If the employee is dissatisfied with said decision or if no decision is rendered within said time limit, the employee and the Association may construe the failure of the Principal/ Superintendent of Schools to act as a denial of the grievance. The employee may, within five school days, appeal in writing to the Board of Education, provided, that the grievance involves a violation of the specific and express terms of this agreement only. No other grievances shall be permitted to proceed beyond step 2. The Board shall consider the grievance at its next regular meeting unless said regular meeting occurs within five school days of the receipt of such appeal in which event, it shall consider the grievance at the following regular meeting of the Board. It shall render a decision in writing to the employee and the Association within five days of such consideration. In the event the Board fails to render a decision within the five day limit prescribed herein, the employee and the Association may construe the failure of the Board to act as a denial of the grievance.

(c) ARBITRATION

(1) In the event a dispute or difference in (a) above shall not have been settled and is not precluded under the procedures in (b) above, the Association may appeal the matter to arbitration by making a

written application to the Public Employee Relations Commission (PERC) within ten school days of the Board's decision requesting that an arbitrator be appointed to hear and determine the grievance. The parties may agree upon any other arbitrator. The arbitrator so appointed shall have full power to hear and determine the grievance and his decision shall be final and binding upon the parties.

(2) It is agreed that the arbitrator may not change, modify, alter, suggest, add to, or subtract from the provisions of this agreement. No dispute arising out of any question pertaining to the renewal of this Agreement shall be subject to the arbitration provisions of this agreement.

(3) The arbitrator shall have the power to make appropriate compensatory awards.

(4) No provisions of this contract which are stated as a matter of policy shall be subject to arbitration.

(5) The arbitrator is bound by applicable law and regulation.

(d) GENERAL PROVISIONS:

(1) Any grievance, as defined in (a) above, not presented for disposition through the grievance procedures described under (b) above within five school days of the occurrence of the condition giving rise thereto, shall not thereafter be considered acceptance by the employee of the decision rendered and such decision shall thereafter be binding upon the employee and the

GRIEVANCE PROCEDURE (CONT'D.)

and the Association. The time limits specified at any step may be extended in any particular instance by written agreement between the Board and the Association.

(2) Any employee may file for arbitration in an individual capacity, but in such case the cost shall be borne by the individual employee.

(3) Hearings held under the procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses, entitled to be present to attend. When such hearings are during school hours all employees who are required to be present at the hearings shall be excused with pay for that purpose.

(4) The Association shall have the right to initiate a grievance or appeal from the disposition of a grievance of an employee at any step of this procedure.

(5) If a grievance arises or is processed during summer recess, "school days" as used in this contract shall be defined as work days (Monday through Friday, minus legal holidays).

7. TEACHER HOURS, ASSIGNMENTS, WORKLOADS

(a) Teachers shall be in the school building at 8:30 A.M. and in their rooms no later than 8:40 A.M., unless assigned line duty. Teachers are permitted to leave the building at 3:15 P.M. Teachers shall have a daily duty-free lunch period of at least 45 minutes duration. On Fridays, or on days preceding holidays or vacations, the teacher's day shall end at the close of the pupils' day unless teachers are required to stay to meet with and receive parents.

(b) Parent-Teacher conference shall be scheduled between the hours of 3:00 P.M. and 3:30 P.M. whenever possible, with the exception of Parent-Teacher Night.

(c) There shall be a one-session on Parent-Teacher Night.

(d) Whenever a representative of the Association or any teacher is scheduled by the parties to participate in negotiations, grievance proceedings, conferences, or meetings, during working hours, he shall suffer no loss of pay for such participation.

(e) The Board will attempt to continue to move toward attainment of an ultimate goal of allocating twenty five (25) pupils per class.

8. TEACHER FACILITIES AND SUPPLIES:

(a) The Board agrees to provide each teacher with space within his instructional area in which the teacher may store his instructional material and supplies.

(b) The Board shall provide faculty members with a faculty lounge. Teachers shall be expected to exercise reasonable care in maintaining the appearance and cleanliness of said lounge. The lounge shall be regularly maintained by the school's custodial staff.

(c) The Board shall make every effort to provide free and adequate off-street paved parking for teaching staff members. The Board will not be responsible however, for vandalism, damage caused by other vehicles, damage caused by occupants of the school yard, damages caused by broken glass or other debris, or the acts of third parties. The custodial staff will to the best of their ability keep the areas so designated as parking areas clean of all broken glass, debris, and ice and snow.

(d) The Board shall provide suitable closet space for each teacher for the storage of coats, boots, and other personal articles.

9. SALARIES

(a) Each teacher employed on a ten month basis shall be paid in twenty (20) equal semi-monthly installments on, or before, the 15th and 30th day of the month, prior to lunch hour whenever possible.

(b) When a pay day falls on, or during, a school holiday, vacation, or weekend, teachers shall receive their paycheck on the last previous working day whenever possible, unless notified otherwise.

(c) Each teacher shall receive his final pay on the last working day in June.

(d) A voluntary program of tax-sheltered annuities shall be adopted by the Board.

(e) Teachers may individually elect to have Washington National Insurance, U.S. Savings Bonds, or Hudson County School Employers Federal Credit Union, contributions deducted from their salaries.

(f) Notwithstanding the provisions of (a) above, a teacher shall have the option of participating in the following payment schedule:

Payment on a twelve month basis in twenty-four (24) equal semi-monthly installments pursuant to (a) above and (b) above with regard to date and time of payment for the period September - June; during the months of July and August the installments shall be paid on the 15th and 30th of each month. Teachers shall have the option of receiving payment at the Board Office or via mail. The teacher shall, prior to the end of the school year, notify the Secretary of his election and shall provide the Board with four (4) self-addressed stamped envelopes to be used for the purpose of mailing the payments.

11. ASSOCIATION RIGHTS AND PRIVILEGES:

(a) The Board agrees to furnish to the Association upon written request all available information concerning the financial resources of the district which are public records, including: annual financial reports and audits, register of certified personnel, agendas, and minutes of all board meetings, census data, names and addresses of all teachers and such other information that shall enable the Association to develop programs on behalf of teachers. With regard to information required to process a grievance, the Association shall present a written request setting forth the precise information so required. The Board shall make every reasonable effort to comply with said request, subject to a written waiver provided by the bargaining unit member for access to his/her personnel record.

(b) Use of School Buildings: The Association and its representatives shall be permitted to use school buildings at reasonable hours provided that adequate advanced notice is given to the Principal/Superintendent of Schools and further provided that the facilities are available for use at the times so requested.

(c) Bulletin Board: The Association shall have the right to use the Bulletin Board in the teachers' room for any and all materials pertinent to Association matters.

12. SCHOOL REGISTERS.

A central attendance register shall be maintained in the school system. All teachers will cooperate in the initial organization of the central register.

13. PERSONAL DAYS

(a) All unit members shall be allowed two absences per year for personal reasons. Three days prior written notice of absence for personal reasons shall be required in all cases except in emergency situations in which case the Principal/Superintendent of Schools shall grant or deny said request at his discretion.

(b) No deduction of salary will be made for the personal day absence mentioned herein.

(c) Personal days shall be accumulative as sick days.

14. ABSENCE AND SICK LEAVE:

(a) All full time unit members shall be entitled to ten sick days during each school year. Unit members shall be given written statement of accumulated sick leave days at any time during the month of September upon request to the Principal/ Superintendent of Schools. Unused sick leave days shall be accumulated from year to year with no maximum limit. Any employee absent for three or more consecutive work days shall be required to submit medical evidence substantiating his illness and the prognosis for recovery before salary payment for said days shall be forthcoming.

If the absence of a tenured unit member due to personal illness exceeds ten days plus the accumulated sick leave, the Board agrees to pay the unit member his full salary less the full amount of a substitute's pay for a period not to exceed fifty (50) days in accordance with State law. Any further payment of salary shall be at the discretion of the Board. The daily rate of substitute pay to be deducted from the salary of unit members who are not classroom teachers shall be determined by the Board in each individual case.

(b) No deduction shall be made in a unit member's salary for the following absences:

(1) Death in the immediate family provided that such absence shall be fixed from date of death until one day beyond burial, inclusive, extension of said period being at the sole discretion of the Board. Immediate family is defined as parent,

ABSENCE AND SICK LEAVE (CONT'D.)

spouse, brother, sister, child, mother-in-law, father-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, grandparent, grandchild, or any relative who makes his home with the unit member. In case of death of a relative other than those defined above an absence of two days will be allowed without loss of salary.

2. Unit members who are absent due to illness from contagious disease (such as measles, mumps, chicken pox) contracted while serving in the school shall suffer upon presentation of a doctor's certificate no loss of pay or sick days.

3. Two sick leave days shall be granted to a unit member excluding teacher aides for taking care of a member of his immediate family which shall include spouse, unmarried child or parent, if no one else in their residence is capable for this purpose. Family illness days shall not be accumulative.

4. Teachers shall be entitled to two (2) days for the purpose of visiting other schools and attending meetings or conferences of an educational nature provided the leave is approved by the Principal/Superintendent of Schools. The time period may be extended upon approval of the Board.

(c) The Board agrees to continue its existing policy of compensating unit members who serve as substitutes during preparation periods:

6 preparation periods = one sick day

(d) As of Sept. 1990 - A staff member will have the option of collecting the substitute's pay or a sick day, when the staff member accumulates 6 substitute periods. All staff members shall prior to the end of the school year notify the office of his selection of method of payment.

15. LEAVES OF ABSENCE WITHOUT PAY

(a) Maternity/Child - Adopting Leave

1) A tenured unit member may apply to the Board for a leave at any time prior to the expected date or adoption of a child. Tenured unit members adopting a child or children shall be eligible for leave. The unit member shall give reasonable written notice to the Board and shall provide the dates upon which leave is to commence and terminate. The requested leave may be granted except that the Board reserves the right to modify the requested dates upon a determination that a grant of leave for said date(s) would substantially interfere with the administration of the school provided that any such modification is not medically contradicted.

2) Maternity Leave - A unit member must return Sept. 1st or Feb. 1st and notify Board by April 30th of the previous school year.

3) Following the grant of the initial leave of absence, the approved commencement or termination dates may be further extended or reduced upon application to the Board in accordance with the procedures contained in (1) above.

4) A unit member returning from leave shall be entitled to all benefits to which unit members returning from other types of sick or disability leave would be entitled.

(b) Armed Forces Leave

Any unit member under tenure who may enlist or be conscripted into the armed Forces of the United States for service or training, shall make application for military leave. He shall be reinstated to this position in the system with full credit

including annual increment under the salary schedule, upon written request supported by competent proof that said applicant is fully qualified to perform the duties of said position. The application for reinstatement shall be made within a reasonable time after discharge or release from military service and no later than ninety (90) days after release or discharge.

(c) All unit members returning from leaves of absence without pay with the exception of those entering the Armed Forces will return to the system on the next step of the appropriate salary guide above the one on which he was granted his leave with no loss of seniority.

SABBATICAL LEAVE

A leave of absence for the purpose of study may be granted by the Board in its discretion to any member of the teaching staff who has performed continuous and satisfactory service in the public school of Guttenberg for a period of nine (9) years, the nature and scope of the study must be approved by the Superintendent of Schools and the Board of Education.

A teacher to whom this leave of absence is granted shall be eligible for promotion in salary as if on active duty.

A leave of absence for study granted under this rule shall be for a period of one (1) year and shall receive as compensation one half ($\frac{1}{2}$) his or her monthly salary for each month during the continuance of such leave.

Application for leave of absence for study shall be presented to the Superintendent of Schools at least four (4) months before the beginning of the desired leave. The applicant shall sign a contract to serve in the public school of Guttenberg for at least three (3) years after expiration of the leave. The Superintendent shall report these applications, with recommendations to the Board at its next meeting.

The Board of Education shall require all teachers to whom leave of absences are granted for study under these rules to carry out fully all the details of the program of study presented in the application for leave, and refrain from

engaging in any remunerative occupation during the continuance of the leave of absence. Tuition grants, scholarship, grants in-aid, federal grants or stipends, etc. shall not be considered as remuneration. Teachers on leave for study shall present to the Superintendent of Schools at such time as he may require certificates signed by proper authorities, of the beginning, continuance and completion of the course of study chosen.

For its own protection and the protection of the school system, the Board will, in any case of violation, terminate the leave of absence and will regard such violation as evidence of conduct unbecoming a teacher, within the purview of the Tenure of Office Act.

In addition to the above procedures, unit members found in violation of this agree to reimburse the Board for all salary paid during the sabbatical.

17. PROTECTION OF TEACHERS:

(a) Teachers shall report immediately cases of assault suffered by them in connection with their employment to their Principal/Superintendent of Schools or other immediate superior.

(b) 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 and will assist in every way possible to help the teacher obtain reimbursement for the reasonable costs of any clothing or any other personal property damaged or destroyed as a result of said assault, providing it is determined by the arbitrator and/or a court of competent jurisdiction, as applicable, that such injury or legal proceeding was not the fault of the teacher.

(c) When an absence arises out of said assault or injury, the teacher shall be entitled to full salary and other benefits for the period of such absence but shall not forfeit any sick leave or personal leave as a result thereof.

18. HEALTH INSURANCE

(a) The Board shall make available to unit members coverage under the New Jersey Public School Employees Health Benefits Plan, including Rider J, Major Medical, Prescription Plan, Dental Plan and Optical Plan.

(b) The Board shall pay the premium for each unit member and in appropriate cases shall pay for family plan coverage.

19. POSITIONS

Salary Schedule of extracurricular activities moderators and coaches will be made available to all request it from Chief School Administrator.

20. HOME INSTRUCTION

Teachers who are assigned to home tutoring shall be paid at the rate of fifteen (\$15.00) Dollars per hour and shall receive payment for services rendered in a separate payroll check.

Assignments to be made on a rotating basis if there are no volunteers.

Assignments are to be made by the Chief School Administrator.

21. MASTER'S DEGREE - TUITION REIMBURSEMENT

The Board agrees to reimburse teachers fifty (50%) percent of the tuition cost of pre-approved graduate level courses leading to an infield Master's Degree. The reimbursement rate is established at the tuition costs of a graduate level course at Jersey City State College. The parties agree reimbursement will be paid only upon successful completion of the course, and provided the teacher had the written approval of the Superintendent prior to enrollment.

22. TERMINAL LEAVE PAY

Upon retirement, death, or separation from the Guttenberg School System any unit member excluding teachers' aides who is vested in the New Jersey Teachers' Pension and Annuity Fund shall receive one half (1/2) days' pay of the minimum teacher's salary for each accumulated sick day.

A days pay is equal to one-two hundredth (1/200) of the minimum teacher's salary.

The method of payment of terminal leave submitted in writing, shall be at the discretion of the leaving staff member.

23. TEACHERS' RIGHTS

(a) No teacher shall be disciplined, reprimanded, reduced in rank or compensation, or deprived of any professional advantage without just cause except as otherwise provided by statute. Any such action asserted by the Board, its agent or representative, shall be subject to the grievance procedure herein set forth unless jurisdiction is preempted by statute.

(b) Whenever any teacher is required to appear before the Principal/Superintendent of Schools, Board, or any committee or member thereof, concerning any matter which would adversely affect the continuation of that teacher's office, position, or employment or the salary or any increments pertaining thereto, then said teacher shall be given three school days prior written notice of the reasons for such meeting(s) or interview(s). The teacher shall be entitled to have a representative of his own choosing present to advise him at all such meetings and/or interviews.

(c) Any criticism or questioning by a supervisor, administrator, or Board member as to a teacher's performance and/or the teacher's instructional methodology shall be made in confidence and not in the presence of students, parents, peers, or other public gatherings.

(d) Any complaint regarding a teacher made to any member of the Administration by any parent, student, or other person, which does or may influence the evaluation of the teacher shall be

processed in the following manner:

1) The Principal/Superintendent of Schools shall meet with the teacher to apprise the teacher of the full nature of the complaint and shall attempt to resolve the matter informally.

2) The teacher shall have the right to be represented at any and all such meetings or conferences involving the complaint.

24. STATUTORY SAVINGS CLAUSE:

Nothing contained herein shall be construed to deny or restrict to either party to this agreement such rights as it may have under the laws of the State of New Jersey or other applicable laws or regulations.

25. BOARDS:

The Board, on its behalf, hereby retains and reserves unto itself all powers, rights, authorities, duties and responsibilities conferred upon and vested in it by the Laws of the Constitution of the State of New Jersey and the United States, including all Laws, Rules and Regulations of the State Department of Education and the Commissioner of Education of the State of New Jersey, and the provisions of this agreement shall be construed in the light of the management prerogatives vested in the Board by the foregoing legal authorities.

SALARY SCHEDULE

TEACHERS

1989-90

| <u>STEP</u> | <u>SALARY</u> |
|-------------|---------------|
| 1 | 20,500 |
| 2 | 21,100 |
| 3 | 22,000 |
| 4 | 22,470 |
| 5 | 23,540 |
| 6 | 24,075 |
| 7 | 24,664 |
| 8 | 25,252 |
| 9 | 26,376 |
| 10 | 27,713 |
| 11 | 29,051 |
| 12 | 30,709 |
| 13 | 32,368 |
| 14 | 34,026 |
| 15 | 36,380 |
| 16 | 38,600 |
| 17 | 42,100 |

SALARY SCHEDULE

TEACHERS

1990-91

| <u>STEP</u> | <u>SALARY</u> |
|-------------|---------------|
| 1 | ----- |
| 2 | ----- |
| 3 (1) | 22,788 |
| 4 (2) | 23,760 |
| 5 (3) | 24,268 |
| 6 (4) | 25,423 |
| 7 (5) | 26,000 |
| 8 (6) | 26,637 |
| 9 (7) | 27,272 |
| 10 (8) | 28,486 |
| 11 (9) | 29,930 |
| 12 (10) | 31,375 |
| 13 (11) | 33,166 |
| 14 (12) | 34,957 |
| 15 (13) | 36,748 |
| 16 (14) | 39,290 |
| 17 (15) | 41,717 |
| 18 (16) | 44,000 |
| 19 (17) | 45,468 |

The parties agree that in order to reduce the maximum # of Steps Adjustment on Guide applies to current teachers as well as future teachers. i.e. Step 11 becomes Step 9 effective Sept. 1990 and permanently thereafter.

SALARY SCHEDULE

TEACHERS

1991-92

| <u>STEP</u> | <u>SALARY</u> |
|-------------|---------------|
| (1) | 23,500 |
| (2) | 24,838 |
| (3) | 25,898 |
| (4) | 26,452 |
| (5) | 27,711 |
| (6) | 28,341 |
| (7) | 29,034 |
| (8) | 29,726 |
| (9) | 31,050 |
| (10) | 32,624 |
| (11) | 34,199 |
| (12) | 36,151 |
| (13) | 38,103 |
| (14) | 40,055 |
| (15) | 42,826 |
| (16) | 45,472 |
| (17) | 49,560 |

POST GRADUATE CREDITS

| | 1989-90 | 1990-91 |
|---------|---------|---------|
| BA + 15 | \$600 | \$600 |
| BA + 30 | \$1000 | \$1200 |
| MA | \$2360 | \$4000 |

| | | |
|----------------------|-----------------------|------|
| Effective Sept. 1989 | LONGEVITY | |
| | 15-18 | 400 |
| | 19-24 | 2550 |
| | 25-29 | 2700 |
| | 30-34 | 3100 |
| | 35+ | 3600 |
| As of September 1990 | LONGEVITY TO INCREASE | |
| | 15-18 | 600 |
| | 19-24 | 2750 |
| | 25-29 | 3000 |
| | 30-34 | 3400 |
| | 35+ | 3900 |

A unit member who obtains the above mentioned credits of Master's Degree before September 1 of any given year shall have his salary increased on September 1; in the event the credits or degree is obtained after September 1 of any given year the salary shall be increased on February 1 of the following year if accompanied by a transcript or official document from a department head indicating successful completion of courses.

SALARY GUIDE

TEACHERS' AIDES

| <u>1989-1990</u> | <u>1990-1991</u> | <u>1991-1991</u> |
|------------------|------------------|------------------|
| 1 6400 | 1 6500 | 1 6700 |
| 2 7200 | 2 6912 | 2 7085 |
| 3 7200 | 3 7776 | 3 7534 |
| 4 8000 | 4 8000 | 4 8476 |
| 5 8000 | 5 8640 | 5 8720 |
| 6 8000 | 6 8640 | 6 9418 |
| 7 8000 | 7 8640 | 7 9418 |
| 8 8800 | 8 8800 | 8 9418 |
| | 9 9504 | 9 9592 |
| | | 10 10,359 |

| <u>LONGEVITY</u> | <u>EFFECTIVE SEPT. 1990</u> |
|------------------|-----------------------------|
| 10-11 yrs | \$200 |
| 12-13 yrs | 400 |
| 14-15 yrs | 600 |
| 16+ | 800 |

IN WITNESS WHEREOF the parties hereto have caused this Agreement to be signed by President and Secretary and the Board has caused this Agreement to be signed by its President, attested by its Secretary, and its corporate seal to be placed hereon this 19th day of April 1989.

ASSOCIATION

By: Robert A. Rainone
Its President

By: Donna Marie Angbranski
Its Secretary

BOARD OF EDUCATION

By: Charles A. Hoch
Its President

By: Joseph Mentore
Its Secretary

