

**AGREEMENT BETWEEN THE  
SPRING LAKE EDUCATION ASSOCIATION**

**AND THE  
SPRING LAKE BOARD OF EDUCATION**

**1988 - 1990**

## TABLE OF CONTENTS

### Agreement Between the Spring Lake Education Association and the Spring Lake Board of Education 1988-1990.

	<u>Page No.</u>
Article 1 - Recognition	1
Article 2 - Negotiations of Successor Agreement	2
Article 3 - Grievance Procedure	3
Step 1 - Informal Meeting with the Superintendent	3
Step 2 - Written Grievance	3
Step 2 - Written Grievance - continued	4
Step 3 - Formal Meeting with the Board of Education	4
Step 4 - Arbitration	4
Step 4 - Arbitration - continued	5
Step 4 - Arbitration - continued	6
Article 4 - Rights and Responsibilities of the Board of Education	7
Article 5 - Association Rights and Privileges	8
Article 5 - Association Rights and Privileges - continued	9
Article 6 - Teacher Work Year	10
Article 7 - Teaching Hours	11
Article 8 - Non-Teaching Duties	12
Article 9 - Teacher Employment	13
Article 9 - Teacher Employment - continued	14
Article 10 - Teacher Assignments and Transfers	15
Article 11 - Joint Faculty-Board Educational Committee	16
Article 12 - Teacher Evaluation	17
Article 13 - Sick Leave Pay	18
Article 14 - Temporary Leave of Absence	19
Article 14 - Temporary Leave of Absence - continued	20
Article 14 - Temporary Leave of Absence - continued	21
Article 15 - Maternity Leave	22
Article 16 - Insurance	23
Article 17 - Professional Development and Educational Improvement	24
Article 18 - Miscellaneous Provisions	25
Article 18 - Miscellaneous Provisions	26
Teacher's Salary Guide - 1988-1989 - 1989-1990	
Schedule B - 1988-1989 - 1989-1990	

ARTICLE 1 - RECOGNITION

A. The Spring Lake Board of Education (hereinafter referred to as the "Board") recognizes the Spring Lake Education Association (hereinafter referred to as the "Association") as the sole and exclusive collective bargaining representative for all Teachers, Administrative Assistant, and the School Nurse, excluding custodians, per diem substitute teachers, office employees, supervisory personnel, and secretaries.

B. Unless otherwise indicated, the term "teachers", when used hereinafter in this agreement, shall refer to all professional employees represented by the Association in the bargaining unit as defined above.

ARTICLE 2 - NEGOTIATION OF SUCCESSOR AGREEMENT

The parties agree to enter into negotiations for a Successor Agreement by October 1, of the calendar year in which this agreement expires, or as soon thereafter as is reasonably possible.

### ARTICLE 3 - GRIEVANCE PROCEDURE

For the purpose of this agreement a grievance is defined as a claim by a teacher or the Association based upon the interpretation, application or violation of this agreement, policies, or administrative decisions affecting the terms and conditions of employment of a teacher or a group of teachers, arising after the execution of this agreement and prior to the termination of this agreement, with the exception of those subjects specifically excluded by this agreement from the grievance procedure as provided for in Articles 9, 10, 13 and 14 of this agreement.

Grievances shall be processed immediately in accordance with the provisions herein set forth.

#### Step 1 - Informal Meeting with the Superintendent

A teacher having a grievance, with or without an association representative present, shall first discuss it with the Superintendent. The Superintendent shall give his answer within three (3) school days. A grievance under Step 1 must be taken up with the Superintendent within ten (10) school days after the grievance arises or the grievance shall be deemed to be waived.

#### Step 2 - Written Grievance

If the answer given in Step 1 is not satisfactory, the grievant may submit a written grievance to the Association Grievance Committee. The written grievance must be submitted by either the Grievance Committee, or the grievant, to the Superintendent within three (3) school days after the Superintendent's answer in Step 1 or the grievance shall be deemed waived.

Step 2 - Written Grievance - continued

A formal meeting may then be called between the Superintendent, the grievant, and/or, the Chairman of the Grievance Committee within two (2) school days to discuss the grievance.

The Superintendent shall render a decision of the grievance within three (3) school days after this meeting.

Step 3 - Formal Meeting with the Board of Education

If the grievance is not satisfactorily received under Step 2, the grievant or the Grievance Committee may submit a written grievance to the Board and arrange a meeting to be held with the Board within five (5) school days. A written grievance must be submitted to the Board within three (3) school days after the Superintendent's decision in Step 2, or else the grievance shall be deemed waived.

The Board will render a written decision of the grievance within ten (10) school days after the meeting.

The decision of the Board, on any grievance, except those which may be subject to arbitration, shall be final and binding on the parties and the grievant, subject to the provisions of the New Jersey Education Law, Title 18A, New Jersey Statutes and existing legislation.

Step 4 - Arbitration

For the purpose of the arbitration provisions of this agreement, a grievance is defined as, and is expressly limited to, a dispute, complaint or misunderstanding arising out of the express written provisions of this agreement, and occurring during the term of this agreement, with the exception of those subjects specifically excluded from the grievance procedure by this agreement, as provided in Articles, 9, 10, 13, and 14, of this agreement.

Step 4 - Arbitration - continued

If a grievance involving a dispute, complaint, or misunderstanding, regarding wages, hours or working conditions, arising out of the express written provisions of this agreement is not satisfactorily resolved under Step 3, then the grievant may, within three (3) school days after the decision by the Board, request, in writing, the Association Grievance Committee to submit the grievance to arbitration. If this written request is not timely filed, the grievance shall be deemed waived. Only the Association Grievance Committee, if they determine that the grievance is meritorious, may submit the grievance to arbitration within five (5) school days after receipt of a request by the aggrieved person.

If the Association Grievance Committee does not submit the grievance to arbitration within five (5) school days of the written request to submit the grievance to arbitration, the grievance shall be deemed waived.

Within ten (10) school days after such written notice of submission to arbitration, the Board and the Association Grievance Committee may agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator within the specified period, then the selection of an arbitrator and the arbitration shall proceed through the voluntary labor arbitration rules of the Public Employment Relations Commission.

Step 4 - Arbitration - continued

The arbitrator's award shall be in writing and shall set forth the findings of fact and conclusion(s) on the issue(s) submitted to him. The jurisdiction and authority of the arbitrator and his award shall be limited by the submission, and confined exclusively to the interpretation of the explicit provision or provisions of this agreement at issue between the Association and the Board. The arbitrator shall have no authority to add to, detract from, alter, amend, or modify the provisions, terms, or conditions of this agreement or impose on any party hereto, a limitation or obligation nor explicitly provided for in this agreement. The arbitrator shall have no authority to make any award contrary to or inconsistent with existing laws.

The arbitrator shall have the authority to order or deny reinstatement of a teacher with or without back pay in full or part. In the event there is an award of any back pay, any earnings of the teacher during his period of unemployment shall be offset and deducted from the arbitrator's award.

The Association and the Board shall share equally, the payment of the fees and expenses of the arbitrator and any expenses of the Public Employment Relations Commission.



**ARTICLE 4 - RIGHTS AND RESPONSIBILITIES OF THE BOARD OF EDUCATION**

In order to carry out its responsibilities for the development and operation of programs, providing the best possible educational opportunity for the students of the Spring Lake School District, consistent with community resources, the Board retains and reserves unto itself all necessary powers, rights, authority, duties, and responsibilities conferred upon and vested in the Board by law.

The exercise of the foregoing powers, rights, duties, and responsibilities by the Board shall be the exclusive prerogative of the Board except as otherwise limited by express provisions of the agreement or law.

ARTICLE 5 - ASSOCIATION RIGHTS AND PRIVILEGES

A. The Board agrees to make available to the Association minutes of all Board meetings as they become available to the Board.

B. When, at the request or approval of the Superintendent or the Board, an Association representative, and/or, teacher, participates during working hours in negotiations or in any step of the grievance procedure, he shall suffer no loss in pay.

C. The Association and its representatives shall have the right to use school buildings at all reasonable hours for meetings, provided there are no additional costs involved in making available the buildings or necessary services, and the buildings and services are available. Any additional costs incurred as a result of furnishing such buildings or services shall be borne by the Association. The Superintendent shall be notified in writing 24 hours in advance of the time and place of such meetings.

D. The Association shall have the right to use school facilities and equipment, including typewriters, mimeograph machines, other duplicating equipment, calculating machines, and all types of audio-visual equipment at reasonable times, when such equipment is not otherwise in use. The Association shall provide all materials and supplies used and shall pay for any repairs necessitated as a result of misuse.

E. Names and addresses of new teachers shall be released to the Association upon appointment, after a request for such information is made by an appropriate Association representative.

Article 5 - Association Rights and Privileges - Continued

F. Duties and responsibilities of teachers involving student supervision outside of regular class work shall be clearly explained to all teachers. This provision shall in no way restrict the assignment of temporary duties when conditions require as determined by the Superintendent or the Board.

G. Upon presentation of duly executed authorization by the teachers, the Board shall deduct from the first pay of each month, the monthly Association dues, and remit them to an appropriate official of the Association who certifies in writing that he or she is authorized to collect said dues.

ARTICLE 6 - TEACHER WORK YEAR

The in-school work year for teachers employed on a ten (10) month basis (other than new personnel, who may be required to attend an additional two (2) days of orientation), shall not exceed one hundred eighty-five (185) days, unless increased by State Law.

The in-school work year shall include days when pupils are in attendance, orientation days, and any other days on which teacher attendance is required.

ARTICLE 7 - TEACHING HOURS

The normal in-school work day shall consist of a maximum of 6 3/4 hours. The starting and terminal time of the in-school work day to be determined by the Board in its sole judgement and discretion.

Teachers shall not be required to perform lunchroom or playground duties during their forty minute lunch period, except as may be necessitated by emergency conditions.

Teachers may leave five minutes after the dismissal bell on school days ending the school week.

Teachers may be required to remain until 3:45 p.m., without additional compensation, at the request of the Board and/or Superintendent, for the purpose of attending faculty meetings, professional meetings, meetings with parents, and giving additional assistance to the students, when circumstances so warrant.

Notwithstanding the foregoing, teachers may be required to remain until 3:25 p.m., without additional compensation, at the request of, and for any purpose within the discretion of the Board and/or Superintendent.

## ARTICLE 8 - NON-TEACHING DUTIES

A teacher may use his automobile for school business, providing he gets advance written approval of the Superintendent. In such a case, he shall be reimbursed at a rate of twenty cents (20¢) per mile for the use of his automobile.

Whenever circumstances reasonably permit, teachers shall not be required to correct standardized tests on a school-wide basis.

Teachers shall not be required to maintain State Registers of attendance.

Teachers will be reimbursed at the rate of up to \$110.00 per credit hour but not more than the cost of the graduate credit, to a maximum of six credit hours per year, for undergraduate or post-graduate courses taken in a field related to the area of teacher's responsibility.

To be eligible for reimbursement under this article, the teacher must achieve a course grade of at least a "B" (or "Pass" in Pass/Fail course). Courses must be approved in advance by the Superintendent and Board which approval shall not be unreasonably withheld. Courses taken for certification cannot be included.

ARTICLE 9 - TEACHER EMPLOYMENT

A. The Board may in its sole discretion grant to a teacher, upon initial employment, or anytime prior to the time a teacher is granted tenure, salary credit for outside teaching experience in a public school or private school in accordance with the following formula:

One (1) year of salary credit for each of the first five (5) years of outside teaching experience. One-half ( $\frac{1}{2}$ ) year of salary credit for each of the next ten (10) years of outside teaching experience.

It is understood and agreed that the granting of such salary credit prior to a time a teacher is granted tenure is within the sole and exclusive discretion of the Board, and any such decision of the Board shall be final and binding and excluded from the grievance procedure in the Agreement.

B. Upon the granting of tenure to any teacher, said teacher shall receive salary credit for outside teaching experience in a public or private school in accordance with the following formula:

One (1) year of salary credit for each of the first five (5) years of outside teaching experience. One-half ( $\frac{1}{2}$ ) year of salary credit for each of the next ten (10) years of outside teaching experience.

Article 9 - Teacher Employment - continued

It is understood and agreed that it is the Board's sole and exclusive right, duty, and responsibility to decide on the granting of tenure for any teacher, and such decision by the Board to grant tenure or not, shall be final and binding and shall be excluded from the grievance procedure of this Agreement, and the foregoing paragraph (B) shall in no way infringe on the Board's sole and exclusive right, duty, and responsibility in this area:

C. Teachers who leave the Spring Lake School District, and who are rehired by the Board, shall upon rehire receive the following salary credit for outside teaching experience during such an absence:

One (1) year of salary credit for each of the first five (5) years of outside teaching experience in a public or private school.

One-half ( $\frac{1}{2}$ ) year of salary credit for each of the next ten (10) years of outside teaching experience in a public or private school.

D. Returning teachers shall be notified of their contract and salary status for the ensuing year no later than April 30th.

Within twenty (20) days after receipt of their contract for the ensuing year, teachers must return their signed contract to the Superintendent. If a signed contract is not returned by any teacher within said twenty (20) days, it is automatically considered as though said teacher has rejected his contract for the ensuing year.



ARTICLE 10 - TEACHER ASSIGNMENTS AND TRANSFERS

The parties agree that the Board has and retains the sole right, jurisdiction, authority, and responsibility to hire, assign, promote, transfer, whether voluntarily or involuntarily, teachers within the School District and to assign classes and room assignments to teachers and to maintain the efficiency of the School District. Any decision of the Board as to the hiring, promotion, assignment, or transfer, whether voluntarily or involuntarily, of a teacher or as to the assignment of classes, subject assignment or rooms, shall be final and binding on the parties and shall be excluded from the grievance procedure of this Agreement.

All teachers shall be given written notice of their salary schedules, class, and or subject assignments for the forthcoming year no later than April 30, and notice of their room assignments no later than June 1.

New teachers shall be given notice of assignments as soon as practicable, and except in cases of emergency, no later than July 1.

If the Board in its discretion changes such schedules, class, and/or subject assignments, or room assignments, the teacher affected shall be so notified of the reasons therefor.

Teachers presently employed in the school system may be given preference for teaching vacancies. When teaching vacancies or new teaching positions occur, they shall be posted on the bulletin board.

If the Board, in its discretion, involuntarily transfers a teacher, the teacher affected shall be notified promptly of the reasons therefor.

ARTICLE 11 - JOINT FACULTY-BOARD EDUCATIONAL COMMITTEE

The parties agree to set up a joint committee, comprised of two (2) teachers, two (2) Board members, and the Superintendent, which shall have monthly meetings, if needed, to discuss the educational needs of the school.

ARTICLE 12 - TEACHER EVALUATION

A. 1. The use of eavesdropping, public address, audio systems, and similar surveillance devices shall be strictly prohibited in evaluating the work performed by a teacher.

2. Teachers shall be evaluated only by duly qualified individuals.

3. A teacher shall be given a copy of any class visit or evaluation report prepared by his evaluators at least one (1) day before any conference to discuss it. No evaluation report shall be submitted to the central office, placed in the teacher's file, or otherwise acted upon, without prior conference with the teacher, if requested by the teacher. No teacher shall be required to sign a blank or incomplete evaluation form.

B. Final evaluation of a teacher upon termination of his employment shall be conducted prior to severance and no documents and or other materials shall be placed in the personnel file of such teacher after severance.

ARTICLE 13 - SICK LEAVE PAY

A. Sick leave with pay shall be granted to each employee according to the following Schedule:

<u>Years of Teaching or Service in Spring Lake</u>	<u>Number of Days Allowed</u>
From the first day of teaching or service through the fifth year	10 days
From the first day of the sixth year through the tenth year	12 days
From the first day of the eleventh year and above	15 days

All unused sick days up to a maximum of fifteen (15) sick days per school year may be accumulated. Certificates of illness by a physician may be required by the Board or Superintendent after three (3) consecutive days absence.

B. 1. Upon retirement, a teacher will receive \$20.00 per day for accumulated unused sick leave after (10) years of service in the school district.

C. When a teacher has exhausted his/her total accumulated sick leave and is absent because of a illness, the Board in its sole discretion may:

1. Consider on an individual basis the granting of extended sick leave.
2. Consider continuing the teacher's pay less the substitute teacher's pay.
3. Deduct 1/200th of the teacher's annual salary for each additional day of illness.

Any decision of the Board regarding paragraph "C" hereof shall be final and binding on the parties and excluded from the grievance procedure of this agreement.

ARTICLE 14 - TEMPORARY LEAVE OF ABSENCE

A. As of the beginning of the 1970 school year, teachers shall be entitled to the following non-cumulative leaves of absence with full pay each school year:

1. All teachers shall be allowed up to three (3) days, without loss of pay, for personal business during the school year, upon approval of the Superintendent. These days may not be accumulated.

All personal leaves are subject to the following conditions:

a. Personal leave shall be limited to urgent legal, family, religious or personal matters, which necessitate the teacher's absence on a school day. Personal leave shall not be used for recreation, entertainment, other employment, or for matters which can be scheduled outside of school hours.

b. Requests for personal leave shall be filed with the Superintendent, when possible, at least two (2) school days in advance of the contemplated absence.

c. Personal days will not be granted on days immediately preceding or following a scheduled school recess or holiday.

d. The Superintendent, or his designee, shall review each application and approve or disapprove the request.

e. In an emergency, the Superintendent, or his designee, upon being informed by the teacher of the nature of the emergency, may waive all restrictions and authorize an emergency personal day, if satisfied that the restrictions in (b) and/or (c) above impose an undue hardship.

f. At the end of each school year, the Board will pay to a teacher, the sum of \$25.00 for each unused leave of absence day referred to above.

Article 14 - Temporary Leave of Absence - continued

2. Two (2) days absence a year, non-cumulative, with pay, will be granted to teachers who are absent because of illness in the immediate family. The term immediate family shall be understood to include, and be exclusive to, only the following: wife, husband, father, mother, child, minor step-children who are domiciled within the teacher's home, brother, sister, grandmother, grandfather, grandchildren, mother-in-law, father-in-law, or other relative who is domiciled within the teacher's home. In order to qualify as "illness", each of the following circumstances must exist.

- a. It must involve a serious illness.
- b. The teacher's attendance is required.
- c. Relief is secured as soon as possible.

Substitute salary will be deducted for each additional day of absence up to a maximum of ten (10) days and thereafter the teacher's pay shall cease unless this period is extended by the Board, in its sole discretion.

3. Not more than four (4) consecutive calendar days, at any one time, in the event of death in the employee's immediate family. The term immediate family shall be understood to include, and be exclusive to, only the following: wife, husband, father, mother, child, minor step-children who are domiciled within the teacher's home, brother, sister, grandmother, grandfather, grandchildren, mother-in-law, father-in-law, or other relative who is domiciled within the teacher's home. Leave taken pursuant to this Section shall commence not later than the day immediately following the death of said relative. One (1) day will be granted in the event of the death of a teacher's relative outside the immediate family, as defined above, for purpose of attending funeral services.

Article 14 - Temporary Leave of Absence - continued

- B. The Board or the Superintendent may, in their sole discretion, grant time off with pay to teachers attending meetings or conferences of an educational and professional nature.
- C. The Board or the Superintendent may, in their sole discretion, grant time off with pay for appearances in any legal proceeding connected with the teacher's employment, or the school system, or in any other legal proceeding if the teacher is required by law to attend.
- D. The Board may, in its sole discretion, grant time off with pay to teachers called into temporary active duty of any unit of the United States Reserves or the State National Guard.
- E. The Board may, in its sole discretion, grant additional leaves of absence with or without pay. Any such decision of the Board shall be final and binding and shall not be subject to the grievance procedure of this agreement. Teachers who are granted leaves of absence without pay shall forfeit 1/200th of their annual salary for each day of such leave.

Leaves of absences taken without the prior approval of the Board shall constitute just cause for any disciplinary action taken against said teacher.

ARTICLE 15 - MATERNITY LEAVE

A teacher shall notify the Superintendent of her pregnancy as soon as it is medically confirmed. Said teacher shall be placed on maternity leave without pay commencing at a reasonable time prior to the anticipated date of birth and terminating no later than twenty-four (24) months after said birth. In the event of a stillbirth, or death of a child, the teacher, if she so elects, may return to her position when physically able to perform her duties.



ARTICLE 16 - INSURANCE

The Board agrees to provide full hospitalization and medical coverage during the term of this agreement for full-time employees and their families, in accordance with the Blue Cross/Blue Shield Health Benefits Program.

1. Blue Cross/Blue Shield Rider J and Major Medical  
365-day hospital coverage, effective August 1, 1980.
2. Blue Cross Dental Plan
3. Blue Cross Prescription Plan

ARTICLE 17 - PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

The Board agrees to pay the full cost of tuition and other reasonable expenses incurred in connection with any courses, workshops, seminars, conferences, in-service training sessions, or other such sessions which a teacher is requested by the school administration to take, provided that any such professional education is not required to earn a degree or certification.

ARTICLE 18 - 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 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. Copies of this agreement shall be printed at the expense of the Board after agreement with the Association on format, within thirty (30) days after the agreement is signed. The agreement shall be presented to all teachers.

C. Whenever any notice is required to be given by either of the parties to this agreement to the other, pursuant to the provision(s) of this agreement, either party shall do so by telegram or certified letter at the following address:

1. If by the Association, to the Board at: Tuttle Avenue  
Spring Lake, NJ 07762
2. If by the Board, to the Association at: Tuttle Avenue  
Spring Lake, NJ 07762

D. This agreement incorporated the entire understanding of the parties on all matters which were or could have been the subject of negotiation. During the term of this agreement, neither party shall be required to negotiate with respect to any such matter whether or not covered by this agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or executed this agreement.

ARTICLE 18 - Miscellaneous Provisions - continued

E. This agreement shall not be modified in whole or in part by the parties except by a written instrument duly executed by both parties.

F. Any teacher suspended without just cause shall receive retroactive pay from the date of suspension.

This Agreement may be executed simultaneously in two (2) or more counterparts, each of which shall be deemed an original.

IN WITNESS WHEREOF, the parties have caused this Agreement to be duly executed this 1st day of March 1988.

Spring Lake Education Association

Board of Education  
Borough of Spring Lake

By: Dorothy Carmody

By: Jeanne Cameli  
Jeanne Cameli

By: Brian Sharkey

By: Thomas Byrne  
Thomas Byrne

By: Thomas W. Miller

By: Kateri Quinn  
Kateri Quinn

By: Barbara A. Fox

By: Sandra K. Lattimer  
Sandra K. Lattimer

By: \_\_\_\_\_

By: Carolyn Rizzo  
Carolyn Rizzo

SPRING LAKE TEACHERS' SALARY GUIDE

1988-1989

Step	<u>BACHELOR'S DEGREE</u>		<u>MASTER'S DEGREE IN RELATED EDUCATIONAL FIELD</u>	
	B.S.	B.S. + 20	M.A.	M.A. + 20
1	20,400.	20,900.	21,400.	21,900.
2	20,700.	21,200.	21,700.	22,200.
3	21,100.	21,600.	22,100.	22,600.
4	21,600.	22,100.	22,600.	23,100.
5	22,200.	22,700.	23,200.	23,700.
6	22,900.	23,400.	23,900.	24,400.
7	23,700.	24,200.	24,700.	25,200.
8	24,600.	25,100.	25,600.	26,100.
9	25,600.	26,100.	26,600.	27,100.
10	26,700.	27,200.	27,700.	28,200.
11	27,900.	28,400.	28,900.	29,400.
12	29,200.	29,700.	30,200.	30,700.
13	30,600.	31,100.	31,600.	32,100.
14	32,100.	32,600.	33,100.	33,600.
15	33,700.	34,200.	34,700.	35,200.
16	35,400.	35,900.	36,400.	36,900.
17	37,700.	38,200.	38,700.	39,200.

1. All credits above Degree Level must be earned after September 1, 1967 and while under contract with the Spring Lake Board of Education.
2. Credits earned for teaching certification cannot be credited for increments above Degree Levels.
3. No teacher shall be denied a salary increment as provided for herein, except for just cause and after being notified in writing for the reason(s) for said denial.

1988-1989

Teachers' Salary Guide

The Board will award an Educational Stipend for those credits over the Bachelor's Degree as follows:

B.S. + 20	\$ 250.00
M.A.	\$ 500.00
M.A. + 20	\$ 750.00

SCHEDULE "B"

1988-1989

<u>POSITION</u>		<u>COMPENSATION</u>
Cheerleaders Advisor	Fall	\$ 500.
	Winter	700.
Boys Soccer Coach		700.
Girls Soccer Coach		700.
Boys Basketball Coach		1050.
Girls Basketball Coach		1050.
Softball Coach		700.
Baseball Coach		700.
Student Council Advisor		400.
Administrative Assistant*		to be negotiated
Summer School Teacher (Math)*		1400.
Yearbook		225.
Spelling Bee		150.
Band Day		100.
Band Memorial Day		100.
Career Day		150.
8th Grade Trip @/each		50.

All positions will be open to all staff members on an annual basis.

\*This compensation will apply to the summer school program which takes place during the summer of 1988.

SPRING LAKE TEACHERS' SALARY GUIDE

1989-1990

Step	<u>BACHELOR'S DEGREE</u>		<u>MASTER'S DEGREE IN RELATED EDUCATIONAL FIELD</u>	
	B.S.	B.S. + 20	M.A.	M.A. + 20
1	22,100.	22,600.	23,100.	23,600.
2	22,400.	22,900.	23,400.	23,900.
3	22,800.	23,300.	23,800.	24,300.
4	23,300.	23,800.	24,300.	24,800.
5	23,900.	24,400.	24,900.	25,400.
6	24,600.	25,100.	25,600.	26,100.
7	25,400.	25,900.	26,400.	26,900.
8	26,300.	26,800.	27,300.	27,800.
9	27,300.	27,800.	28,300.	28,800.
10	28,400.	28,900.	29,400.	29,900.
11	29,600.	30,100.	30,600.	31,100.
12	30,900.	31,400.	31,900.	32,400.
13	32,300.	32,800.	33,300.	33,800.
14	33,800.	34,300.	34,800.	35,300.
15	35,400.	35,900.	36,400.	36,900.
16	37,100.	37,600.	38,100.	38,600.
17	40,200.	40,700.	41,200.	41,700.

1. All credits above Degree Level must be earned after September 1, 1967 and while under contract with the Spring Lake Board of Education.
2. Credits earned for teaching certification cannot be credited for increments above Degree Levels.
3. No teacher shall be denied a salary increment as provided for herein, except for just cause and after being notified in writing for the reason(s) for said denial.



1989-1990

Teachers' Salary Guide

The Board will award an Educational Stipend for those credits over the Bachelor's Degree as follows:

B.S. + 20	\$ 250.00
M.A.	\$ 500.00
M.A. + 20	\$ 750.00

SCHEDULE "B"

1989-1990

<u>POSITION</u>	<u>COMPENSATION</u>
Cheerleaders Advisor      Fall	\$ 750.
Winter	900.
Boys Soccer Coach	900.
Girls Soccer Coach	900.
Boys Basketball Coach	1200.
Girls Basketball Coach	1200.
Softball Coach	900.
Baseball Coach	900.
Student Council Advisor	550.
Administrative Assistant*	to be negotiated
Summer School Teacher (Math)*	1525.
Yearbook	325.
Spelling Bee	150.
Band Day	150.
Band Memorial Day	200.
Career Day	200.
8th Grade Trip @/each	75.

All positions will be open to all staff members on an annual basis.

\*This compensation will apply to the summer school program which takes place during the summer of 1989.