

4-0392
19-19
This agreement entered into this 13th day of MAY, by and between

THE BOARD OF EDUCATION OF THE BOROUGH OF STANHOPE, County of Sussex,
Stanhope, New Jersey (the Board),

and

Stanhope Board of Education
and

THE STANHOPE EDUCATION ASSOCIATION ("the Association" which are hereinafter referred to in this agreement as "the parties").

ARTICLE I

RECOGNITION

- A. The Board hereby recognizes the Association as the exclusive sole representative for collective negotiations concerning the terms and conditions of employment for all New Jersey certified personnel under contract to the Board as listed below.
 1. Contracted Teachers
 2. Contracted Nurse
- B. Unless otherwise indicated the term "employee", teacher or school nurse" when used hereinafter in the agreement, shall refer to professional employees represented by the Association in the negotiating unit as specified above, and reference to "employee, teachers or school nurse" shall include both males and females.

ARTICLE II

NEGOTIATION PROCEDURE

- A. During negotiations, the Board and the Association shall present relevant data, exchange points of view and make proposals and counter-proposals.

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Labor Relations

SEP 30 1981

RUTGERS UNIVERSITY

- B. 1. The parties mutually pledge that their representatives shall be invested with all necessary power and authority to make proposals, consider proposals, and make counterproposals in the course of negotiations, all of which are subject to review and ratification by the parties represented.
- 2. All proposals by both parties will be presented by October 1st, after which date no new proposals shall be submitted.
- 3. The "contract" shall be valid from 1 July, 1980 to 30 June, 1983.
- C. Mutually acceptable amendments to this agreement may be negotiated by the parties during the contract period. But no modification in whole or in part shall be executed except by both parties.

ARTICLE III

SEA RIGHTS AND RESPONSIBILITIES

- A. The SEA agrees that it will, upon the request of the administration, form committees to assist the administrative staff in developing, formulating, revising and evaluating programs, proposals, structures and methods under consideration or being implemented within the school system.
- B. The SEA shall have the privilege, with the administration's approval (in accordance with Board policy for Association business) to use school buildings and equipment, including staff typewriter, mimeographing and other duplicating equipment, adding machines, at reasonable times when such equipment is not otherwise in use and when such use will not interfere with nor interrupt school operations; all supplies to be paid for by the Association. The SEA shall assure the proper care and operation of these facilities when used. The SEA shall be responsible for all damages to school property in the exercise of the privilege granted under this paragraph and shall save harmless the Board from all liability including expenses in defending claims arising out of the use of the Board's facilities by the SEA.
- C. The SEA may have the use of the present bulletin board, located in the faculty lounge, for its use. Copies of materials posted on such bulletin boards shall be given or shown to the administration prior to such posting.

- D. The SEA shall have reasonable use of the inter-school mail boxes for Association business.
- E. The Administrator will be available upon request and reasonable notice by authorized representatives of the SEA to discuss all aspects of professional service including conditions of employment.
 - 1. The SEA representatives and the Administrator may elect to develop recommendations that shall be submitted to the Board for consideration and reply. The SEA committee must first present the recommendation to the Administrator, with the option that the committee can then bring it directly to the Board in the presence of the Administrator.
 - 2. Proposed policy statements of the Board developed as a result of the discussions with, or with the assistance of authorized representatives of the SEA, shall be presented to the SEA at a reasonable time prior to their adoption by the Board.

ARTICLE IV

TEACHER RIGHTS

Whenever any teacher is required by the administration to appear before the Board or any of its agents concerning any matter which could adversely affect the continuation of that teacher in his position or employment or salary or any increments pertaining thereto, he shall be given prior written notice of the reasons for such meeting or interview and shall be allowed to have representatives of his choice present to advise and represent him during such meeting or interview. Upon certification of any charge to the Commissioner, the Board may suspend the person against whom such charge is made, with or without pay, pending final determination of the same, and if the charge is dismissed, the person shall be reinstated immediately with full pay as of the time of such suspension.

ARTICLE V

TEACHER WORK YEAR

- A. The SEA will meet with the administration to discuss the school calendar prior to the Board's adoption of said calendar.
- B. Teacher work year will be adopted prior to issuance of contract.
- C. One (1) orientation day shall be held prior to the opening of school. All teachers shall report on that day. Under the direction of the Administrator, a committee of the present staff shall be called upon to participate in the development and implementation of this program.

ARTICLE VI

NON-TEACHING DUTIES

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

The Board shall continue the practice of using aides for the lunchroom and playground. The Board will provide four (4) aides for lunchroom and playground duty. Aides are to be trained by the administration.

- B. Teachers will assist in the training of aides. Teachers without homeroom assignments will train aides. Such training will be designed and aimed toward complete supervision by aides. When the teacher feels the aides are competent in handling this duty alone, he/she will confer with the administration regarding such competency. The Administrator will decide when all or part of the teacher's duty in the lunchroom may be curtailed. The teacher assigned to such duty must remain in the building on call during assigned duty period if the Administrator deems the aides incompetent to adequately insure the safety and welfare of the children.
- C. Notice of faculty meeting shall be given to teachers involved at least 48 hours prior to the meeting except in an emergency. There shall be no more than two full faculty meetings per month except in cases of emergency.

ARTICLE VII

TEACHER EMPLOYMENT

- A. Credit for military service shall be given pursuant to N.J.S.A. 18A: 29-11.
- B. Non-tenure and tenure teachers shall be notified of their contract and salary status for the ensuing year on or before April 30. Tenure and non-tenure teachers will notify the administration of their intention for the coming school year on or before June 1.

ARTICLE VIII

LEAVES OF ABSENCE

- A. Two (2) personal days will be granted during the first and second years of the contract. Three (3) personal days will be granted during the third year. Personal days will be accumulated up to five (5) days. Personal days shall be for those things that cannot be taken care of other than on school time. Application with reasons shall be submitted to the administration for approval three (3) days in advance except in cases of emergency. Personal reasons shall be an acceptable reason for approval of a personal day. At no time shall more than 20% of the teaching staff be on personal leave.

- B. Up to four (4) days will be granted for death in the immediate family. The immediate family shall include the following: spouse, mother, father, sisters, brothers, children, mothers and fathers-in-law, or any other relative residing in the home. Up to two (2) days will be granted for brothers and sisters-in-law, grandmother and grandfather.
- C. Sick leave - Eleven (11) days sick leave will be granted annually in accordance with provisions of the state statute.
- D. Maternity leave -
 - 1. A tenure teacher will be granted maternity leave without pay, which leave shall commence on the date her doctor specifies in writing as the date beyond which she should not continue working. Such maternity leave may continue for the balance of the school year and for the entire school year following the birth. The administration shall be notified immediately when such leave will be required. Written notice for return to work shall be required no later than March 1st preceding the following year of anticipated return. Upon return the teacher shall be placed on the same step as when she left with full credit for the part of the last year in which she worked. The anniversary date for granting of step raises shall be adjusted to reflect the partial credit for service completed.
 - 2. A tenure teacher who adopts a child under the age of five years old shall be permitted to apply for maternity leave without pay for the same period as provided for maternity leave permitted under paragraph D. 1 above. It is understood that in the event maternity leave is requested in the situation of an adoption, the tenure teacher shall not be permitted to utilize sick leave.
- E. Teachers shall be given a written accounting of accumulated sick leave and personal days with the first pay check in September and with the final pay check in June.

ARTICLE IX

TEACHING DAY

- A. The teacher's school day will begin at 8:10 a.m. and end with the departure of the last bus.
- B. Teacher participation in extra-curricular activities which extend beyond the school day shall be voluntary and shall be compensated for after discussion between the Board, the administration and the involved teacher and with the concurrence of the Association or its representatives.
- C. Teachers may volunteer for non-compensated extra-curricular activities if they so desire.
- D. Teachers shall be entitled to a lunch period not less than thirty (30) minutes long.

- E. Teachers will be compensated at the rate of fifteen (15¢) cents per mile when traveling on official school business. Prior approval for such travel must be granted by the Superintendent and reimbursement shall be made upon completion of required voucher. Car pooling must be used to the fullest extent possible.
- F. Dismissal for students will begin at 12:30 p.m. on the day before Thanksgiving.

ARTICLE X

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, policies or administrative decisions affecting a teacher or group of teachers.
2. Aggrieved Person: An "aggrieved person" is the person or persons or the Association making the claim.
3. Party in Interest: A "party in interest" is the person or persons making the claim and any person, including the Association or the Board, who might be required to take action or against whom action might be taken in order to resolve the claim.

B. Purpose -

The purpose of this procedure is to secure, at the lowest possible level, equitable 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 within thirty (30) calendar days from the time of its occurrence.
 - (a) 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 personal shall, during and notwithstanding the pendency of any grievance, continue to observe assignments and applicable rules and regulations of the Board until such grievance and any 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.
- (d) In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, and if left unresolved until the beginning of the following school year, could result in irreparable harm to a party in interest, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.

2. Level One - Administrator (informally)

Any aggrieved person who has a grievance shall first discuss it with the Administrator, either directly or through the Association's designated representative, with the objective of resolving the matter informally.

3. Level Two - Administrator (formally)

If the aggrieved person is not satisfied with the disposition of his grievance at Level One, or if no decision has been rendered with five (5) school days after the presentation of the grievance, he may file the grievance in writing with the Administrator within five (5) school days after the decision at Level One or ten (10) school days after the grievance was presented, whichever is sooner.

4. Level Three - Board Review

- (a) If the aggrieved person is not satisfied with the disposition of his grievance at Level Two, or if no decision has been rendered with ten (10) school days after the grievance was delivered to the Administrator, he may, within five (5) school days after a decision by the Administrator or fifteen (15) school days after the grievance was delivered to the Administrator, whichever is sooner, request in writing for a review by the Board. The request shall be submitted in writing through the Administrator who shall attach all related papers and forward the request to the Board.
- (b) The Board, or a committee thereof, shall review the grievance and shall hold a hearing with the aggrieved person, at the request of either party and shall render a decision in writing, and forward copies thereof to the grievant and the Association within fifteen (15) calendar days of the receipt of the appeal or within fifteen (15) calendar days of the completion date of the hearing, whichever is applicable. The referred to hearing, if required, shall be held within thirty (30) 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, he shall so advise the Board through the administration, within twenty (20) school days of receipt of the Board's decision. However, the Board's decision shall be final and binding on 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) Any matter which, according to law, is either beyond the scope of 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 (AAA) or any other 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 AAA to submit a second roster of names.
 - 3. If the parties are unable to determine within ten (10) school days of the initial request for arbitration a mutually satisfactory arbitrator from the second submitted list, the AAA 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. The recommendations of the arbitrator shall be advisory.

D. Rights of Teachers to Representation -

- 1. Teacher and Association: Any aggrieved person may be represented at all stages of the grievance procedure by himself, or at his option, by a representative selected or approved by the Association. When a teacher is not represented by the Association, the Association shall not have the right to be present nor to state its views at any stage of the grievance procedure unless requested by the teacher.

2. Reprisals: No reprisals of any kind shall be taken by the Board or any member of the administration against any party in interest any representative, any member of the Association, or any other participant in the grievance procedure by reason of such participation.

E. Miscellaneous -

1. Separate Grievance File: All documents, communications, and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants. Notwithstanding the establishment of a separate grievance file, it is understood by the parties that if teacher observations and evaluations are the subject of the grievance, such observations and evaluations shall remain in the teacher's personnel file.
2. Forms: Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents shall be prepared jointly by the Administrator and the Association and given appropriate distribution so as to facilitate operation of the grievance procedure.

ARTICLE XI

TEACHER EVALUATION

- A. All monitoring or observation by the administration of the work performance of a teacher shall be conducted openly.
- B. Before any evaluation report is finalized, submitted to the Administration, or placed in the personnel file, such report shall be discussed at a post-evaluation conference of the teaching staff member and the evaluator. At least one (1) day prior to this meeting, the teaching staff member shall be given a copy of the written evaluation of his/her performance. The teaching staff member shall have the right to submit a written response to any material within the report or any additional materials, within fifteen (15) working days of the post-evaluation conference. This response will be reviewed by the evaluator and must be attached to copies of the report in all file locations.
- C. Teachers shall be afforded the opportunity to review all evaluative material prior to placement in the teacher's personnel file except character and other references received prior to employment. He/she must affix his/her signature on evaluative material within five (5) school days. The signature of the staff member shall not be construed to indicate assent with the report.

ARTICLE XII

VOLUNTARY TRANSFERS

- A. 1. Within two (2) weeks after the return of contracts and/or letters of intent, the administration shall post in the office and on the bulletin board in the teachers room a list of the known teacher and/or nursing vacancies which shall occur during the following year.
 - 2. Teachers who desire a change in grade and/or subject assignments or who desire a transfer to another building may file a written statement of such desire with the administration not later than two (2) weeks after the posting of vacancies, provided they are certified for the position.
 - 3. Two teachers wishing to exchange grade levels with one another, prior to the beginning of the school year, may do so with the approval of the administration.
- B. Requests of the individual teacher for reassignment and/or transfer, shall be honored to the extent that vacancies permit, if, in the opinion of the administration, the transfer does not conflict with the instructional requirement and/or the best interests of the school system.

ARTICLE XIII

MISCELLANEOUS

- A. Sufficient copies of this agreement shall be reproduced for the full membership of the SEA within thirty (30) days after the agreement is signed by both parties.
- B. This agreement constitutes SEA and Board policy for the items contained herein for the terms of said agreement and Board and SEA shall carry out the commitments contained herein and give them full force and effect as Board and SEA policy.
- C. Since the education of all students in Stanhope is our primary concern, equal consideration shall be given in the purchase and distribution of equipment and supplies.
- D. Membership in and/or attendance at Home and School meetings is to be considered a personal choice by the teacher.
- E. Nothing contained herein will alter the rights and responsibilities of the Board under the laws of the State of New Jersey.
- F. Association agrees not to strike or to engage in any activities which would disrupt the education of students in the classroom.

ARTICLE XIV

CURRICULUM

A. Curriculum Development -

Teachers shall participate in the development and writing of courses of study and curriculum guides.

B. Textbooks and Supplies -

It is the responsibility of the Board to select textbooks and related materials and to decide upon the curriculum. The administration will advise the Board in this regard. However:

1. Teachers directly concerned should participate in the selection of textbooks when the adoption of new texts is contemplated.
2. Teachers will participate in the selection of new printed instructional materials and/or A.V. equipment.

ARTICLE XV

TEACHER ASSIGNMENT

- A. Tenure and non-tenure teachers shall be given written notice of their assignment for the ensuing school year on or before April 30.
- B. In the event that changes in such schedules, class and/or subject assignments, building assignments, or room assignments are proposed after issuance of schedules referred to in A., any teacher affected shall be notified in writing as soon as possible.

ARTICLE XVI

TEACHER FACILITIES

The Board shall maintain a faculty room in the Valley Road School.

ARTICLE XVII

HEALTH INSURANCE COVERAGE

- A. Individual and/or family major medical shall be paid in full by the Board.
- B. Blue Cross and Blue Shield (State Plan) shall be paid in full by the Board for an individual staff member. The Board shall pay 100% of the family or husband-and-wife plan.
- C. Rider "J" shall be provided in the same manner described in Item B.

- D. It is understood that increases in the family or husband-and-wife plan premiums effective on or after September 1, 1980, up to and including June 30, 1981, will be assumed by the individual teachers enrolled in the Health Plan. At the end of the first fiscal year of the contract, the Board will pick up any increased premiums of the first year, for the coming year.

It is understood that increases in the family or husband-and-wife plan premiums effective on or after September 1, 1981, up to and including June 30, 1982, will be assumed by the Individual teachers enrolled in the Health Plan. At the end of the second fiscal year of the contract, the Board will pick up any increased premiums of the second year, for the coming year.

It is understood that increases in the family or husband-and-wife plan premiums effective on or after September 1, 1982, up to and including June 30, 1983, will be assumed by the individual teachers enrolled in the Health Plan.

- E. The Board agrees to pay the full cost of a group family prescription plan for teachers. It is understood that the coverage provided by the plan shall be of "\$1.00 co-pay" type of insurance or its equivalent.

It is understood that increases in the family or husband-and-wife plan premiums effective on or after September 1, 1980, up to and including June 30, 1981, will be assumed by the individual teachers enrolled in the Prescription Plan. At the end of the first year of the contract, the Board will pick up any increased premiums of the first year, for the coming year.

It is understood that increases in the family or husband-and-wife plan premiums effective on or after September 1, 1981, up to and including June 30, 1982, will be assumed by the individual teachers enrolled in the Prescription Plan. At the end of the second year of the contract, the Board will pick up any increased premiums of the second year, for the coming year.

It is understood that increases in the family or husband-and-wife plan premiums effective on or after September 1, 1982, up to and including June 30, 1983, will be assumed by the individual teachers enrolled in the Prescription Plan.

- F. The Board agrees to pay the cost of a dental plan covering individual employees only; provided, that the cost of such plan shall not exceed \$15.00 per month, per employee. It is further understood by the parties hereto that in the event the dental coverage noted herein exceeds \$15.00 per month, per employee, the excess cost will be assumed by the individual teachers enrolled in the dental insurance plan.
- G. The insurance carrier or carriers for the prescription and dental insurance noted in items E. and F. above shall be selected by mutual agreement of both parties hereto.

ARTICLE XVIII

MANAGEMENT RIGHTS

The Stanhope School Board, on its own behalf and on behalf of the electors of the Stanhope Borough, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of New Jersey, and of the United States.

ARTICLE XIX

SALARIES

- A. The salary provided for teachers employed during 1980-1981, 1981-1982, and 1982-1983 shall be in accordance with schedules A, B and C annexed hereto. Longevity provisions of the Contract shall continue to be applicable throughout the term of this agreement and are as follows:

During first year of Contract -

1. \$400.00 after fifteen (15) consecutive years in the Stanhope School District.
2. \$400.00 for each consecutive five (5) years in the Stanhope School District. (20 years, 25 years, etc.)

During second year of Contract -

1. \$500.00 after fifteen (25) consecutive years in the Stanhope School District.
2. \$500.00 for each consecutive five (5) years in the Stanhope School District. (20 years, 25 years, etc.)

During third year of Contract -

1. \$600.00 after fifteen (15) consecutive years in the Stanhope School District.
2. \$600.00 for each consecutive five (5) years in the Stanhope School District. (20 years, 25 years, etc.)

- B. Each teacher employed on a ten (10) month basis shall be paid in twenty (20) equal semi-monthly installments on the 15th and 30th of the month except February when the second check will be the last day of the month.

- C. Each teacher may individually elect in writing to have ten (10%) percent of his monthly salary deducted from his pay. These funds shall be paid to the teacher or his estate on the final pay day in June or in two (2) equal payments on the final pay day in June and July 31 or upon death or termination of employment, if earlier.

- D. When a pay day falls on or during a school holiday, vacation, or weekend, teachers shall receive their pay checks on the last previous working day.
- E. Each teacher shall receive his final pay in June when all contractual obligations have been fulfilled as determined by the administration.
- F. The Board agrees to deduct from the salaries of its teachers dues for the Stanhope Education Association, the Sussex County Education Association, the New Jersey Education Association and the National Education Association as said teachers individually and voluntarily authorize in writing the Board to deduct. Such deductions shall be made in compliance with Chapter 233, N.J. Public Laws of 1969 (N.J.S.A. 52:14-15 (9) (3) and under rules established by the State Department of Education.
- G. The parties hereto understand that the Board takes the position that employees service during summer school is beyond the scope of the bargaining power of the Association as the teachers' bargaining unit. The Association takes the position that such service falls within the scope of its power as bargaining unit. Wholly without prejudice to its position, the Board agrees that during the period covered by this agreement compensation for teachers engaged in summer school duty shall be \$800.00 for a three (3) hour day, twenty four (24) day session.

H. COURSE REIMBURSEMENT

The Board of Education provides up to \$540.00 course reimbursement, based upon the following conditions:

1. The course to be of an enrichment nature that will also benefit the Stanhope School District.
2. The Superintendent shall approve the course or courses prior to enrollment.
3. The Superintendent shall be furnished proof of satisfactory completion of the course or courses with a grade of "B" or equivalent.
4. Reimbursement shall be made upon completion of the course or courses provided above three (3) conditions are met and a signed voucher is presented.
5. Reimbursement shall not be made for courses taken to complete teacher certification.

WHEREFORE the parties hereto have hereunto set their hands and seals, or caused these present to be signed by their proper corporate officers and the corporate seal hereto affixed this 13th day of May, 1980

Leona Lette, Pres.
S. E. A.

Philip J. Quatrone, Pres.
Board.

SCHEDULE A SALARY GUIDE

1980 - 1981

<u>Step</u>	<u>B.A.</u>	<u>B.A. + 30</u>	<u>M.A.</u>
1	\$11,598.00	\$12,017.00	\$12,258.00
2	12,198.00	12,596.00	12,997.00
3	12,937.00	13,335.00	13,736.00
4	13,460.00	13,892.00	14,328.00
5	14,010.00	14,484.00	14,963.00
6	14,486.00	14,962.00	15,442.00
7	14,964.00	15,440.00	15,918.00
8	15,442.00	15,916.00	16,396.00
9	15,918.00	16,395.00	16,873.00
10	16,397.00	16,872.00	17,351.00
11	16,874.00	17,349.00	17,830.00
12	17,512.00	17,939.00	18,465.00
13	18,147.00	18,624.00	19,100.00
14	18,784.00	19,260.00	19,739.00
15	19,421.00	19,897.00	20,376.00
16	20,058.00	20,534.00	21,011.00

Floater A - Those teachers who were on the 16th step in prior year.

Floater B - Those teachers who were Floater A in prior year.

Floater C - Those teachers who were Floater B in prior year.

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Floater	A - 20,695.00	A - 21,172.00	A - 21,650.00
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Longevity: 15 yrs in district

SCHEDULE B SALARY GUIDE

1981 - 1982

<u>Step</u>	<u>B.A.</u>	<u>B.A. + 30</u>	<u>M.A.</u>
1	\$12,006.00	\$12,449.00	\$12,659.00
2	12,677.00	13,135.00	13,398.00
3	13,332.00	13,767.00	14,206.00
4	14,140.00	14,575.00	15,013.00
5	14,712.00	15,183.00	15,661.00
6	15,313.00	15,831.00	16,355.00
7	15,833.00	16,353.00	16,877.00
8	16,356.00	16,876.00	17,397.00
9	16,878.00	17,396.00	17,921.00
10	17,393.00	17,920.00	18,442.00
11	17,921.00	18,441.00	18,964.00
12	18,443.00	18,962.00	19,486.00
13	19,141.00	19,662.00	20,182.00
14	19,835.00	20,356.00	20,876.00
15	20,531.00	21,051.00	21,574.00
16	21,227.00	21,747.00	22,270.00

Floater A - Those teachers who were on the 16th step in prior year.

Floater B - Those teachers who were Floater A in prior year.

Floater C - Those teachers who were Floater B in prior year.

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Floater	A - 21,923.00	A - 22,444.00	A - 22,965.00
	B - 22,620.00	B - 23,141.00	B - 23,662.00

SCHEDULE C SALARY GUIDE

1982 - 1983

<u>Step</u>	<u>B.A.</u>	<u>B.A. + 30</u>	<u>N.A.</u>
1	\$12,646.00	\$12,904.00	\$13,060.00
2	13,153.00	13,619.00	13,849.00
3	13,869.00	14,370.00	14,657.00
4	14,585.00	15,061.00	15,541.00
5	15,469.00	15,945.00	16,424.00
6	16,095.00	16,610.00	17,133.00
7	16,752.00	17,319.00	17,892.00
8	17,321.00	17,890.00	18,463.00
9	17,893.00	18,462.00	19,032.00
10	18,465.00	19,031.00	19,606.00
11	19,033.00	19,604.00	20,176.00
12	19,605.00	20,174.00	20,747.00
13	20,177.00	20,744.00	21,318.00
14	20,940.00	21,510.00	22,079.00
15	21,699.00	22,269.00	22,838.00
16	22,461.00	23,030.00	23,602.00

Floater A - Those teachers who were on the 16th step in prior year.

Floater B - Those teachers who were Floater A in prior year.

Floater C - Those teachers who were Floater B in prior year.

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Floater	A - 23,222.00	A - 23,791.00	A - 24,363.00
	B - 23,984.00	B - 24,553.00	B - 25,124.00
	C - 24,746.00	C - 25,316.00	C - 25,886.00