



STATE OF NEW JERSEY  
PUBLIC EMPLOYMENT RELATIONS COMMISSION

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N.J.S.A. 34:13A-8.2 provides that "public employers shall file with the commission a copy of any contracts it has negotiated with public employee representatives following consummation of negotiations."

In the past, the Rutgers School of Management and Labor Relations has collected and maintained a physical file of contracts on the Commission's behalf. We have now entered an era where contracts no longer need to be filed by mail or maintained in a library. Computers have eased your ability to file contracts and the Internet has eased our ability to make them available for research purposes.

You are hereby requested to forward by email a copy of all current and future contracts. Contracts should be filed as attachments in either Word or WordPerfect format and addressed to [contracts@perc.state.nj.us](mailto:contracts@perc.state.nj.us)

Employers must redact all contracts to comply with the privacy provisions of the Open Public Records Act, N.J.S.A. 47:1A-1 et seq. and must exclude confidential personal information such as social security numbers.

You must include in your email the text of the attached certification with the name and title of the appropriate government official.

All contracts will be entered into our database and made available to the public through the Reference page of the Commission's web site, [www.state.nj.us/perc](http://www.state.nj.us/perc)

Thank you for your consideration and attention to this request. If you have any questions regarding this letter or your obligation, please contact Patti Connelly at (609) 292-6780.

Very truly yours,

Lawrence Henderson  
Chairman

LH:gs

Certification

I declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the executed collective negotiations agreement(s).

Name \_\_\_\_\_

Title \_\_\_\_\_

AGREEMENT BETWEEN THE  
SPRING LAKE EDUCATION ASSOCIATION  
AND  
SPRING LAKE BOARD OF EDUCATION

2005-2006

2006-2007

2007-2008

and

2008-2009

School Years

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## 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 teaching staff members, excluding custodians, per diem substitute teachers, office employees, supervisory personnel and secretaries.

B. Unless otherwise indicated, the term "teachers", 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 it 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 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.

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 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 Article 9, 10, 13 and 14 of this agreement.

If a grievance involving a dispute, complaint, or misunderstanding regarding wages, hours, or working condition, 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) 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.

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 not 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 this 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 student in 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 of 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, s/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 other 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.

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 s/he 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 when students are in attendance, orientation days, and any other days on which teachers attendance is required.

## ARTICLE 7 - TEACHING HOURS

The normal in-school work day shall consist of a maximum of 6 hours 57 minutes. The starting and termination time of the in-school work day is to be determined by the Board in its sole judgment and discretion.

Effective July 1, 2000, teacher-student contact time will be increased by 21 minutes per day.

Teachers shall not be required to perform lunchroom or playground duties during their 40 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 after the end of the teacher work day for a maximum of one (1) meeting each week, provided that not more than four (4) meetings shall be scheduled each month, without additional compensation, at the request of the Board and/or Superintendent for the purpose of attending such meetings. Meetings shall not exceed forty-five (45) minutes.

Teachers may be required to remain after the teacher work day, without additional compensation, for meetings with parents and to give assistance to students. Teachers recognize their professional responsibility to meet on occasion for a period not to exceed twenty (20) minutes with an administrator upon the administrator's request.

## ARTICLE 8 - NON-TEACHING DUTIES

A teacher may use his/her automobile for school business, providing s/he gets advance written approval of the Superintendent. In such case, s/he shall be reimbursed at the IRS rate for the use of his/her 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 \$215.00 per credit hour but not more than the cost of the graduate credit, to a maximum of six credits per year, for undergraduate or post graduate courses taken in a field related to the area of the 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.

The Board may schedule four 2-hour parent/teacher conference days during the school year. Two of the parent/teacher conferences may be scheduled in the evening between 7:00 p.m. and 9:00 p.m. Parent/teacher conferences shall be scheduled when school is in session. Students shall have a four hour schedule when conferences are scheduled. On days of evening conferences, teachers shall be permitted to leave at the end of the student day.

Sports physical examinations are not required to be conducted at the school during the month of August. These examinations will be conducted during the regular teacher school year.

ARTICLE 9 - TEACHER EMPLOYMENT

A. The Board shall have sole discretion for guide placement upon initial hire of all district certified and non-certified employees.

B. Teachers who leave the Spring Lake School District, and who are rehired by the board, shall upon rehire be placed on the guide at the sole discretion of the Board.

C. Returning teachers shall be notified of their contract and salary status for the ensuing year in accordance with N.J.S.A. 18A:27-10.

Teachers shall notify the Superintendent of their acceptance by returning the signed contract in accordance with N.J.S.A. 18A:27-12.

## 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 assignments 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 guide placement, class and/or subject assignments for the ensuing year no later than the time period provided in N.J.S.A. 18A:27-10. Teachers shall be given written notice of their room assignments no later than June 1.

New teachers shall be given notice of assignments as soon as practical, 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 for such change.

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 promptly notified of the reasons for such change.



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/her 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/her 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) 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. Upon retirement after 15 years of service in the school district, an employee shall receive reimbursement for accumulated sick leave as follows:

2005-2006 - \$100 per day

2006-2007 ~~\$~~90 per day

2007-2009 ~~\$~~80 per day

Effective July 1, 2005, there shall be a \$15,000.00 per teacher cap on the retirement amount.

C. When a teacher has exhausted his/her total accumulated sick leave and is absent because of an 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. Teachers shall be entitled to the following non-cumulative leaves of absences 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. Request 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 a total of \$150 for three (3) unused leave of absence days or forty (\$40) dollars per day for one or two unused leave of absence days.

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 work 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 the purpose of attending funeral services.

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 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.

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

ARTICLE 15 – MATERNITY DISABILITY AND CHILD CARE 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 still birth, or death of a child, the teacher, if she so elects, may return to her position when physically able to perform her duties. Teachers on maternity disability and child care leave shall advise the Superintendent of their intention to return to work according to the following schedule:

February 1 for September 1  
October 1 for end of second marking period

Teachers who take maternity disability and statutory family leave may return immediately at the conclusion of that leave.

## ARTICLE 16 - INSURANCE

### A. Medical Insurance

The Board shall pay the full cost of the enhanced PPO medical insurance plan for all teachers and their dependent(s) (presented February 17, 2006) effective July 1, 2006. .

### B. Dental Insurance

The Board shall pay the full cost of a dental insurance plan for all teachers and their dependents with an annual maximum of \$1,000 per person and a \$50 annual deductible effective July 1, 2006.

### C. Prescription Insurance

Effective July 1, 2006, the Board shall pay the full cost of a prescription insurance plan for all teachers and their dependents subject to a \$15 brand/\$10 generic/\$0 mail-in copay.

Effective July 1, 2007, the Board shall pay the full cost of a prescription insurance plan for all teachers and their dependents subject to a \$20 brand/\$10 generic/\$0 mail-in copay.

### D. Waiver

1. Teachers who voluntarily withdraw from health insurance coverage shall receive an annual stipend of \$3,500. The stipend shall be paid in a single lump sum in June of the school year.
2. The Board shall provide teachers who consider withdrawal from insurance coverage a written authorization form acceptable to the insurance carrier which form shall specify any restrictions or risks associated with the timing or eligibility for re-enrollment.

ARTICLE 17 - PROFESSIONAL DEVELOPMENT AND  
EDUCATIONAL IMPROVEMENT

A. Professional Development Committee

1. Role of the Committee

The Committee shall work in conjunction with the Superintendent to assess in-service needs and professional development opportunities and to plan and implement professional development programs which comply with State regulations and in accordance with the standards established by the state Professional Teaching Standards Board and by the Commissioner of Education at the Board's recommendation. The Committee shall present its plan to the County Professional Development Committee for its recommendation.

2. Composition of the Committee

The Committee will be comprised of four classroom teachers elected by the District's instructional and education staff through their majority representative and two administrative staff appointed by the superintendent of schools. They shall elect a chairperson from among themselves. Committee members shall serve three-year terms. Initial terms shall be staggered.

3. Conduct of the Committee Business

The Professional Development Committee shall establish its own roles and procedures. The Committee will develop the appropriate forms needed to conduct its business and meet its responsibilities to the District and individuals.

4. Programs

A. The Board agrees to pay reasonable expenses incurred with any workshops, seminars, conferences, in-service training sessions, or other which a teacher attends as part of his/her continuing education plan and is required or requested to attend by the administration and receives the prior approval of the Superintendent, subject to an overall staff cap of \$3,500.

B. Whenever possible, in-service programs shall be conducted during the in-school teacher workday and work year if teacher attendance is required.



When approved as part of the District Professional Development Program, District in-service programs shall be eligible for credit towards the 100 hours of Professional Development.

5. Trainers credit

Any teacher who provides training experiences as part of the program of Professional Development as approved by the Local Professional Development Committee shall receive hour for hour credit toward their 100 hour obligation in accordance with the regulations regarding the eligibility of experiences for Professional Development credit established by the New Jersey Department of Education and as delegated to the Local Professional Development Committees.

6. Record-keeping

The District will maintain a record of the number of hours of continuing education for each teacher in the same manner such records are maintained for tuition reimbursement and attainment of advanced degrees and graduate credits.

ARTICLE 18 - MISCELLANEOUS PROVISIONS

A. If any provisions 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 Association, to the Board at | 411 Tuttle Avenue<br>Spring Lake, NJ 07762 |
| 2. | If by Board, to the Association at | 411 Tuttle Avenue<br>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.

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

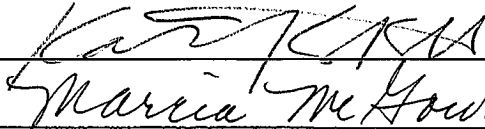
F. Any teacher suspended without just cause shall receive retroactive pay from the date of suspension.

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 the Agreement to be duly executed this 9 day of March, 2007.

SPRING LAKE EDUCATION ASSOCIATION

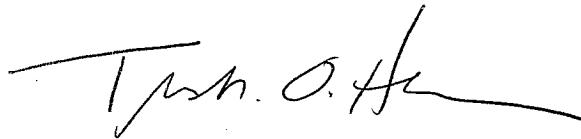
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DEBRA LEIGH ALLEN  
School Board Secretary

SPRING LAKE BOARD OF EDUCATION

  
\_\_\_\_\_  
TRISH O. HANSEN  
School Board President



*Spring Lake Board of Education*

*Teachers Salary Guide - 2005-2006*

<b>Step</b>	<b>BA</b>	<b>BA+20</b>	<b>MA</b>	<b>MA+20</b>
<b>1-2</b>	40,715	41,315	41,915	42,515
<b>3</b>	41,215	41,815	42,415	43,015
<b>4</b>	41,965	42,565	43,165	43,765
<b>5</b>	42,965	43,565	44,165	44,765
<b>6</b>	44,215	44,815	45,415	46,015
<b>7</b>	45,715	46,315	46,915	47,515
<b>8</b>	47,715	48,315	48,915	49,515
<b>9</b>	50,215	50,815	51,415	52,015
<b>10</b>	53,215	53,815	54,415	55,015
<b>11</b>	56,715	57,315	57,915	58,515
<b>12</b>	60,715	61,315	61,915	62,515
<b>13</b>	65,215	65,815	66,415	67,015
<b>14</b>	70,150	70,750	71,350	71,950

**Spring Lake Board of Education**  
**Teachers Salary Guide – 2006-2007**

<b>Step</b>	<b>BA</b>	<b>BA+20</b>	<b>MA</b>	<b>MA+20</b>
1	41,470	42,070	42,670	43,270
2-3	41,970	42,570	43,170	43,770
4	42,720	43,320	43,920	44,520
5	43,720	44,320	44,920	45,520
6	44,970	45,570	46,170	46,770
7	46,470	47,070	47,670	48,270
8	48,470	49,070	49,670	50,270
9	50,970	51,570	52,170	52,770
10	53,970	54,570	55,170	55,770
11	57,470	58,070	58,670	59,270
12	61,470	62,070	62,670	63,270
13	65,970	66,570	67,170	67,770
14	71,650	72,250	72,850	73,450

*Spring Lake Board of Education*  
*Teachers Salary Guide - 2007-2008*

<b>Step</b>	<b>BA</b>	<b>BA+20</b>	<b>MA</b>	<b>MA+20</b>
<b>1-2</b>	44,330	44,930	45,530	46,130
<b>3-4</b>	44,830	45,430	46,030	46,630
<b>5</b>	45,580	46,180	46,780	47,380
<b>6</b>	46,580	47,180	47,780	48,380
<b>7</b>	47,830	48,430	49,030	49,630
<b>8</b>	49,330	49,930	50,530	51,130
<b>9</b>	51,330	51,930	52,530	53,130
<b>10</b>	53,830	54,430	55,030	55,630
<b>11</b>	56,830	57,430	58,030	58,630
<b>12</b>	60,330	60,930	61,530	62,130
<b>13</b>	64,330	64,930	65,530	66,130
<b>14</b>	68,790	69,390	69,990	70,590
<b>15</b>	73,250	73,850	74,450	75,050

**Spring Lake Board of Education**  
**Teachers Salary Guide – 2008-2009**

<b>Step</b>	<b>BA</b>	<b>BA+20</b>	<b>MA</b>	<b>MA+20</b>
<b>1</b>	45,000	45,610	46,220	46,830
<b>2-3</b>	45,500	46,110	46,720	47,330
<b>4-5</b>	46,250	46,860	47,470	48,080
<b>6</b>	47,250	47,860	48,470	49,080
<b>7</b>	48,500	49,110	49,720	50,330
<b>8</b>	50,000	50,610	51,220	51,830
<b>9</b>	52,000	52,610	53,220	53,830
<b>10</b>	54,500	55,110	55,720	56,330
<b>11</b>	57,500	58,110	58,720	59,330
<b>12</b>	61,000	61,610	62,220	62,830
<b>13</b>	65,000	65,610	66,220	66,830
<b>14</b>	70,000	70,610	71,220	71,830
<b>15</b>	75,000	75,610	76,220	76,830

SCHEDULE A

EDUCATIONAL STIPENDS

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

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



SCHEDULE B – STIPENDS

Names	2005-2006	2006-2007	2007-2008	2008-2009
	4.4%	4.5%	4.7%	4.7%
Cheerleaders Fall/Winter	\$1,799.92	\$1,880.91	\$1,969.32	\$2,061.88
Boys Soccer	\$2,099.91	\$2,194.41	\$2,297.55	\$2,405.53
Girls Soccer	\$2,099.91	\$2,194.41	\$2,297.55	\$2,405.53
Boys Basketball	\$2,699.89	\$2,821.38	\$2,953.99	\$3,092.83
Girls Basketball	\$2,699.89	\$2,821.38	\$2,953.99	\$3,092.83
Baseball	\$2,099.91	\$2,194.41	\$2,297.55	\$2,405.53
Softball	\$2,099.91	\$2,194.41	\$2,297.55	\$2,405.53
Student Council	\$1,799.92	\$1,880.91	\$1,969.32	\$2,061.88
Yearbook	\$1,799.92	\$1,880.91	\$1,969.32	\$2,061.88
National Junior Honor Society Advisor	\$0.00	\$1,500.00	\$1,570.50	\$1,644.31
Eighth Grade Advisor	\$0.00	\$625.00	\$625.00	\$625.00
Spelling Bee	\$269.99	\$282.14	\$295.40	\$309.28
Band Day	\$239.99	\$250.79	\$262.58	\$274.92
Band Memorial Day	\$251.99	\$263.33	\$275.71	\$288.66
Career Day	\$383.98	\$401.26	\$420.12	\$439.87
8th Grade Trip Chaperone Per day	\$149.99	\$156.74	\$164.11	\$171.82
Geography Bee	\$149.99	\$156.74	\$164.11	\$171.82
Athletic Coach in charge	\$1,799.92	\$1,880.91	\$1,969.32	\$2,061.88
Science Fair	\$899.96	\$940.46	\$984.66	\$1,030.94
Art Fair/Night	\$899.96	\$940.46	\$984.66	\$1,030.94
Kindergarten Orientation (4 hrs.)	\$0.00	\$31.34	\$32.81	\$34.36
Upper Grade Orientation (2 hrs.)	\$0.00	\$31.34	\$32.81	\$34.36
Before school program session	\$29.99	\$31.34	\$32.82	\$34.36
Home Instruction	\$29.99	\$31.34	\$32.82	\$34.36
Summer Curriculum	\$0.00	\$31.34	\$32.81	\$34.36

**SCHEDULE B – STIPENDS (Continued)**

<b>Names</b>	<b>2005-2006</b>	<b>2006-2007</b>	<b>2007-2008</b>	<b>2008-2009</b>
After School SEA	\$41.76	\$43.64	\$45.69	\$47.84
Lead Teacher – Flat Fee		\$2,400	\$2,400	\$2,400
Vocabulary Challenge - \$75 flat fee beginning 2006-2007		\$75	\$75	\$75
Academic Bowl – Flat fee \$62.50 each advisor beginning 2006-2007		\$62.50	\$62.50	\$62.50
Academic Bowl – Flat fee \$100 each coordinator beginning 2006-2007		\$100	\$100	\$100
Bowling Advisor - \$500 flat fee beginning 2007-2008			\$500	\$500
Family Literacy – present program to CSA agree on hours at negotiated rate				

## SCHEDULE C

1999- 2000 School Year

Pupil contact Time:  
8:35-2:45

Length of School Day: 6 hours 10 minutes or 370 minutes

Less: Prep	45 minutes	
Lunch	<u>40 minutes</u>	
	85 minutes	370 minutes
		<u>-85 minutes</u>
		285 minutes contact time

Proposed 2000-2001 School Year

Pupil contact Time:  
8:30-2:58

Length of School Day: 6 hours 28 minutes or 388 minutes

Less: Prep	41 minutes	
Lunch	<u>41 minutes</u>	
	82 minutes	388 minutes
		<u>-82 minutes</u>
		306 minutes contact time

Agreed to 21 minutes per day increased contact time

285 minutes + 21 minutes = 306 minutes

**THIS IS A REPRESENTATIVE EXAMPLE OF SCHEDULING.**