

# **CONTRACT**

**FOLSOM EDUCATION ASSOCIATION**

**(Certified Staff)**

**and**

**FOLSOM BOARD OF EDUCATION**

**2022-2025**

## **PREAMBLE**

In the past, the Folsom Education Association and the Folsom Board of Education have enjoyed a good relationship, one in which the spoken word was sufficient. For better understanding and in light of new laws and rules binding on both parties, the Association and the Board agree that a written contract would best suit the needs of all concerned.

## **ARTICLE I**

### **RECOGNITION**

#### **A. UNIT**

The Board hereby recognizes the Folsom Education Association as the exclusive representative for collective negotiations concerning grievances and terms and conditions of employment for all professional full-time certified staffing including, the nurse, the media specialist, the child study team, the speech therapist and the guidance counselor. Full time staff is defined as those working more than 30 hours per week.

#### **B. DEFINITION OF A TEACHER**

Unless otherwise stated, the term "teachers", when used hereinafter in this agreement, shall refer to all full-time professional employees represented by the Folsom Education Association in the negotiating unit as above defined and references to male teachers shall include female teachers.

## **ARTICLE II**

### **NEGOTIATION OF SUCCESSOR AGREEMENT**

#### **A. DEADLINE DATE**

The parties agree to enter into collective negotiations over a successor agreement in accordance with N.J.S.A. 34:13-A.et.seq. as applicable to the terms herein a good faith effort to reach agreement on all matters concerning the terms and conditions of teachers' employment. Such negotiations shall begin no later than November 15 of the calendar year preceding the calendar year in which this agreement expires. Any agreement so negotiated shall apply to all full-time teachers, be reduced to writing, and be signed by the Board.

The parties mutually agree that should the negotiations for a successor contract to the 2022-2025 collective bargaining agreement not be completed by July 1, 2025, unit members shall receive no increase in compensation until a new agreement is reached. Unit members shall continue to receive the same salary received as of June 30, 2025 until such time as a success or agreement is reached and voted upon.

#### **B. MODIFICATION**

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

## ARTICLE III

### GRIEVANCE PROCEDURE

#### A. DEFINITION

##### 1. Grievances

A "grievance" is a claim by a teacher of the Folsom Education Association based upon the alleged misinterpretation, misapplication, or violation of this collective agreement or administrative decisions affecting a teacher or group of teachers.

##### 2. Aggrieved Person

An "aggrieved person" is the person or persons or the Folsom Education 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 Folsom Education 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 this procedure.

#### C. PROCEDURES

1. **TIME LIMITS** - The number of days indicated at each level should be considered as a maximum. The time limits specified may, however, be extended by mutual agreement. Each claim is to be instituted within (30) calendar days from occurrence. In the event the time limit expires on a non-school day, the parties involved will have until the next in-session school day.

2. **YEAR END GRIEVANCES** - On the event that 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 is left unresolved until the beginning of the following school year, could result in irreparable harm to the parties in interest, the time limits as 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 possible.

3. **LEVEL ONE – Chief School Administrator** - A teacher with a grievance will first discuss said grievance with the Chief School Administrator (CSA), either directly or through the Folsom Education Association's designated representative, with the objective of solving the matter informally. If the grievance is with the CSA, first a verbal discussion should take place between the CSA and the association's representative. If the matter is not resolved in five (5) school days, a written grievance will be filed to the CSA and time stamped by the CSA's secretary. CSA must present a decision regarding the grievance within ten (10) school days of the filing of the written grievance.

4. **LEVEL TWO - BOARD OF EDUCATION** - If the grievance is not resolved to the grievant's satisfaction, he, not later than five (5) calendar days after the Chief School

Administrator's decision, may request a review by the Board of Education. The request shall be submitted in writing through the Chief School Administrator who shall time stamp the grievance and attach all related papers and forward the request to the Board.

The Board, or a committee thereof, shall review the grievance, and shall, at the option of the Board, or at the request of the grievant, hold a meeting with the employee grievant and render a decision in writing and forward copies thereof to the grievant and the Folsom Education Association within twenty (20) calendar days of the receipt of the appeal by the Chief School Administrator, or if a hearing is held, within twenty (20) calendar days of the hearing. The referred hearing shall be held within fifteen (15) calendar days after the receipt of the appeal notice.

In the event the time limit expires on a non-school day, the parties involved will have until the next school day.

5. **LEVEL THREE** - If the decision of the Board does not resolve the grievance to the satisfaction of the employee grievant, he may exercise legal rights according to the Statutes Administrative Code and PERC regulations, such a request to be made known to the Chief School Administrator within twenty (20) calendar days of the receipt of the Board's decision.

## **ARTICLE IV**

### **ASSOCIATION RIGHTS AND PRIVILEGES**

#### **A. USE OF SCHOOL BUILDING**

The Folsom Education Association and its representatives may use the school building at all reasonable hours for meetings related to school activities. The Board of Education secretary shall be notified in advance of the time and place of all such meetings for approval of same. The Folsom Education Association shall pay any custodial fees for evening meetings.

#### **B. USE OF SCHOOL EQUIPMENT**

The Folsom Education Association may use school facilities and equipment, including duplicating equipment, calculating equipment, and all types of audio-visual equipment at reasonable times when such equipment is not in use. The Folsom Education Association shall pay for the reasonable cost of materials and supplies incidental to such use.

#### **C. BULLETIN BOARDS**

The Folsom Education Association shall have in each school building the use of a bulletin board in a prominent place, the location of which shall be determined by the Board of Education or its designee. Copies of all materials to be posted on such bulletin boards shall be given to the building principal but no approval shall be required.

#### **D. EXCLUSIVE RIGHTS**

The rights and privileges of the teachers' representative as set forth in this agreement shall be granted only to the organization designated as the representative pursuant to Chapter 308, Public Laws 1968, and to no other organization.

## ARTICLE V

### SALARIES

#### A. EMPLOYEES COVERED

Salaries of all employees covered by this agreement are set forth in the Schedules A and B that are attached hereto and made a part hereof.

#### B. FREQUENCY OF PAY

Each employee shall be paid on the 15<sup>th</sup> and 30<sup>th</sup> of each month beginning September 1 and ending June 30 for 10-month employees. If these days fall on a weekend or a holiday, staff will be paid on the last workday prior to that date. Direct deposits will be posted on the same day checks are issued.

#### C. GRADUATE COURSES

The Board agrees to pay reimbursement tuition costs for graduate courses for tenured personnel in the following manner:

Reimbursement is not to exceed \$2,200 per year, per teacher, not to exceed a total of \$18,000 per year for all 3 years. This will be initially allocated ½ for fall semester and ½ for spring semester. Teachers who have spent their allocated monies may apply to the Superintendent for additional money for summer studies, should money remain in the account. After summer course payments have been allocated, the above per teacher cap can be exceeded.

It must be certified as approved by the Chief School Administrator before Board approves that such courses are directly related to teaching in the elementary education or middle school education but shall not cover administrative or supervisory courses and that the college or university is accredited.

Tuition costs will be reimbursed within the fiscal year when the courses are completed, upon submission to the Chief School Administrator and Board of Education evidence of participation, official proof of successful completion of course and proof of tuition costs. A passing grade of "B" or better must be earned to qualify for such reimbursement. Only tenured teachers may apply.

Any employee receiving any course reimbursement must be actively working for three years after reimbursement. If the employee ends employment with the district for any reason other than by full retirement, total disability or death, they shall owe and must pay back to the Board of Education 100% of the reimbursement amount within the 1st year of receiving such reimbursement. Such reimbursement pay back to the board shall be 75% of the amount if the employee leaves the district during the 2nd year and 50% of the amount if the employee leaves the district during the 3<sup>rd</sup> year after receiving reimbursement.

#### D. CONTINUING EDUCATION

The Folsom Education Association and the Folsom Board of Education mutually agree to reopen Article V of the negotiated contract if it is necessary due to changes in legislation regarding the continuing education mandate or future interpretation thereof.

**ARTICLE VI**  
**TEACHING HOURS**

**A. TEACHER'S DAY**

1. Length of Day - Teacher's day shall not exceed 7¼ hours with the exception of open house and conferences.
2. [Each]vc1] preparation period shall be no less than 40 consecutive uninterrupted minutes every full school day, for a minimum of 200 minutes of preparation time per week. On half days, each preparation period shall be no less than 30 consecutive uninterrupted minutes. Teachers who lose their preparation period pursuant to superintendent or designee direction to cover another staff member's absence will be compensated at \$30.00 per prep period. On weeks when the Administration calls a Grade Level meeting, said meeting will take the place of any PLCs for that week.
3. Teacher's Lunch Period - Teachers shall have a forty (40) minute duty-free lunch for regular school days. On student half days, teachers shall have a 30-minute duty free lunch.
4. Use of Teacher's Room - The teacher shall be allowed to use the teacher's room during times when specialists are in charge of their classes.
5. Leaving the Building - Teachers may leave the building during their scheduled lunch period providing they sign out and upon returning sign in at the office.
6. Parent/Teacher Conferences - When parent-teacher conferences are scheduled in the evening after a regular school day, teachers shall be given compensating time by early dismissal, provided school has been in session a minimum of four (4) hours instructional time for students.
7. Staff Meetings - During the school year, teachers shall be required to attend one monthly prescheduled staff meeting not to exceed forty-five minutes. At least forty-eight (48) hour notice required except in case of emergency. (up to half of these days can be used for professional development)
8. Teacher's Work Year - The teacher's work year shall consist of a total of 185 days (180 student contact, 5 professional development days).
9. New Teacher Orientation - New teaching staff shall attend 2 additional days of orientation prior to the start of school year.
10. Online Training – Teachers shall be given compensating time for completion of mandatory online trainings in the form of three (3) early dismissal days on the student half days preceding Thanksgiving, Christmas break, and Easter break.

**ARTICLE VII**  
**TEMPORARY LEAVES OF ABSENCE**

**A. TYPES OF LEAVE**

Teachers shall be entitled to the following temporary leave of absence (non-accumulative) with full pay each year:

1. Personal Leave - Four (4) days leave of absence for personal, legal, business, household or family matters, which require absence during school hours. Application to the Chief School Administrator for personal leave shall be made at least one week before taking such leave (except in the case of emergencies) and approval must be received. Any unused personal days at the end of the school year will convert to sick days.
2. One "Sick Day" may be used for "Family Illness Day" that may be utilized for a teacher's spouse, child, parent, father-in-law, mother-in-law, brother, sister, grandchild,

step-parent, step-child, step-grandchild, and any other related member of the immediate household.

3. Professional Leave - Up to two (2) days for the purpose of visiting other schools or attending meetings or conferences of an educational nature. Request for above must be submitted to the Chief School Administrator for approval at least one (1) week prior to the date the planned school visitation or meeting/conference attendance. Within ten (10) days, teacher must file a written report with the Chief School Administrator.

4. Death - Up to five (5) working days, to be used within 30 days of the event of death of a teacher's spouse, child, parent, father-in-law, mother-in-law, brother, sister, grandchild, step-parent, step-child, step-grandchild, and any other related member of the immediate household. Up to three (3) working days, to be used within 15 days of the event of death of brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparent, and other member of the immediate household.

5. Good Cause - Other leaves of absence with pay may be granted upon discretion of the Board of Education.

## **B. ACCUMULATIVE LEAVE**

Teachers shall be entitled to the following accumulative leave with pay:

1. Sick Days - Eleven (11) days sick leave per year

2. Accumulated Sick Leave - Teachers shall be informed of their accumulated sick leave with the first paycheck in September.

3. Unused Sick Leave - After 18 years in the district, upon retirement, teachers will be paid for unused sick days at a rate of 30% of daily salary not to exceed \$17,000. New hires after July 1, 2009 will receive 30% of daily salary not to exceed \$15,000 Daily salary shall be calculated as 1/200th of annual salary.

## **C. EXTENDED LEAVE**

In the event that a tenured teacher shall have exhausted the specific annual and accumulated sick leave days because of extended illness, quarantine or illness in the immediate family, the Board may, in its discretion, grant additional leave according to the circumstances of each case on a case-by-case basis. Teachers shall receive a salary reduction of 1/200th of their annual salary for each used sick day that exceeds their accumulated sick leave.

## **D. RETIREMENT**

Notice of retirement shall be made to the Business Administrator by February 1 of the school year in which employee is retiring. The employee shall always have the right to rescind notice of retirement. Payment is to be made to the employee by July 15 of the subsequent year.

# **ARTICLE VIII**

## **TEACHER EVALUATION**

All evaluations of both tenured and non-tenured teachers will be consistent with the Teacher Effectiveness and Accountability for Children of New Jersey Act and New Jersey laws and code regulations relating thereto.

In order to bring about the highest level of instruction possible, every evaluation shall take into account the classroom assignment, the credentials and work background of the

individual teacher, diversity of the student population, class size, student disabilities and other relevant factors which may impact on the success of an individual student, teacher or classroom.

All monitoring or observation of the work performance of an employee shall be conducted openly and with full knowledge of the employee. Any video equipment installed in classrooms shall not be used for evaluation unless mutually agreed upon by the teacher and the evaluator.

## **ARTICLE IX**

### **CLASS SIZE**

It is recognized by the Board and the Folsom Education Association that pupil-teacher ratio is an important aspect of an effective educational program. The Board agrees to try to keep class size at acceptable numbers as dictated by the financial condition of the district, the facilities available, the availability of qualified teachers and the best interest of the district as deemed administratively feasible at the discretion of the Board.

## **ARTICLE X**

### **CONDITIONS APPLICABLE TO ALL TEACHERS**

#### **A. SUBSTITUTE TEACHERS**

The Board agrees at all times to maintain an adequate list of certified substitute teachers both for classroom and special teachers.

#### **C. CHANGE IN GRADE ASSIGNMENT**

- a. Teachers who desire a change in grade/teaching assignment may file a written statement by May 15 of such desire with the Chief School Administrator.
- b. All teachers shall be informed by the Administration no later than June 1<sup>st</sup> of the school year concerning their assignment for the next contract year.
- c. If subsequent change is required during summer recess, then said teacher will be advised, in writing, to both his/her current physical address on file, and school email. Teachers will be provided an opportunity for a conference with the Chief School Administrator if so requested.
- d. All teachers shall be able to access their anticipated daily class schedule at least one week prior to the start of the school year via the staff portal.

## **ARTICLE XI**

### **INSURANCE PROTECTION**

At the beginning of each school year, the Board shall provide health care insurance protection as detailed below:

#### **A. HEALTH / PRESCRIPTION INSURANCE**

1. The health care / prescription insurance carrier(s) shall be determined by the Board of Education for the basic hospitalization, medical/surgical coverage, for the major medical coverage, and prescription coverage. Such coverage shall be equal to or better than



the existing New Jersey State Health Benefits Plan, with the prescription co-pay not exceeding \$15. Mail-in prescription copays will be reimbursed in full to the employee upon submission of receipt and voucher.

2. Employee contributions for health/prescription insurance shall be a minimum of those required under Chapter 78 Public Law 2011 (Tier 4) **or Chapter 44 Public Law 2020, whichever applies.** This shall continue throughout the term of this contract.

The employee contributions shall be withheld in equal installments throughout the year from the employee's paycheck and the board will maintain a Section 125 Plan so that said contributions can be made on a pre-tax basis.

#### **B. DESCRIPTION OF COVERAGE**

The Board shall request the carrier(s) to provide each employee with a description of the health care insurance coverage provided under this article no later than the beginning of the school year which shall include a clear description of the conditions and limits of coverage as listed above.

#### **C. DENTAL COVERAGE**

1. A dental plan will be provided with the Board paying \$750 per year toward selected coverage for the duration of this contract. The employee may pay the balance of the premium in the form of a payroll deduction.

2. After fifteen (15) years in the district, upon retirement, employees may continue dental coverage under the Board's group policy provided the employee pays the full premium to the Board for such coverage.

#### **D. VISION COVERAGE**

1. A vision plan will be provided with the Board paying \$750 per year toward selected coverage for the duration of this contract. The employee may pay the balance of the premium in the form of a payroll deduction.

2. After fifteen (15) years in the district, upon retirement, employees may continue vision coverage under the Board's group policy provided the employee pays the full premium to the Board for such coverage.

The employee may choose either (dental or vision) or both plans (dental and vision), but board contribution/payment shall not exceed \$1,500 combined in any way.

### **ARTICLE XII**

#### **MISCELLANEOUS PROVISIONS**

##### **A. SEPARABILITY**

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 or subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

##### **B. PRINTING AGREEMENT**

Enough copies of this agreement shall be printed within ninety (90) days of signing by both parties. The cost of such printing shall be shared equally by both parties to this agreement. Each teacher in the Folsom Education Association shall be furnished with a copy.

**C. SCHOOL CALENDAR**

The Chief School Administrator shall prepare a school calendar and must offer the calendar to the Folsom Education Association for suggestions.

**ARTICLE XIII**

**DURATION OF AGREEMENT**

**A. DURATION OF AGREEMENT**


This agreement shall be effective as of July 1, 2022 and shall continue in effect until June 30, 2025. This agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated, unless extended in writing.

It is understood that Schedule B may be reopened for additional items for negotiation before this agreement expires only for the additional programs that are introduced.

**B. STATUS OF INCORPORATION**

In witness whereof the parties hereto have caused this agreement to be signed by their respective presidents, attested by their respected secretaries, and their corporate seals to be placed hereon, all on the day and year written below.

Dated this 26<sup>th</sup> day of July, 2022

  
\_\_\_\_\_  
President, Folsom Education Association

  
\_\_\_\_\_  
Secretary, Folsom Education Association

  
\_\_\_\_\_  
President Folsom Board of Education

  
\_\_\_\_\_  
Secretary, Folsom Board of Education

## **SCHEDULE B**

### **A. EXTRA ACTIVITIES**

All extra activities as listed in Schedule B shall be administered with approval of the Chief School Administrator and the Board of Education. Times are to be assigned by the Chief School Administrator. Extra compensation will be paid for extra work. All payments shall be prorated if the activity does not last the season.

1. Any one teacher(s) who supervises and advises any extracurricular school sponsored event that takes place other than during normal school hours will be paid at a rate of \$40 per event. This schedule will exclude field trips.

Regarding class trips or out of district school functions, any return from such trip or function on the same day to the school district that is more than three (3) hours past the normal school day shall result in \$50 additional compensation to each covered certified employee.

Regarding any trip or function whereby there is an overnight stay on such trip, etc., such shall entitle each covered certified employee to receive an additional \$100 in excess of the above for a total of \$150 with a maximum of 10 teachers.

2. Eighth grade advisors (one per 8th grade homeroom; not to exceed two) will be paid as indicated on schedule B.
3. Any teacher assigned to attend meetings in which he/she takes their own vehicle will be paid at a OMB rate. This is applicable to all employees.

### **B. EXTRACURRICULAR SCHEDULE**

**C. HOME INSTRUCTION** - Home instruction will be paid at a rate of \$45 per hour for the duration of this contract. Members of the Folsom Education Association shall be notified by the Board when tutoring positions are open and shall be given preference. Positions will be filled at the discretion of the Chief School Administrator.

**D. SUMMER TRAINING/CURRICULUM WORK** – Teachers and the nurse will be paid at rate of \$40 per hour when required to attend summer training. This excludes new hires who attend orientation prior to the start of the work year.

**E. DETENTION** – Detention will be paid at a rate of \$25 for after school detentions (45 minutes) and \$100 for Saturday detentions (4 hours).

<b>SCHEDULE B</b>			
<b><i>SPORT STIPEND GUIDE</i></b>		<b><i>EXTRACURRICULAR STIPENDS GUIDE</i></b>	
<b>BOYS BASKETBALL</b>		ART CLUB	\$1,393
HEAD COACH	\$2,025	CHOIR ADVISOR	\$1,393
ASST. COACH	\$1,013	BAND ADMINISTRATOR	\$1,331
		STUDENT COUNCIL	\$1,013
<b>GIRLS BASKETBALL</b>		SAFETY PATROL	\$1,774
HEAD COACH	\$2,025	TALENT SHOW ADVISOR	\$630
ASST. COACH	\$1,013	TALENT SHOW ASST.	\$414
		YEARBOOK ADVISOR	\$1,520
<b>CROSS COUNTRY</b>		YEARBOOK ASST.	\$728
HEAD COACH	\$1,013	LEO CLUB	\$516
ASST. COACH	\$516	DRAMA CLUB ADVISOR	\$473
		PLAY DIRECTOR	\$1,537
<b>VOLLEYBALL</b>		ASST. PLAY DIRECTOR	\$710
HEAD COACH	\$1,013	ASST. PLAY DIRECTOR	\$710
ASST. COACH	\$516	ASST. PLAY DIRECTOR	\$710
		TECH CLUB	\$1,393
<b>SOFTBALL</b>		SIGN LANGUAGE	\$603
HEAD COACH	\$483	FTN	\$538
ASST. COACH	\$241	8TH GRADE ADVISOR	\$630
		STOKES ADVISOR	\$296
<b>CHEERLEADING</b>		HEAD TEACHER	\$538
HEAD COACH	\$1,520	BILINGUAL TRANSLATOR	\$323
ASST. COACH	\$723	PBSIS	\$1,000
		PBSIS	\$1,000
<b>OTHER</b>			
SPIRIT COORDINATOR	\$1,138		
ATHLETIC DIRECTOR	\$2,025		

**Teacher's Salary Guide  
2022-2023**

<b>Step</b>	<b>BA</b>	<b>BA+15</b>	<b>MA</b>	<b>MA+30</b>	<b>Doc</b>
<b>B</b>	55,385	56,735	58,135	60,135	62,135
<b>C</b>	55,885	57,235	58,635	60,635	62,635
<b>D</b>	57,084	58,434	59,834	61,834	63,834
<b>E</b>	58,284	59,634	61,034	63,034	65,034
<b>F</b>	59,484	60,834	62,234	64,234	66,234
<b>G</b>	60,784	62,134	63,534	65,534	67,534
<b>H</b>	62,084	63,434	64,834	66,834	68,834
<b>I</b>	63,384	64,734	66,134	68,134	70,134
<b>J</b>	64,684	66,034	67,434	69,434	71,434
<b>K</b>	66,034	67,384	68,784	70,784	72,784
<b>L</b>	67,884	69,234	70,634	72,634	74,634
<b>M</b>	69,884	71,234	72,634	74,634	76,634
<b>N</b>	72,083	73,433	74,833	76,833	78,833
<b>O</b>	74,433	75,783	77,183	79,183	81,183
<b>P</b>	76,833	78,183	79,583	81,583	83,583
<b>Q</b>	79,782	81,132	82,532	84,532	86,532
<b>R</b>	82,732	84,082	85,482	87,482	89,482

**Teacher's Salary Guide  
2023-2024**

<b>Step</b>	<b>BA</b>	<b>BA+15</b>	<b>MA</b>	<b>MA+30</b>	<b>Doc</b>
<b>B</b>	56,498	57,848	59,248	61,248	63,248
<b>C</b>	56,998	58,348	59,748	61,748	63,748
<b>D</b>	58,198	59,548	60,948	62,948	64,948
<b>E</b>	59,397	60,747	62,147	64,147	66,147
<b>F</b>	60,597	61,947	63,347	65,347	67,347
<b>G</b>	61,897	63,247	64,647	66,647	68,647
<b>H</b>	63,197	64,547	65,947	67,947	69,947
<b>I</b>	64,497	65,847	67,247	69,247	71,247
<b>J</b>	65,797	67,147	68,547	70,547	72,547
<b>K</b>	67,147	68,497	69,897	71,897	73,897
<b>L</b>	68,997	70,347	71,747	73,747	75,747
<b>M</b>	70,997	72,347	73,747	75,747	77,747
<b>N</b>	73,197	74,547	75,947	77,947	79,947
<b>O</b>	75,547	76,897	78,297	80,297	82,297
<b>P</b>	77,947	79,297	80,697	82,697	84,697
<b>Q</b>	80,837	82,187	83,587	85,587	87,587
<b>R</b>	83,732	85,082	86,482	88,482	90,482

## Teacher's Salary Guide 2024-2025

Step	BA	BA+15	MA	MA+30	Doc
B	57,979	59,329	60,729	62,729	64,729
C	58,479	59,829	61,229	63,229	65,229
D	59,679	61,029	62,429	64,429	66,429
E	60,879	62,229	63,629	65,629	67,629
F	62,080	63,430	64,830	66,830	68,830
G	63,380	64,730	66,130	68,130	70,130
H	64,680	66,030	67,430	69,430	71,430
I	65,979	67,329	68,729	70,729	72,729
J	67,279	68,629	70,029	72,029	74,029
K	68,629	69,979	71,379	73,379	75,379
L	70,229	71,579	72,979	74,979	76,979
M	72,229	73,579	74,979	76,979	78,979
N	74,429	75,779	77,179	79,179	81,179
O	76,779	78,129	79,529	81,529	83,529
P	79,179	80,529	81,929	83,929	85,929
Q	81,955	83,305	84,705	86,705	88,705
R	84,732	86,082	87,482	89,482	91,482

### Longevity Schedule

The following amounts will be added to the base salary each year:

Beginning 20-25 years = \$1,500

Beginning 26-30 years = \$1,750

Beginning 31 + years = \$2,000