

NOVEMBER 17, 2015

ELEMENTARY SCHOOL PERSONNEL

THE CHIEF SCHOOL ADMINISTRATOR RECOMMENDS THE FOLLOWING
ELEMENTARY SCHOOL PERSONNEL TO THE BOARD OF EDUCATION:

Athletics/Addendum "C" Advisors

Recommend approval of following Addendum "C" coaching staff for the 2015 – 2016 SY (*final salary to be determined when contract negotiations are finalized*):

- **Cheerleading Coach - Winter, Kelly Burke – Step 1 - \$1,000.00**
 - **Field Hockey Coach, Antoinette Bruno - \$4,480.00**

Recommend approval of following Addendum "C" Advisors for the 2015 – 2016 SY (*final salary to be determined when contract negotiations are finalized*):

- **History Club, Kristine Yellovich - \$850.00**
 - **STEM Club, Laura Wahl - \$850.00**

Additional Compensation

Recommend approval of **Marc Reid** as Central Detention Proctor, on an as needed basis, at **\$31.00 per hour** (*pending negotiations*).

**MEMORANDUM OF AGREEMENT BETWEEN
THE MANASQUAN EDUCATION ASSOCIATION and
THE MANASQUAN BOARD OF EDUCATION**

The Manasquan Education Association and the Manasquan Board of Education having entered into collective negotiations for its successor agreement to the contract which expired on June 30, 2015, subject to ratification by both parties, are hereby agreed as follows:

1. Amend applicable dates to reflect new contract terms
2. Article 8.J – Amend to “Teachers shall be available after pupil dismissal for **extra help** one (1) day per week for forty-five (45) minutes. The day shall be scheduled at the convenience of the teacher.”
3. Article 8.M – Amend to “The Child Study Team may be eleven month employees. The contract for eleven month employees shall be from September 1st to July 31st of the following year. **Appointment to eleven month positions shall be each year, at the discretion of the School District. Compensation for IN THE EVENT THAT AN 11 MONTH EMPLOYEE RETURNS TO A 10 MONTH POSITION, the additional one month shall not be made part of the tenure protected salary.**”
4. Article 8.O – There will be ½ day closing on the Wednesday before Thanksgiving.
5. Article 9.D – During snow removal period, custodians will receive time and a half when a state of emergency is declared.
6. Article 14 – Change to “5 shirts each year by August 1st.”
7. Article 23.D.4 – Delete In the event of the death of an employee, all accumulated sick leave shall go to the designated beneficiary.
8. Article 24.A.1 – Add “12-month employees shall receive one (1) additional personal day.”
9. Article 25.A.4 0 Amended bereavement days classification “(including an employee’s spouse, child, father, mother, sister, brother, grandparents, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, niece, nephew and any other member of the immediate household).”
10. Article 28.A.3 – Change in-service days to dismiss at 3:00.
11. Add Article 29.A.3 – “The board shall make available an FSA option. \$500 of employee’s contributions may be carried over into the following year.”

12. Article 5K Amend with the following language. Effective ~~with all new hires as of 7/1/2005~~, **Effective 7/1/15** with the recommendation of the Superintendent and approval of the Board, bargaining unit members may enroll their children in the high school **half the annual pupil tuition rate** and elementary school **tuition free**. **Any employee hired prior to 7/1/2005 will be grandfathered with free high school tuition. Any ENROLLMENT determination shall not be subject to the grievance procedure.**
13. Add Article 23E- Creation of unit member sick day bank in accordance with 18A:30-10 and 18A:30-11. A committee will be formed to control the sick bank.
14. Add Article 28B Professional Development Academy – Teachers participating in the professional development academy shall be compensated at \$60.00 per hour for time spent preparing and presenting.
15. Under the NJ Direct access Plan Design 7 change the current office visit copay from \$10 PCP/Specialist to \$15. Also convert coinsurance from 100%/80% to 100%/70%.
16. Increase annual **DENTAL** deductible from \$25 to \$50 family \$50 to \$100. Increase calendar year maximum from \$1000 to \$1500.
17. Add: In order for payment to be made pursuant to this section by July 1, following the date of retirement, the employee must provide written notification of the intention to retire no later than January 31st of that same year. Notification provided after January 31st will result in payments being made the following July 1st.
18. Amend first paragraph as follows:
~~The salaries of all employees covered by this agreement are set forth in the schedules attached hereto and made a part hereof.~~ Effective **July 1, 2015** teachers shall receive an increase of **2.5%** inclusive of increment. Effective **July 1, 2016** teachers shall receive an increase of **2.5%** inclusive of increment. Effective **July 1, 2017** teachers shall receive an increase of **2.5%** inclusive of increment. Secretaries, custodians, and paraprofessionals shall receive the same percentage increases as above. Schedule "C" shall be increased by **2.3%** inclusive of increment in each year of the agreement. Salary guides shall be mutually developed and retroactive to **July 1, 2015** from the date of ratification. Retroactive pay will be paid when both parties have rectified the contract. **Retroactive pay will be paid within three (3) payroll periods after both parties have ratified the contract and salary guides.**
19. Guide enhancement money in the total amount of \$150,000 ~~up to \$50,000 per year~~ **\$75,000 IN EACH OF THE FIRST TWO YEARS OF THE AGREEMENT** will be provided to improve the salary guide ~~over the next three years.~~ ~~at the MEA's discretion.~~

20. Employee health insurance contributions shall be at Tier 4, pursuant to the table and terms set forth in Chapter 78.
21. All other provisions shall remain in full force and effect.
22. All other proposals are considered withdrawn.

FOR THE ASSOCIATION

9-2-15

FOR THE BOARD



Lynn Brown

Pamela Gray

James E. Mahon

Christie Walsh

Paul C. [Signature]

John [Signature]



BASE YEAR**2014-15 Manasquan Teachers**

Salary Guide Step	BA	MA	Doc	Athl Dir
1	47,610	49,610	51,610	81,610
2	48,110	50,110	52,110	84,110
3	48,610	50,610	52,610	86,610
4	49,516	51,516	53,516	88,110
5	52,016	54,016	56,016	90,110
6	54,416	56,416	58,416	-
7	57,016	59,016	61,016	-
7A				
8	61,016	63,016	65,016	-
8A				
9	65,016	67,016	69,016	-
10	68,696	70,696	72,696	-
11	73,146	75,146	77,146	-
12	76,646	78,646	80,646	-
13	80,146	82,146	84,146	-
14	83,146	85,146	87,146	-
15	86,510	88,510	90,510	-

Scattergram Step	BA	MA	Doc	Athl Dir	Total	Percent
1	5.70	5.14	-		10.84	7.11%
2	3.00	1.00	-	-	4.00	2.62%
3	7.00	1.00	-	-	8.00	5.25%
4	-	2.40	-	-	2.40	1.57%
5	8.00	7.00	1.00	1.00	17.00	11.15%
6	6.00	5.00	3.00	-	14.00	9.19%
7	3.00	4.00	2.00	-	9.00	5.91%
7A					-	-
8	13.00	6.00	1.00		20.00	13.12%
8A					-	-
9	4.00	3.00	3.00	-	10.00	6.56%
10	4.00	4.00	-	-	8.00	5.25%
11	3.87	1.10	3.00	-	7.97	5.23%
12	1.00	5.00	3.00	-	9.00	5.91%
13	-	-	-	-	-	-
14	2.00	2.00	1.00	-	5.00	3.28%
15	12.00	8.00	7.20	-	27.20	17.85%
Totals	72.57	54.64	24.20	1.00	152.41	100.00%
Percent	47.61%	35.85%	15.88%	0.66%		

BASE YEAR**2014-15 Manasquan Teachers**

Guide Cost Step	BA	MA	Doc	Athl Dir
1	271,377	254,995	-	-
2	144,330	50,110	-	-
3	340,270	50,610	-	-
4	-	123,638	-	-
5	416,128	378,112	56,016	90,110
6	326,496	282,080	175,248	-
7	171,048	236,064	122,032	-
7A	-	-	-	-
8	793,208	378,096	65,016	-
8A	-	-	-	-
9	260,064	201,048	207,048	-
10	274,784	282,784	-	-
11	283,075	82,661	231,438	-
12	76,646	393,230	241,938	-
13	-	-	-	-
14	166,292	170,292	87,146	-
15	1,038,120	708,080	651,672	-
			Total	10,081,302
			Off Guide	85,610
			G Total	10,166,912
			Average	66,708
			1%	101,669

BASE YEAR**2014-15 Manasquan Teachers****Increment Pattern**

Step	BA	MA	Doc	Athl Dir
1	500	500	500	2,500
2	500	500	500	2,500
3	906	906	906	1,500
4	2,500	2,500	2,500	2,000
5	2,400	2,400	2,400	
6	2,600	2,600	2,600	
7	4,000	4,000	4,000	
7A				
8	4,000	4,000	4,000	
8A				
9	3,680	3,680	3,680	
10	4,450	4,450	4,450	
11	3,500	3,500	3,500	
12	3,500	3,500	3,500	
13	3,000	3,000	3,000	
14	3,364	3,364	3,364	
15	-	-	-	

Increment Cost

Step	BA	MA	Doc	Athl Dir
1	2,850	2,570	-	-
2	1,500	500	-	-
3	6,342	906	-	-
4	-	6,000	-	-
5	19,200	16,800	2,400	-
6	15,600	13,000	7,800	-
7	12,000	16,000	8,000	-
7A	-	-	-	-
8	52,000	24,000	4,000	-
8A	-	-	-	-
9	14,720	11,040	11,040	-
10	17,800	17,800	-	-
11	13,545	3,850	10,500	-
12	3,500	17,500	10,500	-
13	-	-	-	-
14	6,728	6,728	3,364	-
15	-	-	-	-
			Total	360,083
			% of Base	3.54%

BASE YEAR**2014-15 Manasquan Teachers****Increments as a Percent**

Step	BA	MA	Doc	Athl Dir
1	1.05%	1.01%	0.97%	3.06%
2	1.04%	1.00%	0.96%	2.97%
3	1.86%	1.79%	1.72%	1.73%
4	5.05%	4.85%	4.67%	2.27%
5	4.61%	4.44%	4.28%	-
6	4.78%	4.61%	4.45%	
7	7.02%	6.78%	6.56%	
7A				
8	6.56%	6.35%	6.15%	
8A				
9	5.66%	5.49%	5.33%	
10	6.48%	6.29%	6.12%	
11	4.78%	4.66%	4.54%	
12	4.57%	4.45%	4.34%	
13	3.74%	3.65%	3.57%	
14	4.05%	3.95%	3.86%	
15	-	-	-	

BASE YEAR**2014-15 Manasquan Teachers****Column Differentials**

Step	BA	MA	Doc	Athl Dir
1		2,000	4,000	34,000
2		2,000	4,000	36,000
3		2,000	4,000	38,000
4		2,000	4,000	38,594
5		2,000	4,000	38,094
6		2,000	4,000	
7		2,000	4,000	
7A		-	-	
8		2,000	4,000	
8A		-	-	
9		2,000	4,000	
10		2,000	4,000	
11		2,000	4,000	
12		2,000	4,000	
13		2,000	4,000	
14		2,000	4,000	
15		2,000	4,000	

Column Differentials as %

Step	BA	MA	Doc	Athl Dir
1		4.20%	8.40%	71.41%
2		4.16%	8.31%	74.83%
3		4.11%	8.23%	78.17%
4		4.04%	8.08%	77.94%
5		3.84%	7.69%	73.24%
6		3.68%	7.35%	-
7		3.51%	7.02%	-
7A				
8		3.28%	6.56%	-
8A				
9		3.08%	6.15%	-
10		2.91%	5.82%	-
11		2.73%	5.47%	-
12		2.61%	5.22%	-
13		2.50%	4.99%	-
14		2.41%	4.81%	-
15		2.31%	4.62%	-

YEAR 1**2015-16****Manasquan Teachers****Salary Guide****Step****BA****MA****Doc****Athl Dir****2.50%**

1-2	48,130	50,130	52,130	82,610	1
3	48,630	50,630	52,630	84,610	2
4	49,530	51,530	53,530	86,610	3
5	52,030	54,030	56,030	88,610	4
6	54,430	56,430	58,430	90,610	5
7	57,030	59,030	61,030		
7A	59,030	61,030	63,030		
8	61,030	63,030	65,030		
8A	63,230	65,230	67,230		
9	65,530	67,530	69,530		
10	69,160	71,160	73,160		
11	73,160	75,160	77,160		
12	76,660	78,660	80,660		
13	80,160	82,160	84,160		
14	83,360	85,360	87,360		
15	87,010	89,010	91,010		

Scattergram**Step****BA****MA****Doc****Athl Dir****Total****Percent**

1-2	5.70	5.14	-	-	10.84	7.11%
3	3.00	1.00	-	-	4.00	2.62%
4	7.00	1.00	-	-	8.00	5.25%
5	-	2.40	-	-	2.40	1.57%
6	8.00	7.00	1.00	1.00	17.00	11.15%
7	6.00	5.00	3.00		14.00	9.19%
7A	3.00	4.00	2.00		9.00	5.91%
8	-	-	-		-	-
8A	13.00	6.00	1.00		20.00	13.12%
9	-	-	-		-	-
10	4.00	3.00	3.00		10.00	6.56%
11	4.00	4.00	-		8.00	5.25%
12	3.87	1.10	3.00		7.97	5.23%
13	1.00	5.00	3.00		9.00	5.91%
14	-	-	-		-	-
15	14.00	10.00	8.20		32.20	21.13%
Totals	72.57	54.64	24.20	1.00	152.41	100.00%
Percent	47.61%	35.85%	15.88%	0.66%		

YEAR 1**2015-16****Manasquan Teachers**

Guide Cost Step	BA	MA	Doc	Athl Dir	
1-2	274,341	257,668	-	-	
3	145,890	50,630	-	-	
4	346,710	51,530	-	-	
5	-	129,672	-	90,610	
6	435,440	395,010	58,430		
7	342,180	295,150	183,090		
7A	177,090	244,120	126,060		
8	-	-	-		
8A	821,990	391,380	67,230		
9	-	-	-		
10	276,640	213,480	219,480		
11	292,640	300,640	-		
12	296,674	86,526	241,980		
13	80,160	410,800	252,480		
14	-	-	-		
15	1,218,140	890,100	746,282		
			Total	10,410,243	
			Off Guide	86,110	Guide
			G Total	10,496,353	Enhancement
			2014-15	10,166,912	75,000
			Difference	329,441	254,441
			% Increase	3.24%	2.50%

YEAR 1**2015-16****Manasquan Teachers****Increment Pattern**

Step	BA	MA	Doc	Athl Dir
1-2	500	500	500	2,000
3	900	900	900	2,000
4	2,500	2,500	2,500	2,000
5	2,400	2,400	2,400	
6	2,600	2,600	2,600	
7	2,000	2,000	2,000	
7A	2,000	2,000	2,000	
8	2,200	2,200	2,200	
8A	2,300	2,300	2,300	
9	3,630	3,630	3,630	
10	4,000	4,000	4,000	
11	3,500	3,500	3,500	
12	3,500	3,500	3,500	
13	3,200	3,200	3,200	
14	3,650	3,650	3,650	
15	-	-	-	

Increment Cost

Step	BA	MA	Doc	Athl Dir
1-2	2,850	2,570	-	-
3	2,700	900	-	-
4	17,500	2,500	-	-
5	-	5,760	-	-
6	20,800	18,200	2,600	
7	12,000	10,000	6,000	
7A	6,000	8,000	4,000	
8	-	-	-	
8A	29,900	13,800	2,300	
9	-	-	-	
10	16,000	12,000	12,000	
11	14,000	14,000	-	
12	13,545	3,850	10,500	
13	3,200	16,000	9,600	
14	-	-	-	
15	-	-	-	
Total				293,075
% of Base				2.79%

YEAR 1**2015-16*****Manasquan Teachers*****Increments as a Percent**

Step	BA	MA	Doc	Athl Dir
1-2	1.04%	1.00%	0.96%	2.36%
3	1.85%	1.78%	1.71%	2.31%
4	5.05%	4.85%	4.67%	2.26%
5	4.61%	4.44%	4.28%	-
6	4.78%	4.61%	4.45%	
7	3.51%	3.39%	3.28%	
7A	3.39%	3.28%	3.17%	
8	3.60%	3.49%	3.38%	
8A	3.64%	3.53%	3.42%	
9	5.54%	5.38%	5.22%	
10	5.78%	5.62%	5.47%	
11	4.78%	4.66%	4.54%	
12	4.57%	4.45%	4.34%	
13	3.99%	3.89%	3.80%	
14	4.38%	4.28%	4.18%	
15	-	-	-	

YEAR 1**2015-16****Manasquan Teachers****Column Differentials**

Step	BA	MA	Doc	Athl Dir
1-2		2,000	4,000	36,480
3		2,000	4,000	37,980
4		2,000	4,000	39,080
5		2,000	4,000	38,580
6		2,000	4,000	
7		2,000	4,000	
7A		2,000	4,000	
8		2,000	4,000	
8A		2,000	4,000	
9		2,000	4,000	
10		2,000	4,000	
11		2,000	4,000	
12		2,000	4,000	
13		2,000	4,000	
14		2,000	4,000	
15		2,000	4,000	

Column Differentials as %

Step	BA	MA	Doc	Athl Dir
1-2		4.16%	8.31%	75.79%
3		4.11%	8.23%	78.10%
4		4.04%	8.08%	78.90%
5		3.84%	7.69%	74.15%
6		3.67%	7.35%	-
7		3.51%	7.01%	-
7A		3.39%	6.78%	-
8		3.28%	6.55%	-
8A		3.16%	6.33%	-
9		3.05%	6.10%	-
10		2.89%	5.78%	-
11		2.73%	5.47%	-
12		2.61%	5.22%	-
13		2.50%	4.99%	-
14		2.40%	4.80%	-
15		2.30%	4.60%	-

YEAR 1**2015-16****Manasquan Teachers****\$ Increase Over Previous Year**

Step	BA	MA	Doc	Athl Dir
1	520	520	-	-
2	520	520	-	-
3	920	920	-	-
4	-	2,514	-	-
5	2,414	2,414	2,414	500
6	2,614	2,614	2,614	
7	2,014	2,014	2,014	
7A	-	-	-	
8	2,214	2,214	2,214	
8A	-	-	-	
9	4,144	4,144	4,144	
10	4,464	4,464	-	
11	3,514	3,514	3,514	
12	3,514	3,514	3,514	
13	-	-	-	
14	3,864	3,864	3,864	
15	500	500	500	

% Increase Over Previous Year

Step	BA	MA	Doc	Athl Dir
1	1.09%	1.05%	-	-
2	1.08%	1.04%	-	-
3	1.89%	1.82%	-	-
4	-	4.88%	-	-
5	4.64%	4.47%	4.31%	0.55%
6	4.80%	4.63%	4.47%	
7	3.53%	3.41%	3.30%	
7A				
8	3.63%	3.51%	3.41%	
8A				
9	6.37%	6.18%	6.00%	
10	6.50%	6.31%	-	
11	4.80%	4.68%	4.55%	
12	4.58%	4.47%	4.36%	
13	-	-	-	
14	4.65%	4.54%	4.43%	
15	0.58%	0.56%	0.55%	

YEAR 1
2015-16 Manasquan Teachers

Guide Increase Step	BA	MA	Doc	Athl Dir
1				
2	20	20	20	500
3	20	20	20	-
4	14	14	14	500
5	14	14	14	500
6	14	14	14	
7	14	14	14	
7A				
8	14	14	14	
8A				
9	514	514	514	
10	464	464	464	
11	14	14	14	
12	14	14	14	
13	14	14	14	
14	214	214	214	
15	500	500	500	

YEAR 2**2016-17****Manasquan Teachers**

Salary Guide Step	BA	MA	Doc	Athl Dir	2.50%
1	48,345	50,345	52,345	83,110	1
2-3	48,845	50,845	52,845	85,110	2
4	49,745	51,745	53,745	87,110	3
5	52,245	54,245	56,245	89,110	4
6	54,645	56,645	58,645	91,110	5
7	57,245	59,245	61,245		
7A	59,245	61,245	63,245		
8	61,245	63,245	65,245		
8A	63,445	65,445	67,445		
9	65,745	67,745	69,745		
10	69,375	71,375	73,375		
11	73,375	75,375	77,375		
12	76,875	78,875	80,875		
13	80,375	82,375	84,375		
14	83,775	85,775	87,775		
15	87,510	89,510	91,510		

Scattergram Step	BA	MA	Doc	Athl Dir	Total	Percent
1	-	-	-	-	-	-
2-3	5.70	5.14	-	-	10.84	7.11%
4	3.00	1.00	-	-	4.00	2.62%
5	7.00	1.00	-	-	8.00	5.25%
6	-	2.40	-	1.00	3.40	2.23%
7	8.00	7.00	1.00		16.00	10.50%
7A	6.00	5.00	3.00		14.00	9.19%
8	3.00	4.00	2.00		9.00	5.91%
8A	-	-	-		-	-
9	13.00	6.00	1.00		20.00	13.12%
10	-	-	-		-	-
11	4.00	3.00	3.00		10.00	6.56%
12	4.00	4.00	-		8.00	5.25%
13	3.87	1.10	3.00		7.97	5.23%
14	1.00	5.00	3.00		9.00	5.91%
15	14.00	10.00	8.20		32.20	21.13%
Totals	72.57	54.64	24.20	1.00	152.41	100.00%
Percent	47.61%	35.85%	15.88%	0.66%		

YEAR 2
2016-17 *Manasquan Teachers*

Guide Cost Step	BA	MA	Doc	Athl Dir	
1	-	-	-	-	
2-3	278,417	261,343	-	-	
4	149,235	51,745	-	-	
5	365,715	54,245	-	91,110	
6	-	135,948	-		
7	457,960	414,715	61,245		
7A	355,470	306,225	189,735		
8	183,735	252,980	130,490		
8A	-	-	-		
9	854,685	406,470	69,745		
10	-	-	-		
11	293,500	226,125	232,125		
12	307,500	315,500	-		
13	311,051	90,613	253,125		
14	83,775	428,875	263,325		
15	1,225,140	895,100	750,382		
			Total	10,747,349	
			Off Guide	86,610	Guide
			G Total	10,833,959	Enhancement
			2015-16	10,496,353	75,000
			Difference	337,605	262,605
			% Increase	3.22%	2.50%

YEAR 2**2016-17****Manasquan Teachers****Increment Pattern**

Step	BA	MA	Doc	Athl Dir
1	500	500	500	2,000
2-3	900	900	900	2,000
4	2,500	2,500	2,500	2,000
5	2,400	2,400	2,400	
6	2,600	2,600	2,600	
7	2,000	2,000	2,000	
7A	2,000	2,000	2,000	
8	2,200	2,200	2,200	
8A	2,300	2,300	2,300	
9	3,630	3,630	3,630	
10	4,000	4,000	4,000	
11	3,500	3,500	3,500	
12	3,500	3,500	3,500	
13	3,400	3,400	3,400	
14	3,735	3,735	3,735	
15	-	-	-	

Increment Cost

Step	BA	MA	Doc	Athl Dir
1	-	-	-	-
2-3	5,130	4,626	-	-
4	7,500	2,500	-	-
5	16,800	2,400	-	-
6	-	6,240	-	-
7	16,000	14,000	2,000	
7A	12,000	10,000	6,000	
8	6,600	8,800	4,400	
8A	-	-	-	
9	47,190	21,780	3,630	
10	-	-	-	
11	14,000	10,500	10,500	
12	14,000	14,000	-	
13	13,158	3,740	10,200	
14	3,735	18,675	11,205	
15	-	-	-	
Total				321,309
% of Base				2.97%

YEAR 2
2016-17 *Manasquan Teachers*

Increments as a Percent				
Step	BA	MA	Doc	Athl Dir
1	1.03%	0.99%	0.96%	2.35%
2-3	1.84%	1.77%	1.70%	2.30%
4	5.03%	4.83%	4.65%	2.24%
5	4.59%	4.42%	4.27%	-
6	4.76%	4.59%	4.43%	
7	3.49%	3.38%	3.27%	
7A	3.38%	3.27%	3.16%	
8	3.59%	3.48%	3.37%	
8A	3.63%	3.51%	3.41%	
9	5.52%	5.36%	5.20%	
10	5.77%	5.60%	5.45%	
11	4.77%	4.64%	4.52%	
12	4.55%	4.44%	4.33%	
13	4.23%	4.13%	4.03%	
14	4.46%	4.35%	4.26%	
15	-	-	-	

YEAR 2**2016-17****Manasquan Teachers****Column Differentials**

Step	BA	MA	Doc	Athl Dir
1		2,000	4,000	36,765
2-3		2,000	4,000	38,265
4		2,000	4,000	39,365
5		2,000	4,000	38,865
6		2,000	4,000	
7		2,000	4,000	
7A		2,000	4,000	
8		2,000	4,000	
8A		2,000	4,000	
9		2,000	4,000	
10		2,000	4,000	
11		2,000	4,000	
12		2,000	4,000	
13		2,000	4,000	
14		2,000	4,000	
15		2,000	4,000	

Column Differentials as %

Step	BA	MA	Doc	Athl Dir
1		4.14%	8.27%	76.05%
2-3		4.09%	8.19%	78.34%
4		4.02%	8.04%	79.13%
5		3.83%	7.66%	74.39%
6		3.66%	7.32%	-
7		3.49%	6.99%	-
7A		3.38%	6.75%	-
8		3.27%	6.53%	-
8A		3.15%	6.30%	-
9		3.04%	6.08%	-
10		2.88%	5.77%	-
11		2.73%	5.45%	-
12		2.60%	5.20%	-
13		2.49%	4.98%	-
14		2.39%	4.77%	-
15		2.29%	4.57%	-

YEAR 2**2016-17****Manasquan Teachers****\$ Increase Over Previous Year**

Step	BA	MA	Doc	Athl Dir
1-2	715	715	-	-
3	1,115	1,115	-	-
4	2,715	2,715	-	-
5	-	2,615	-	500
6	2,815	2,815	2,815	
7	2,215	2,215	2,215	
7A	2,215	2,215	2,215	
8	-	-	-	
8A	2,515	2,515	2,515	
9	-	-	-	
10	4,215	4,215	4,215	
11	3,715	3,715	-	
12	3,715	3,715	3,715	
13	3,615	3,615	3,615	
14	-	-	-	
15	500	500	500	

% Increase Over Previous Year

Step	BA	MA	Doc	Athl Dir
1-2	1.49%	1.43%	-	-
3	2.29%	2.20%	-	-
4	5.48%	5.27%	-	-
5	-	4.84%	-	0.55%
6	5.17%	4.99%	4.82%	
7	3.88%	3.75%	3.63%	
7A	3.75%	3.63%	3.51%	
8	-	-	-	
8A	3.98%	3.86%	3.74%	
9	-	-	-	
10	6.09%	5.92%	5.76%	
11	5.08%	4.94%	-	
12	4.85%	4.72%	4.61%	
13	4.51%	4.40%	4.30%	
14	-	-	-	
15	0.57%	0.56%	0.55%	

YEAR 2
2016-17 *Manasquan Teachers*

Guide Increase Step	BA	MA	Doc	Athl Dir
1-2	215	215	215	500
3	215	215	215	500
4	215	215	215	500
5	215	215	215	500
6	215	215	215	
7	215	215	215	
7A	215	215	215	
8	215	215	215	
8A	215	215	215	
9	215	215	215	
10	215	215	215	
11	215	215	215	
12	215	215	215	
13	215	215	215	
14	415	415	415	
15	500	500	500	

YEAR 2**2016-17****Manasquan Teachers****2yr Cumulative Increase**

Step	BA	MA	Doc	Athl Dir
1	1,235	1,235	-	-
2	1,635	1,635	-	-
3	3,635	3,635	-	-
4	-	5,129	-	-
5	5,229	5,229	5,229	1,000
6	4,829	4,829	4,829	
7	4,229	4,229	4,229	
7A	-	-	-	
8	4,729	4,729	4,729	
8A	-	-	-	
9	8,359	8,359	8,359	
10	8,179	8,179	-	
11	7,229	7,229	7,229	
12	7,129	7,129	7,129	
13	-	-	-	
14	4,364	4,364	4,364	
15	1,000	1,000	1,000	

2yr Cumulative Percent

Step	BA	MA	Doc	Athl Dir
1	2.59%	2.49%	-	-
2	3.40%	3.26%	-	-
3	7.48%	7.18%	-	-
4	-	9.96%	-	-
5	10.05%	9.68%	9.33%	1.11%
6	8.87%	8.56%	8.27%	
7	7.42%	7.17%	6.93%	
7A				
8	7.75%	7.50%	7.27%	
8A				
9	12.86%	12.47%	12.11%	
10	11.91%	11.57%	-	
11	9.88%	9.62%	9.37%	
12	9.30%	9.06%	8.84%	
13	-	-	-	
14	5.25%	5.13%	5.01%	
15	1.16%	1.13%	1.10%	

YEAR 2
2016-17 *Manasquan Teachers*

2yr Cumulative Earnings

Step	BA	MA	Doc	Athl Dir
1	96,975	100,975	-	-
2	98,375	102,375	-	-
3	101,775	105,775	-	-
4	-	110,675	-	-
5	111,675	115,675	119,675	181,720
6	116,275	120,275	124,275	
7	120,275	124,275	128,275	
7A	-	-	-	
8	128,975	132,975	136,975	
8A	-	-	-	
9	142,535	146,535	150,535	
10	150,035	154,035	-	
11	157,035	161,035	165,035	
12	163,935	167,935	171,935	
13	-	-	-	
14	174,520	178,520	182,520	
15	174,520	178,520	182,520	

YEAR 3**2017-18****Manasquan Teachers****No Movement****Salary Guide**

Step	BA	MA	Doc	Athl Dir	2.50%
1	50,110	52,110	54,110	84,875	1
2-3	50,610	52,610	54,610	86,875	2
4	51,510	53,510	55,510	88,875	3
5	54,010	56,010	58,010	90,875	4
6	56,410	58,410	60,410	92,875	5
7	59,010	61,010	63,010		
7A	61,010	63,010	65,010		
8	63,010	65,010	67,010		
8A	65,210	67,210	69,210		
9	67,510	69,510	71,510		
10	71,140	73,140	75,140		
11	75,140	77,140	79,140		
12	78,640	80,640	82,640		
13	82,140	84,140	86,140		
14	85,540	87,540	89,540		
15	89,275	91,275	93,275		

Scattergram

Step	BA	MA	Doc	Athl Dir	Total	Percent
1	-	-	-	-	-	-
2-3	5.70	5.14	-	-	10.84	7.11%
4	3.00	1.00	-	-	4.00	2.62%
5	7.00	1.00	-	-	8.00	5.25%
6	-	2.40	-	1.00	3.40	2.23%
7	8.00	7.00	1.00		16.00	10.50%
7A	6.00	5.00	3.00		14.00	9.19%
8	3.00	4.00	2.00		9.00	5.91%
8A	-	-	-		-	-
9	13.00	6.00	1.00		20.00	13.12%
10	-	-	-		-	-
11	4.00	3.00	3.00		10.00	6.56%
12	4.00	4.00	-		8.00	5.25%
13	3.87	1.10	3.00		7.97	5.23%
14	1.00	5.00	3.00		9.00	5.91%
15	14.00	10.00	8.20		32.20	21.13%
Totals	72.57	54.64	24.20	1.00	152.41	100.00%
Percent	47.61%	35.85%	15.88%	0.66%		

YEAR 3**2017-18*****Manasquan Teachers***

Guide Cost Step	BA	MA	Doc	Athl Dir
1	-	-	-	-
2-3	288,477	270,415	-	-
4	154,530	53,510	-	-
5	378,070	56,010	-	92,875
6	-	140,184	-	-
7	472,080	427,070	63,010	-
7A	366,060	315,050	195,030	-
8	189,030	260,040	134,020	-
8A	-	-	-	-
9	877,630	417,060	71,510	-
10	-	-	-	-
11	300,560	231,420	237,420	-
12	314,560	322,560	-	-
13	317,882	92,554	258,420	-
14	85,540	437,700	268,620	-
15	1,249,850	912,750	764,855	-
Total				11,016,352
Off Guide				88,375
G Total				11,104,727
2016-17				10,833,959
Difference				270,769
% Increase				2.50%

YEAR 3**2017-18****Manasquan Teachers****Increment Pattern**

Step	BA	MA	Doc	Athl Dir
1	500	500	500	2,000
2-3	900	900	900	2,000
4	2,500	2,500	2,500	2,000
5	2,400	2,400	2,400	
6	2,600	2,600	2,600	
7	2,000	2,000	2,000	
7A	2,000	2,000	2,000	
8	2,200	2,200	2,200	
8A	2,300	2,300	2,300	
9	3,630	3,630	3,630	
10	4,000	4,000	4,000	
11	3,500	3,500	3,500	
12	3,500	3,500	3,500	
13	3,400	3,400	3,400	
14	3,735	3,735	3,735	
15	-	-	-	

Increment Cost

Step	BA	MA	Doc	Athl Dir
1	-	-	-	-
2-3	5,130	4,626	-	-
4	7,500	2,500	-	-
5	16,800	2,400	-	-
6	-	6,240	-	
7	16,000	14,000	2,000	
7A	12,000	10,000	6,000	
8	6,600	8,800	4,400	
8A	-	-	-	
9	47,190	21,780	3,630	
10	-	-	-	
11	14,000	10,500	10,500	
12	14,000	14,000	-	
13	13,158	3,740	10,200	
14	3,735	18,675	11,205	
15	-	-	-	
Total				321,309
% of Base				2.89%

YEAR 3**2017-18*****Manasquan Teachers*****Increments as a Percent**

Step	BA	MA	Doc	Athl Dir
1	1.00%	0.96%	0.92%	2.30%
2-3	1.78%	1.71%	1.65%	2.25%
4	4.85%	4.67%	4.50%	2.20%
5	4.44%	4.28%	4.14%	-
6	4.61%	4.45%	4.30%	
7	3.39%	3.28%	3.17%	
7A	3.28%	3.17%	3.08%	
8	3.49%	3.38%	3.28%	
8A	3.53%	3.42%	3.32%	
9	5.38%	5.22%	5.08%	
10	5.62%	5.47%	5.32%	
11	4.66%	4.54%	4.42%	
12	4.45%	4.34%	4.24%	
13	4.14%	4.04%	3.95%	
14	4.37%	4.27%	4.17%	
15	-	-	-	

YEAR 3**2017-18****Manasquan Teachers****Column Differentials**

Step	BA	MA	Doc	Athl Dir
1		2,000	4,000	36,765
2-3		2,000	4,000	38,265
4		2,000	4,000	39,365
5		2,000	4,000	38,865
6		2,000	4,000	
7		2,000	4,000	
7A		2,000	4,000	
8		2,000	4,000	
8A		2,000	4,000	
9		2,000	4,000	
10		2,000	4,000	
11		2,000	4,000	
12		2,000	4,000	
13		2,000	4,000	
14		2,000	4,000	
15		2,000	4,000	

Column Differentials as %

Step	BA	MA	Doc	Athl Dir
1		3.99%	7.98%	73.37%
2-3		3.95%	7.90%	75.61%
4		3.88%	7.77%	76.42%
5		3.70%	7.41%	71.96%
6		3.55%	7.09%	-
7		3.39%	6.78%	-
7A		3.28%	6.56%	-
8		3.17%	6.35%	-
8A		3.07%	6.13%	-
9		2.96%	5.93%	-
10		2.81%	5.62%	-
11		2.66%	5.32%	-
12		2.54%	5.09%	-
13		2.43%	4.87%	-
14		2.34%	4.68%	-
15		2.24%	4.48%	-

YEAR 3**2017-18*****Manasquan Teachers*****\$ Increase Over Previous Year**

Step	BA	MA	Doc	Athl Dir
1	-	-	-	-
2-3	1,765	1,765	-	-
4	1,765	1,765	-	-
5	1,765	1,765	-	1,765
6	-	1,765	-	
7	1,765	1,765	1,765	
7A	1,765	1,765	1,765	
8	1,765	1,765	1,765	
8A	-	-	-	
9	1,765	1,765	1,765	
10	-	-	-	
11	1,765	1,765	1,765	
12	1,765	1,765	-	
13	1,765	1,765	1,765	
14	1,765	1,765	1,765	
15	1,765	1,765	1,765	

% Increase Over Previous Year

Step	BA	MA	Doc	Athl Dir
1	-	-	-	-
2-3	3.61%	3.47%	-	-
4	3.55%	3.41%	-	-
5	3.38%	3.25%	-	1.94%
6	-	3.12%	-	
7	3.08%	2.98%	2.88%	
7A	2.98%	2.88%	2.79%	
8	2.88%	2.79%	2.71%	
8A	-	-	-	
9	2.68%	2.61%	2.53%	
10	-	-	-	
11	2.41%	2.34%	2.28%	
12	2.30%	2.24%	-	
13	2.20%	2.14%	2.09%	
14	2.11%	2.06%	2.01%	
15	2.02%	1.97%	1.93%	

YEAR 3**2017-18*****Manasquan Teachers*****Guide Increase
Step****BA****MA****Doc****Athl Dir**

1	1,765	1,765	1,765	1,765
2-3	1,765	1,765	1,765	1,765
4	1,765	1,765	1,765	1,765
5	1,765	1,765	1,765	1,765
6	1,765	1,765	1,765	
7	1,765	1,765	1,765	
7A	1,765	1,765	1,765	
8	1,765	1,765	1,765	
8A	1,765	1,765	1,765	
9	1,765	1,765	1,765	
10	1,765	1,765	1,765	
11	1,765	1,765	1,765	
12	1,765	1,765	1,765	
13	1,765	1,765	1,765	
14	1,765	1,765	1,765	
15	1,765	1,765	1,765	

YEAR 3**2017-18****Manasquan Teachers****3yr Cumulative Increase**

Step	BA	MA	Doc	Athl Dir
1	3,000	3,000	-	-
2	3,400	3,400	-	-
3	5,400	5,400	-	-
4	-	6,894	-	-
5	6,994	6,994	6,994	2,765
6	6,594	6,594	6,594	
7	5,994	5,994	5,994	
7A	-	-	-	
8	6,494	6,494	6,494	
8A	-	-	-	
9	10,124	10,124	10,124	
10	9,944	9,944	-	
11	8,994	8,994	8,994	
12	8,894	8,894	8,894	
13	-	-	-	
14	6,129	6,129	6,129	
15	2,765	2,765	2,765	

3yr Cumulative Percent

Step	BA	MA	Doc	Athl Dir
1	6.30%	6.05%	-	-
2	7.07%	6.79%	-	-
3	11.11%	10.67%	-	-
4	-	13.38%	-	-
5	13.45%	12.95%	12.49%	3.07%
6	12.12%	11.69%	11.29%	
7	10.51%	10.16%	9.82%	
7A				
8	10.64%	10.31%	9.99%	
8A				
9	15.57%	15.11%	14.67%	
10	14.48%	14.07%	-	
11	12.30%	11.97%	11.66%	
12	11.60%	11.31%	11.03%	
13	-	-	-	
14	7.37%	7.20%	7.03%	
15	3.20%	3.12%	3.05%	

YEAR 3**2017-18*****Manasquan Teachers*****3yr Cumulative Earnings**

Step	BA	MA	Doc	Athl Dir
1	147,585	153,585	-	-
2	149,885	155,885	-	-
3	155,785	161,785	-	-
4	-	169,085	-	-
5	170,685	176,685	182,685	274,595
6	177,285	183,285	189,285	
7	183,285	189,285	195,285	
7A	-	-	-	
8	196,485	202,485	208,485	
8A	-	-	-	
9	217,675	223,675	229,675	
10	228,675	234,675	-	
11	239,175	245,175	251,175	
12	249,475	255,475	261,475	
13	-	-	-	
14	263,795	269,795	275,795	
15	263,795	269,795	275,795	

Summary of Addendum C Guides

Elementary Clubs	\$33,635
Elementary Sports	\$32,065
High School Clubs	\$117,900
High School Sports	\$272,660

Total Base	\$456,260
------------	-----------

15-16	16-17	17-18
2.30%	2.30%	2.30%
\$466,754	\$477,489	\$488,472
\$10,494	\$10,735	\$10,982
Total Cost of Increase over 3 years		
\$32,212		

	15-16	16-17	17-18
ES Sports	\$ -	\$ 2,171	\$ -
ES Clubs	\$ 1,552	\$ 812	\$ -
HS Clubs	\$ 3,959	\$ 2,803	\$ -
HS Sports	\$ -	\$ -	\$ 18,795

Total Cost Per year	\$ 5,511	\$ 5,785	\$ 18,795
---------------------	----------	----------	-----------

Total Cost over 3 years	Surplus (clubs not running?)
\$ 30,091	\$2,120
Total	\$ 32,212

Elementary Clubs

	# of People	Stipend	Total Paid	New Contract		
				15-16	16-17	17-18 (freeze)
NEWSPAPER ADVISOR:	3	\$465	\$1,395	\$486	\$498	\$498
YEARBOOK ADVISOR: Co-Adviser	2	\$1,010	\$2,020	\$1,056	\$1,081	\$1,081
STUDENT COUNCIL ADV.	1	\$2,585	\$2,585	\$2,704	\$2,766	\$2,766
CENTRAL FUNDS	1	\$3,550	\$3,550	\$3,713	\$3,799	\$3,799
ENVIRONMENTAL CLUB ADVISER	1	\$830	\$830	\$868	\$888	\$888
ART CLUB ADVISER (GRADES 6-8)	1	\$1,100	\$1,100	\$1,151	\$1,177	\$1,177
ART CLUB ADVISER (GRADES 4-5)	1	\$850	\$850	\$889	\$910	\$910
MATHEMATICS CLUB (GRADES 5-8)	1	\$850	\$850	\$889	\$910	\$910
TECHNOLOGY CLUB (GRADES 5-8)	1	\$1,435	\$1,435	\$1,501	\$1,536	\$1,536
DRAMA DIRECTOR	1	\$3,560	\$3,560	\$3,724	\$3,809	\$3,809
BAND DIRECTOR	1	\$3,560	\$3,560	\$3,724	\$3,809	\$3,809
CHORUS DIRECTOR	5	\$1,660	\$8,300	\$1,736	\$1,776	\$1,776
CLASSROOM COORDINATORS (5)	1	\$2,000	\$2,000	\$2,092	\$2,140	\$2,140
HOMEWORK CLUB	1	\$850	\$850	\$889	\$910	\$910
NATIONAL JUNIOR HONOR SOCIETY						

Total Cost

\$35,287

Total Cost

\$36,098

Base ES Clubs

\$33,735

2.3% Each Year

\$34,511

Difference in Cost

\$1,552

\$812

\$0

Total Cost		
15-16	16-17	17-18
\$1,459	\$1,493	\$1,493
\$2,113	\$2,162	\$2,162
\$2,704	\$2,766	\$2,766
\$3,713	\$3,799	\$3,799
\$868	\$888	\$888
\$1,151	\$1,177	\$1,177
\$889	\$910	\$910
\$889	\$910	\$910
\$889	\$910	\$910
\$1,501	\$1,536	\$1,536
\$3,724	\$3,809	\$3,809
\$3,724	\$3,809	\$3,809
\$8,682	\$8,881	\$8,881
\$2,092	\$2,140	\$2,140
\$889	\$910	\$910
\$35,287	\$36,098	\$36,098
\$34,511	\$35,305	\$36,117
\$1,552	\$812	\$0

High School Clubs

	People	Base Year		New Contract		
		Stipend	Total Paid	15-16	16-17	17-18 (freeze)
TREASURER, CENTRAL FUND	1	\$4,300	\$4,300	\$4,498	\$4,601	\$4,601
DRAMA: Director	1	\$7,400	\$7,400	\$7,740	\$7,918	\$7,918
DRAMA: Assistant	0	\$2,900	\$0	\$3,033	\$3,103	\$3,103
Band Director	1	\$12,300	\$12,300	\$12,866	\$13,162	\$13,162
Assistant	1	\$3,125	\$3,125	\$3,269	\$3,344	\$3,344
Band Front	1	\$2,200	\$2,200	\$2,301	\$2,354	\$2,354
CHORAL DIRECTOR	1	\$7,050	\$7,050	\$7,374	\$7,544	\$7,544
YEARBOOK: Faculty Adviser	1	\$4,350	\$4,350	\$4,550	\$4,655	\$4,655
YEARBOOK: Business Adviser	1	\$2,580	\$2,580	\$2,699	\$2,761	\$2,761
NEWSPAPER ADVISOR	1	\$3,450	\$3,450	\$3,609	\$3,692	\$3,692
KEY CLUB ADVISOR: (2)	2	\$2,975	\$5,850	\$3,060	\$3,130	\$3,130
STUDENT COUNCIL ADVISOR	1	\$3,600	\$3,600	\$3,766	\$3,852	\$3,852
FRENCH/SPANISH HONOR	1	\$2,125	\$2,125	\$2,223	\$2,274	\$2,274
NATIONAL HONOR SOCIETY	1	\$2,580	\$2,580	\$2,699	\$2,761	\$2,761
AFFIRMATIVE ACTION OFFICER	2	\$2,200	\$4,400	\$2,301	\$2,354	\$2,354
CLASS ADVISOR: (8)	1	\$1,430	\$1,430	\$1,496	\$1,530	\$1,530
ACADEMIC TEAM ADVISOR	1	\$715	\$715	\$748	\$765	\$765
SPECIAL PROJECTS SOAR (4)	2	\$845	\$1,690	\$884	\$904	\$904
LIFE IS GOOD ADVISOR	1	\$5,350	\$5,350	\$5,596	\$5,725	\$5,725
ACADEMIC OF HEALTH CAREERS DIR	1	\$1,550	\$1,550	\$1,621	\$1,659	\$1,659
THE CLIPPER ADVISOR	1	\$775	\$775	\$811	\$829	\$829
FILM APPRECIATION/ANALYSIS	1	\$845	\$845	\$884	\$904	\$904
AMNESTY INTERNATIONAL	1	\$845	\$845	\$884	\$904	\$904
SCIENCE LEAGUE ADVISOR	1	\$845	\$845	\$884	\$904	\$904
MATH LEAGUE ADVISOR	1	\$1,110	\$1,110	\$1,161	\$1,188	\$1,188
CHESS CLUB ADVISOR	0	\$425	\$0	\$445	\$455	\$455
FRENCH CLUB	0	\$425	\$0	\$445	\$455	\$455
SPANISH CLUB	1	\$845	\$845	\$884	\$904	\$904
ART CLUB ADVISOR	1	\$1,100	\$1,100	\$1,151	\$1,177	\$1,177
WARRIORS FOR WELLNESS	2	\$845	\$1,690	\$884	\$904	\$904
ENVIRONMENTAL CLUB ADVISOR(2)	1	\$845	\$845	\$884	\$904	\$904
PING PONG						

Total Cost		
15-16	16-17	17-18
\$4,498	\$4,601	\$4,601
\$7,740	\$7,918	\$7,918
\$0	\$0	\$0
\$12,866	\$13,162	\$13,162
\$3,269	\$3,344	\$3,344
\$2,301	\$2,354	\$2,354
\$7,374	\$7,544	\$7,544
\$4,550	\$4,655	\$4,655
\$2,699	\$2,761	\$2,761
\$3,609	\$3,692	\$3,692
\$6,119	\$6,260	\$6,260
\$3,766	\$3,852	\$3,852
\$2,223	\$2,274	\$2,274
\$2,223	\$2,274	\$2,274
\$2,699	\$2,761	\$2,761
\$18,410	\$18,833	\$18,833
\$1,496	\$1,530	\$1,530
\$2,244	\$2,295	\$2,295
\$1,768	\$1,808	\$1,808
\$5,596	\$5,725	\$5,725
\$1,621	\$1,659	\$1,659
\$811	\$829	\$829
\$884	\$904	\$904
\$884	\$904	\$904
\$884	\$904	\$904
\$1,161	\$1,188	\$1,188
\$0	\$0	\$0
\$0	\$0	\$0
\$884	\$904	\$904
\$1,151	\$1,177	\$1,177
\$1,768	\$1,808	\$1,808
\$884	\$904	\$904

	\$1,443	\$1,477	\$1,477
	\$884	\$904	\$904
	\$0	\$0	\$0
	\$5,596	\$5,725	\$5,725
	\$3,373	\$3,451	\$3,451
	\$680	\$696	\$696
	\$680	\$696	\$696
	\$2,824	\$2,889	\$2,889

MODEL UN & MOCK TRIAL	1	\$1,380	\$1,380	\$1,443	\$1,477	\$1,477
HISTORY CLUB ADVISOR	1	\$845	\$845	\$884	\$904	\$904
STUDENT ALLIANCE CLUB	0	\$2,200	\$0	\$2,301	\$2,354	\$2,354
ACADEMY OF FINANCE	1	\$5,350	\$5,350	\$5,596	\$5,725	\$5,725
DIRECTOR AOF ASSISTANT	1	\$3,225	\$3,225	\$3,373	\$3,451	\$3,451
PHOTOGRAPHY	1	\$650	\$650	\$680	\$696	\$696
BOOK CLUB	1	\$650	\$650	\$680	\$696	\$696
Webmaster	1	\$2,700	\$2,700	\$2,824	\$2,889	\$2,889

Total Cost	\$121,859	\$124,662	\$124,662
------------	-----------	-----------	-----------

2.3% each year	\$	120,612	\$	123,386	\$	126,224
----------------	----	---------	----	---------	----	---------

Base HS Clubs

\$117,900

Difference in Cost	\$	3,959	\$2,803	\$0
--------------------	----	-------	---------	-----

High School Sports

	Step A	Step B	Step C	Total A	Total B	Total C	Total Cost
BASEBALL/SOFTBALL VARSITY	\$5,700	\$6,800	\$7,875	\$0	\$0	\$15,750	\$15,750
BASEBALL/SOFTBALL ASST.	\$3,300	\$4,400	\$5,400	\$6,600	\$0	\$10,800	\$17,400
BASKETBALL-VARSITY	\$6,000	\$7,200	\$8,425	\$0	\$7,200	\$8,425	\$15,625
BASKETBALL-ASST	\$3,600	\$4,200	\$4,700	\$7,200	\$0	\$4,700	\$11,900
BOWLING	\$3,150	\$3,500	\$3,700	\$3,150	\$0	\$3,700	\$6,850
CHEERLEADING-VARSITY	\$3,500	\$4,100	\$4,700	\$4,750	\$0	\$2,350	\$4,100
CHEERLEADING-ASST.	\$2,300	\$2,750	\$3,200	\$4,150	\$0	\$0	\$1,150
CROSS COUNTRY	\$3,300	\$4,500	\$5,725	\$0	\$4,500	\$5,725	\$10,225
FIELD HOCKEY-VARSITY	\$5,500	\$6,400	\$7,450	\$0	\$0	\$7,450	\$7,450
FIELD HOCKEY-ASST.(3)	\$4,200	\$5,200	\$5,750	\$4,200	\$5,200	\$5,750	\$15,150
FOOTBALL-VARSITY	\$7,000	\$8,000	\$9,000	\$0	\$0	\$9,000	\$9,000
FOOTBALL-ASST.(7)	\$4,700	\$5,600	\$6,725	\$18,800	\$5,600	\$13,450	\$37,850
GOLF-VARSITY	\$4,000	\$4,300	\$4,650	\$0	\$0	\$4,650	\$4,650
GOLF-ASST	\$2,400	\$2,650	\$2,850	\$0	\$0	\$0	\$0
ICE HOCKEY-VARSITY	\$4,200	\$4,800	\$5,350	\$0	\$0	\$5,350	\$5,350
ICE HOCKEY-ASST.	\$2,800	\$3,000	\$3,200	\$0	\$0	\$3,200	\$3,200
LACROSSE-VARSITY(2)	\$4,200	\$5,300	\$6,400	\$0	\$0	\$6,400	\$6,400
LACROSSE-ASST	\$3,400	\$4,000	\$4,500	\$6,800	\$0	\$4,500	\$11,300
SOCCER VARSITY	\$5,000.00	\$5,400	\$6,900	\$5,000	\$5,400	\$0	\$10,400
SOCCER-ASST.	\$3,600	\$3,900	\$4,500	\$7,200	\$3,900	\$4,500	\$15,600
TENNIS-VARSITY	\$4,200.00	\$5,000	\$5,800	\$4,200	\$0	\$5,800	\$10,000
TENNIS-ASST 1B-1G	\$2,300	\$2,700	\$3,100	\$0	\$5,400	\$0	\$5,400
TRACK-VARSITY	\$5,200	\$5,800	\$6,400	\$0	\$0	\$19,200	\$19,200
TRACK-ASST.	\$2,900	\$3,100	\$3,400	\$2,900	\$3,100	\$0	\$6,000
SWIMMING-VARSITY	\$4,200	\$4,500	\$4,750	\$0	\$0	\$7,125	\$7,125
SWIMMING ASST.(1)	\$2,500	\$2,750	\$3,000	\$0	\$2,750	\$0	\$2,750
WRESTLING-VARSITY	\$4,700	\$5,350	\$5,800	\$0	\$5,350	\$0	\$5,350
WRESTLING ASST.(2)	\$2,950	\$3,200	\$3,450	\$0	\$0	\$0	\$0
WEIGHTLIFTING			\$8,100			\$8,100	\$8,100
GYMNASTICS			\$4,250			\$4,250	\$4,250
EQUIPMENT MANAGER (3X)			\$3,010			\$9,030	\$9,030
SURF TEAM			\$3,250			\$3,250	\$3,250
VIDEO/TAPING			\$1,650			\$1,650	\$1,650
							\$291,455

Base HS Sports	\$272,660	6.9% of base	\$291,473.54
Total Cost HS Sports	\$291,455		
Increase in cost	\$18,795	Surplus	\$19
6.9% increase	\$18,814		

Year	1	2	3
	Freeze	Freeze	Move

	1	2	3	4	5	6	7	8
								2
2					1			2
							1	1
	1	1					1	1
	1							0.5
	0.5							
	0.5							
					1			1
								1
1						1	1	
							1	
1	2	-	1	1	1			2
								1
2								1
			1	1	1			
			2	1				1
			1			2		
								3
				1	1			1.5
					1			
						1		
								1
								1
								3
								1
								1

NOVEMBER 17, 2015

HIGH SCHOOL PERSONNEL

THE CHIEF SCHOOL ADMINISTRATOR RECOMMENDS THE FOLLOWING HIGH SCHOOL PERSONNEL TO THE BOARD OF EDUCATION:

Personnel Appointments

Recommend approval of the appointment of **Jaqueline Szenzenstein**, NUR.HS.NURS.FL.0X, **Part-Time Nurse (5 hours per day)**, effective November 23, 2015 at **Step 1B \$47,610.00 (\$34,007.14 part-time annually, pro-rated)** *pending negotiations*.

Athletics/Addendum "C" Advisors

Recommend approval of following Addendum "C" coaching staff for the 2015 – 2016 SY *(final salary to be determined when contract negotiations are finalized)*:

- **Surf Coach - Kristen Buss**
- **Boys' Bowling Coach, Timothy Clayton – Step 1 - \$2,600.00**

Recommend approval of the following non-paid volunteer coaches for the 2015 – 2016 SY:

Luke Sinkhorn - Assistant Girls' Basketball Coach
Matthew Conte – Assistant Ice Hockey Coach

Recommend approval of following Addendum "C" Advisor for the 2015 – 2016 SY *(final salary to be determined when contract negotiations are finalized)*:

- **Chess Club Advisor - Jason Snyder**