

# **COLLECTIVE BARGAINING**

Education 5721

Dr. Joan Hughes  
Dr. Jonathan Hughes

Dec. 2006-Jan. 2007

Board Negotiation Team  
Charles Gonsalves  
Johnny Moore  
Anna Ullmann

**GROUND RULES FOR NEGOTIATIONS**  
**Between the**  
**RIDGE BOARD OF EDUCATION**  
**and**  
**RIDGE EDUCATION ASSOCIATION**

1. Meetings will be scheduled as follows: Session I, Session II, Session III, and Session IV.
2. A caucus may be called at any time by a member of either group. A caucus shall be limited to thirty (30) minutes unless the parties mutually agree to a longer period.
3. Negotiations shall be confidential, and negotiations sessions shall be limited to the negotiations teams of the parties, including representative of the fiscal authority, and such consultants whose presence may be required by either party. During the negotiations process (up to and including arbitration, if any), neither party shall publicly disclose the substance of the negotiations without the prior notice of the other party.
4. Tentative agreements shall be dated and initialed, and shall be binding pending ratification of the entire agreement. Should these negotiations be submitted to arbitration, signed tentative agreements shall be "off-the-table," and shall be included in the Agreed Language submitted to the arbitration panel.
5. Both parties shall be prepared to start the session at the agreed upon time.
6. The parties agree to mutual exchange of proposals at the session following agreement on these ground rules. A proposal recommending the duration of the contract will be submitted during session 2.
7. At the session following the proposal exchange, either party may submit new proposals. Thereafter, neither party shall submit any new proposals (except for counterproposals).

**RIDGE BOARD OF EDUCATION      RIDGE EDUCATION ASSOCIATION**

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

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

# **RIDGE BOARD OF EDUCATION PROPOSALS**

## **2006 - 2009**

### **ARTICLE III      TEACHERS' SALARIES**

Section 1. (a) Schedules. Salary schedules for teachers for the fiscal years of 2006-07, 2007-08, and 2008-09 are set forth on Appendix A-1, A-2, and A-3, respectively, attached hereto

(b) The annual salaries set forth on the schedules referred to in (a) hereof are payable for services rendered by teachers; as assigned, for a normal work year of ~~183~~ 186 days as scheduled by the Board.

Section 3. Advancement by returning teachers is hereby defined a teacher employed by the board a teachers for more than one-half of the immediately preceding employment year and who return a teacher during the current employment year) based on attainment of advanced degrees or additional credit earned will be limited to advancement to M.A., M.A. ~~+15,~~ (Teachers already on this step will continue by no new ones will be added after July 1, 2006) M.A.+30, M.A.+60 and Ph.D. status and will be granted only in accordance with the following:

(a) attainment of an advanced degree or the required number of credit will result in movement to higher ~~status~~ **salary** only if earned in the area of the teacher's professional assignment in Ridge, **if it is deemed**

that it desires to negotiate a successor to this Agreement, in which event the Board and the Association will begin negotiation for a successor prior to September 15, 2009, or prior to the date required by state law in 2009, or any succeeding September 15, following transmittal of proper notice.

**APPENDIX A-1**  
**Effective July 1, 2006**

- Increase by 1.5% and eliminate M + 15 except for teachers already on that step.

**APPENDIX A-2**  
**Effective July 1, 2007**

- Increase by 1.5%

**APPENDIX A-3**  
**Effective July 1, 2008**

- Increase by 3%

**APPENDIX C-2**  
**CO-CURRICULAR STIPENDS**  
**Effective July 1, 2006**

- Increase stipend by 1.5%
- Eliminate level 2 and 4 thereby holding teachers on level 1 for two years and level 3 for two years.

**CO-CURRICULAR STIPENDS**  
**Effective July 1, 2007**

- Same as C-2 with 1.5% increase

**CO-CURRICULAR STIPENDS**  
**Effective July 1, 2008**

- Same as C-2 with 3% increase

# APPENDIX A-1

## TEACHERS' SALARY SCHEDULE FOR 2002-2003

Level	BA	MA	MA +15	MA + 30	MA + 60	Ph.D.
1						
2	33,884					
3	35,606	38,793	40,512	42,230	46,377	48,479
4	37,163	40,515	42,233	43,953	48,099	50,201
5	38,786	42,072	43,791	45,509	49,657	51,758
6	40,410	43,644	45,388	47,132	51,279	53,381
7	42,183	45,109	46,754	48,398	52,546	55,004
8	43,955	46,881	48,526	50,171	54,168	56,626
9	45,725	48,747	50,346	51,946	55,791	58,249
10	47,865	50,424	52,069	53,714	57,414	59,872
11	*	52,200	53,843	55,486	59,184	61,495
12	*	53,971	55,615	57,260	60,960	63,118
13	*	55,743	57,387	59,032	62,728	64,740
14	*	57,518	59,160	60,803	64,500	66,536
15	*	59,287	60,933	62,578	66,271	68,285
16	*	61,314	62,958	64,603	68,302	70,058
17	*	63,189	64,834	66,478	70,174	71,832
18		65,012	66,655	68,297	71,999	73,604
19		66,780	68,422	70,064	73,766	75,372
20		69,301	71,007	72,713	76,544	78,318

\* Subsequent to July 1, 1982, no Teacher shall be permitted to advance beyond Level 10 on the BA schedule, provided that those teachers who in 2001-2002 were paid at level 17 of the BA schedule will, for work performed in 2002-2003, be paid at the annualized salary of \$63,927.

## APPENDIX A-2

### TEACHERS' SALARY SCHEDULE FOR 2003-2004

Level	BA	MA	MA +15	MA + 30	MA + 60	Ph.D.
1						
2	34,582					
3	36,339	39,592	41,346	43,100	47,333	49,478
4	37,929	41,349	43,103	44,857	49,090	51,235
5	39,585	42,939	44,693	46,447	50,679	52,824
6	41,242	44,543	46,323	48,103	52,336	54,481
7	43,052	46,038	47,717	49,395	53,628	56,127
8	44,860	47,846	49,525	51,204	55,284	57,793
9	46,667	49,751	51,383	53,016	56,940	59,449
10	48,851	51,462	53,141	54,821	58,597	61,105
11	*	53,276	54,952	56,629	60,404	62,762
12	*	55,083	56,761	58,440	62,216	64,418
13	*	56,892	58,570	60,248	64,021	66,074
14	*	58,703	60,379	62,056	65,829	67,907
15	*	60,509	62,188	63,867	67,636	69,692
16	*	62,577	64,255	65,934	69,709	71,501
17	*	64,491	66,169	67,848	71,620	73,311
18		66,352	68,028	69,704	73,482	75,120
19		68,156	69,831	71,507	75,286	76,924
20		70,729	72,470	74,211	78,121	79,931

\* Subsequent to July 1, 1982, no Teacher shall be permitted to advance beyond Level 10 on the BA schedule, provided that those teachers who in 2002-2003 were paid at level 17 of the BA schedule will, for work performed in 2003-2004, be paid at the annualized salary of \$65,244.



### APPENDIX A-3

#### TEACHERS' SALARY SCHEDULE FOR 2004-2005

Level	BA	MA	MA +15	MA+30	MA + 60	Ph.D.
1						
2	35,287					
3	37,080	40,400	42,190	43,979	48,298	50,487
4	38,703	42,193	43,983	45,772	50,091	52,280
5	40,393	43,815	45,605	47,394	51,713	53,902
6	42,084	45,452	47,268	49,084	53,403	55,592
7	43,931	46,977	48,690	50,403	54,722	57,282
8	45,775	48,822	50,536	52,249	56,412	58,972
9	47,619	50,766	52,432	54,097	58,102	60,662
10	49,847	52,512	54,226	55,939	59,792	62,352
11	*	54,362	56,073	57,784	61,636	64,042
12	*	56,206	57,919	59,632	63,485	65,732
13	*	58,052	59,764	61,477	65,327	67,422
14	*	59,900	61,611	63,322	67,172	69,292
15	*	61,743	63,456	65,170	69,015	71,114
16	*	63,853	65,566	67,279	71,131	72,960
17	*	65,806	67,519	69,232	73,081	74,807
18		67,705	69,415	71,126	74,981	76,653
19		69,546	71,256	72,966	76,822	78,493
20		72,172	73,948	75,725	79,715	81,562

\* Subsequent to July 1,1982, no Teacher shall be permitted to advance beyond Level 10 on the BA schedule, provided that those teachers who in 2003-2004 were paid at level 17 of the BA schedule will, for work performed in 2004-2005, be paid at the annualized salary of \$66,575.

**APPENDIX B-1  
HIGH SCHOOL COACHES  
PAY LEVELS**

<u>CATEGORY</u>	<u>HEAD COACHES</u>	<u>ASSISTANT COACHES AND JUNIOR VARSITY</u>
I.	Football	
II.	Basketball Ice hockey Lacrosse – Girls Lacrosse – Boys Volleyball	
III.	Gymnastics Soccer Baseball Softball Wrestling Indoor Track (Coed) Track Swimming Field Hockey	Assistant Football
IV.	Tennis Football (freshman) Golf Cross Country (coed) Ski Racing Sailing	J.V. Basketball Ice Hockey Assistant
V.	Basketball (freshman) Soccer (freshman) Baseball (freshman) Field Hockey (freshman) Lacrosse (freshman)	Swimming Assistant Soccer Assistant J.V. Baseball J.V. Softball Wrestling Assistant Indoor Track Assistant Track Assistant Field Hockey Assistant J.V. Volleyball J.V. Lacrosse J.V. Tennis Football Assistant (freshman) Faculty Manager – Boys Faculty Manager - Girls



## APPENDIX B-2

### HIGH SCHOOL COACHES' SALARY SCHEDULE

Effective July 1, 2002

Category	Level		
	1	2	3
I.	5,179	6,331	6,964
II.	3,931	4,804	5,285
III.	3,672	4,486	4,935
IV.	2,756	3,369	3,707
V.	2,423	2,961	3,258

Teachers occupying High School coaches' positions will advance one level with each satisfactory year of service completed.

### HIGH SCHOOL COACHES' SALARY SCHEDULE

Effective July 1, 2003

Category	Level		
	1	2	3
I.	5,334	6,521	7,173
II.	4,049	4,948	5,444
III.	3,782	4,621	5,083
IV.	2,839	3,470	3,818
V.	2,496	3,050	3,356

Teachers occupying High School coaches' positions will advance one level with each satisfactory year of service completed.

### HIGH SCHOOL COACHES' SALARY SCHEDULE

Effective July 1, 2004

Category	Level		
	1	2	3
I.	5,441	6,651	7,316
II.	4,130	5,047	5,553
III.	3,858	4,713	5,185
IV.	2,896	3,539	3,894
V.	2,546	3,111	3,423

Teachers occupying High School coaches' positions will advance one level with each satisfactory year of service completed.

**APPENDIX C-I**  
**CO-CURRICULAR POSITIONS**

CATEGORY	HIGH SCHOOL	MIDDLE SCHOOL	ELEMENTARY SCHOOL
IA	Director of Dramatics		
	NEIRAD		
	Yearbook		
	Student Council (2)		
	Marching Band		
	Tudor Singers		
IB	Senior Class Advisors (2)	Webmaster	Webmaster
	Webmaster		
II	Cheerleaders (Two Seasons) JV and Varsity		Young Astronauts
	First Assistant Drama Director		
	Student Council Assistant		
	Writing Center		
	Debate Coach		
	Literary Magazine		
	Outdoors Club (2)		
	Percussion Instructor		
	Blue Wave Dancers		
III	A.V. Club	Drama Club	All Town Orchestra
	Second Assistant Drama Director	Music Concert	Music Concert
	Junior Class Advisors (2)	Newspaper	Mission to Mars (2)
	Sophomore Class Advisors (2)	Outdoor Club (2)	
	Drill Team Instructor	Student Council	
	Ski Club	Yearbook	
	NEIRAD Assistant	Debate Coach	
	Yearbook Assistant		
	Future Problem Solving and Assistant		
	Video Yearbook		
	Karate Club		
	JETS Team		
	Math Team		
	Music Concerts		
	Tri-M Advisory		
IV	Freshman Class Advisors (2)	Assistant Debate Coach	Literary Magazine
	AMICA French/Spanish (2)	Assistant Drama Directors (3)	Enrichment Club
	H.S. Production - Business Manager	Literary Magazine	Student Council
	National Honor Society	Math Club (2)	Safety Patrol
	Science Club	Ambassador Club (2)	Art Club
	Mathematics Club	Coordinator Washington Trip (2)	
	History Club	Coordinator Quebec Trip	
	Ecology Club	Student Council Assistant	
	Human Rights (2)	Colebrook Coordinator (2)	
	Technology Club	Camerata Singers	
		Jazz Ensemble	

**APPENDIX C-2**  
**CO-CURRICULAR STIPENDS**  
Effective July 1, 2002

<b>LEVEL</b>					
<b>Category</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
IA	1,887	2,066	2,244	2,425	2,722
IB	1,650	1,828	2,007	2,187	2,483
II	1,382	1,560	1,739	1,919	2,215
III	877	1,056	1,233	1,413	1,680
IV	757	935	1,115	1,295	1,532

Teachers occupying co-curricular positions in 1999-2000 and reappointed in 2000-2001 will continue at the same levels in school year 2000-2001.

**CO-CURRICULAR STIPENDS**  
Effective July 1, 2003

<b>LEVEL</b>					
<b>Category</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
IA	1,967	2,146	2,324	2,505	2,802
IB	1,730	1,908	2,087	2,267	2,563
II	1,462	1,640	1,819	1,999	2,295
III	957	1,136	1,313	1,493	1,760
IV	837	1,015	1,195	1,375	1,612

Teachers occupying co-curricular positions will advance one level with each satisfactory year of service completed.

**CO-CURRICULAR STIPENDS**  
Effective July 1, 2004

<b>LEVEL</b>					
<b>Category</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
IA	2,022	2,201	2,379	2,560	2,857
IB	1,785	1,963	2,142	2,322	2,618
II	1,517	1,695	1,874	2,054	2,350
III	1,012	1,191	1,368	1,548	1,815
IV	892	1,070	1,250	1,430	1,667

Teachers occupying co-curricular positions will advance one level with each satisfactory year of service completed.

## APPENDIX D

### ANNUAL STIPENDS FOR LEADERSHIP POSITIONS

Effective 7/01/2002

Department Coordinator	3,500
Plus, per Teacher coordinated	155
Service Coordinator	3,500
Plus, per Teacher coordinated	115
Middle School Team Leader	3,500
Middle School Curriculum Monitor	1,800
Special Subject	1,200
Elementary Library Coordinator	2,000
Science Supplies Coordinator	2,000
Student Study Team Coordinator	2,000
Art Curriculum Monitor, K- 12	3,500
Plus per teacher coordinated	155
Elementary Grade Level Leader	
1 <sup>st</sup> Year of Experience	2,000
2 <sup>nd</sup> Year of Experience	2,200
3 <sup>rd</sup> Year of Experience	2,400
Elementary Teacher Leader	2,500