

CONTRACTUAL AGREEMENT

BETWEEN

ANDOVER REGIONAL BOARD OF EDUCATION

AND

ANDOVER REGIONAL EDUCATION ASSOCIATION

1983-1984

Sept. 1, 1983 June 30, 1984

PREAMBLE

This agreement entered into this 27th day of September, 1983 by and between the Board of Education of the Andover Regional School District, the Township and Borough of Andover, New Jersey, hereinafter called the "Board" and the Andover Regional Education Association, hereinafter called the "Association".

This contract represents the only agreement between the parties governing rates of pay, wages and terms and conditions of employment of the employee.

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RECOGNITION

- A. The Board hereby recognizes the Association for the school year 1983-84 as the exclusive and sole representative for collective negotiations concerning grievances and terms and conditions of employment for all personnel under contract with at least minimal certification as in accordance with state law, but excluding: chief school administrator, administrative assistant, principals, any other administrators, substitutes, part-time professional workers or specialists, and other non-professional employees, secretaries, janitors, and cafeteria workers. The Association may represent temporary teachers hired to replace regular staff members on approved leave for all working conditions except salary and fringe benefits.
- B. Signed, individual authorization forms by a majority of the professional staff members designating the Association as the sole bargaining agent shall be presented to the Chief School Administrator. A count of these cards will determine the validity of the Association to represent the professional staff. If the number of cards does not represent the majority of the total professional staff, part "A" of this section is void.
- C. Unless otherwise indicated, the term "teachers" when used hereinafter in this Agreement, shall refer to all professional employees represented by the Association in the negotiating unit as above defined, and references to male teachers shall include female teachers.

GRIEVANCE PROCEDURE

## A. POLICY STATEMENT

The Andover Regional Board of Education desires to maintain a grievance procedure which will serve the best interest of all teachers and the school system, thus creating an atmosphere of good working relationship which will ultimately better serve the children and the community. The Board of Education, the ultimate authority of the school district, believes in the right of any teacher who has a grievance to carry such grievance through administrative channels to the highest level of appeal. The Board also believes in supporting the authority of the school administrators to render decisions at the level of responsibility assigned to them in the organizational structure.

A "Grievance" shall be defined as an alleged violation of the terms and conditions of employment as defined in the contract between the Association and Board or any unfair treatment or act or condition contrary to existing statute, regulation, Board of Education Policy or past practice. Grievances may arise from many causes. Whatever the cause, procedure open to the complainant should protect the rights of the individual, but at the same time, not be harmful to the school system. To accomplish these objectives, a grievance should be resolved confidentially and promptly.

## B. GENERAL

In the matter of grievance involving a teacher, group of teachers, or the whole teaching staff, the following procedures shall be followed in expressing such grievances:

## 1. LINE OF RESPONSIBILITY

- a. Each teacher in the school district shall be responsible to the Board of Education through the Chief School Administrator.
- b. All teachers shall refer matters requiring administrative action to the administrative officer immediately in charge of the area in which the problem arises.
- c. Administrative officers shall refer such matters to the next higher echelon of administration when necessary.

## 2. DETAILS FOR ACTION

2.2

The professional organization representing the teaching staff or any number of members of the teaching staff, or an individual teacher or group of teachers represented by the professional organization may appeal administrative decisions at one level to the next higher echelon of the decision and all avenues to acceptable reconciliations of the problem have been exhausted at the lower echelon of responsibility. Grievances can continue through appropriate and successive steps until it reaches the Board of Education. Upon review by the Board, if a satisfactory solution is not achieved, the appeal for action can be continued through the proper channels to the New Jersey Commissioner of Education.

All matters pertaining to grievances will be referred, when necessary, to the Chief School Administrator through the Building Principal. If acceptable solution cannot be reached at either of these two administrative levels, the matter shall be referred to the Board by the Chief School Administrator.

- a. Teachers shall first discuss the complaint with the Building Principal in an attempt to solve the matter at that level. Where applicable, chairmen and supervisors shall be notified of this discussion.
- b. If, as a result of this discussion, the grievance is not resolved to the satisfaction of the aggrieved teacher and he wishes to appeal the decision rendered, he shall set forth his complaint in writing to the Principal within one week. The Principal shall communicate his decision to the teacher in writing within four days of the receipt of the written complaint.
- c. If a teacher is not satisfied with the decision at the Principal's level, the teacher shall then submit to the Chief School Administrator within one week of the Principal's decision, the teacher's original appeal in writing, the Building Principal's written decision, and the teacher's written reason for forwarding the said appeal to the Chief School Administrator.
- d. The Chief School Administrator shall review the matter submitted to him, discuss the issue with all parties involved, and render a written decision within two weeks of the date of the appeal. Copies of this decision shall be forwarded to both the teacher and the Building Principal concerned.

- e. If the teacher is dissatisfied with the decision of the Chief School Administrator, he/she may appeal the decision to the Board. However, at no point prior to an official hearing or meeting with a duly constituted majority of the Board shall the teacher discuss with any member or members of the Board the subject of the teacher's complaint or matters relating to the substance of the complaint. To carry an appeal to the Board, a teacher shall submit to the Secretary of the Board within two weeks of the Chief School Administrator's decision, the complete records thus far accumulated plus his written reason for forwarding the appeal and, at the same time, he shall notify the Chief School Administrator in writing of the action being taken. Upon receipt of the teacher's notification of action the Chief School Administrator shall promptly notify the President of the Board. The President shall schedule an executive session of the Board within two weeks of the receipt of the appeal by the Secretary of the Board for the purpose of hearing the appeal. Copies of all correspondence and records shall be provided for each member of the Board at least two days prior to the executive session. All parties concerned shall have an opportunity to appear personally before the Board. The Board shall review the grievance and render a written decision within two weeks of the date of the meeting.
- f. All parties to the grievance may have legal representation and/or witnesses of his choice in attendance at an appeal before the Board.

EXTENDED LEAVES OF ABSENCE

- A. A leave of absence without pay of up to two years shall be granted to any teacher who joins the Peace Corp, VISTA, Nat'l. Teacher's Corp, or serves as an exchange teacher or overseas teacher, and is a full-time participant in either of such programs, or accepts a Fullbright Scholarship. The contract for the year in which the teacher will be returned to full-time service must be returned, signed or unsigned, no later than one month after date of issuance.
- B. 1. Maternity/child care leave for tenured teachers only shall be granted at the request of the teacher. Teachers shall report to the Chief School Administrator when pregnancy is confirmed by a physician. A tenured teacher may request maternity/child care leave by writing a letter of application to the CSA. In order to facilitate the employment and appropriate placement of teachers and to assure the continued educational process for benefit of students, maternity/child care leave shall continue to the opening of any fall term, but shall in no case be for more than a period of two full school years (Sept.-June). A teacher on maternity/child care leave shall notify the CSA no later than March 1st of the school year preceding the fall term in which she plans to commence teaching again. A teacher on maternity/child care leave, who for any reason, wishes to return to substitute or full-time service prior to the expiration of the period approved, may upon the opening of a position for which the teacher is fully certified, return.
2. Any tenure teacher adopting a child may receive a leave of absence under the conditions set forth in Part B, Section I above, which leave shall commence upon receiving defacto custody of said child or earlier, if necessary to fulfill the requirements for adoption, but in no case with less than 30 days written notice to the Chief School Administrator.
- C. The Board may grant a leave of absence, without pay, for up to one year to any teacher for reason of spouse's transfer from the area and provided the Board deems the leave in the best interest of the school district.
- D. Other leaves of absence, without pay, may be granted by the Board if it deems it in the best interest of the school district.
- E. All benefits to which a teacher was entitled to at the time of this leave of absence, including unused accumulated sick leave, shall be restored to him upon his return, and he shall be assigned to the same position which he held at time said leave commenced, if available, or, if not, to a substantially equivalent position within limitations of his certificate. He shall be placed on the salary guide at same level he would have attained on the date leave commenced.



F. All leaves and extensions or renewal of same shall be applied for on forms prescribed by the Board.

SICK LEAVE

- A. All teachers on a 10 month contractual basis shall be granted sick leave for 11 days in any school year. Any unused sick leave during a school year will become cumulative and can be used for additional sick leave above the allotted days in subsequent years.
- B. Sick leave is hereby defined to mean the absence from work of a person because of personal disability due to illness, pregnancy, or injury or because such person has been excluded from work by the school district's medical examiner on account of a contagious disease or of being quarantined for such a disease in his immediate household.
- C. During a period of extended illness when a teacher has exhausted all sick leave, including cumulative leave and there are continued consecutive days of absence resulting from this illness, the Board may, if it deems it in the best interest of the school district and on a case to case basis, extend for a maximum of 30 consecutive working days authorize sick leave whereby the teacher shall receive the difference between his daily pay rate and the cost of hiring a substitute. At the expiration of the 30 day extended sick leave period, if the teacher is still unable to return to work, the Board shall review the case and decide whether to continue the extension policy or grant the teacher a leave of absence without pay.
- D. Any teacher who is absent for more than five consecutive days for reason of illness or injury shall, upon return to work, present to the school nurse a doctor's certificate indicating the reason for absence and that the teacher is well enough to return to full-time employment.
- E. When a teacher with a minimum of 15 years service in the school district formally retires as a member of the N.J. Teachers Pension Annuity Fund he shall be eligible for reimbursement of all unused cumulative sick leave. Reimbursement shall be made on the basis of the number of cumulative sick days to which the teacher is entitled at the time of retirement times \$1.00, times the number of years of service in the school district. The total amount of reimbursement shall not exceed \$2000.00.
- F. When a teacher with a minimum of 15 years of service in the school district formally retires as a member of the N.J. Teachers Pension Annuity Fund, he shall be eligible to continue any or all insurance coverages currently in existence at the time of retirement if he so desires and any future extended benefits offered, with the agreement of each carrier, in either case. Premiums for said coverages shall be the responsibility of the teacher. The teacher may elect to use any financial benefits due him

F. (cont'd) under Paragraph E for premium payment if he elects to do so. When these funds are exhausted the teacher shall be responsible for reimbursing the Board for said premiums on a schedule agreed to between the Board and teacher.

SALARIES

- A. Schedule A of the 1983-84 contract reflects an improvement of 5% at each level except the first, plus whatever increments currently exist. The salary of teachers at the top of the guide and above for 1982-83 shall be increased by 6 % for the 1983-84 school year.

The first step of all levels on the 1983-84 salary guide shall be as shown.

It is the intention of the parties that the B.A. plus 10 shall be phased out by attrition. To that end, credits earned after Jan. 31, 1981, shall be credited for advancement on the B.A. plus 15 Guide. Those people currently on the B.A. plus 10 Guide shall remain there and be paid accordingly. The B.A. plus 10 Guide shall remain in the contract until no one is left on it, at which time it shall be removed.

Teachers hired shall be ineligible for the B.A. plus 10 Guide.

- B. 1. Teachers employed on a 10 month basis shall be paid 20 semi-monthly installments.
2. A day's salary for teachers in this district shall be defined as 1/200 of the annual contractual salary.
3. For the school year 1983-84 only, teachers may individually elect to have 10 or 15 per cent of their monthly salary withheld from their pay and forward it by the Board Secretary to the Newton Savings and Loan Association for deposit in their personal savings account. Responsibility for opening the account and forwarding the necessary signature cards directly to the bank rests with the teacher. Authorization for the Board Secretary to withhold money for the 1983-84 school year must be completed by the individual teacher on a form prescribed by the Board and said form must be submitted to the Chief School Administrator by September 1, 1983. Authorization cannot be changed at any time during the school year. Any transactions regarding withdrawals from the savings plan shall be the responsibility of the teacher and the savings institution.
4. Effective September 1, 1983, the Board of Education will reimburse teachers for approved credits. The maximum credits allowable for each teacher shall be set at 12. Reimbursement will be

4. (cont'd.) for full tuition charges per credit, providing a passing grade is maintained. Total monies paid to all teachers shall not exceed \$9750.00, and a teacher can only receive approval for a maximum of 6 credits in one term or semester. For determination of this \$9750.00 limit, the school year will run from Sept. **1, 1983** to August 31, **1984**. Payment for courses will be made on a first come basis. Courses may be submitted to the C.S.A. for approval at the following times: after August 1st for the fall semester; after December 1st for the spring semester; and after May 1st for the summer sessions. All courses must be approved by the C.S.A. prior to registration. Payment will be made at the next regular meeting of the Board after receipt of a grade sheet and a Board invoice signed by the teacher.

These funds may be used by the teacher for approved in-service credits only for the ~~1983~~-84 contract year.

5. A teacher must select either experience in the district or general super maximum program. He will not be eligigle for both and may select either "a" or "b".
- a. When a teacher has completed 10 years of continuous service within the district, \$400.00 will be granted. An additional increment of \$450.00 will also be granted for 15 years, \$450.00 for 20 years, \$500.00 for 25 years, and \$500.00 for 30 years of continuous teaching experience.
- b. When a teacher with a minimum of 5 years service in the district has completed 15 years of continous service in public education, an additional increment of \$425.00 will be granted with subsequent increments of \$425.00 for 20 years, \$425.00 for 25 years, and \$450.00 for 30 years of continuous teaching experience.
- c. Anyone who reaches the 10 or 15 years experience level during a school year will be paid for it the following year. The Board may grant one year allowance for a partial year's service for salary guide purposes only.
6. a. In addition to the base salary, all teachers will be eligible for hospitalization coverage under the Board-sponsored group program. The coverage will include Blue Cross, Blue Shield, and Rider "J", as provided under the U.C.R. Series Coverage. The Board will pay, as part of its contractual arrangement with the teachers, full coverage for single teachers and full coverage for any teacher wishing family coverage. It will be the responsibility of the teacher to determine the type

6. a. (cont'd.) of coverage necessary for his protection and to notify the Board of any desired change in coverage as compared to the previous year by September 1, 1983. Changes will be accepted after that date only if there is a change in the teacher's marital or family status.
- b. The Board will also provide full, single or family (as the case may be) major medical insurance with Connecticut General Life Ins. Co. or any comparable plan to \$100,000.00 It will be the responsibility of the teacher to determine the type of coverage necessary for his protection, and to notify the Board of any desired change in coverage as compared to the previous year by September 1, 1983. Changes will be accepted after that date only if there is a change in the teacher's marital or family status.
- c. The Board has agreed to continue a dental health program for all teachers and family. The Board has also agreed to assume any additional premiums for the 1983-84 school year.
- d. The Board shall provide a prepaid Prescription Program (\$1.50 Copay Plan) for all teachers and family for the 1983-84 school year. The Board paid premiums shall be assumed by the Board for the 1983-84 year only, up to a maximum of \$180.00 per employee.
- e. The Board shall be responsible during the 1983-84 school year for all premium increases in insurance coverages as described in Paragraphs 6a, 6b, and 6c above. Paragraph 6d above is excluded.

C. Extra Curricular Guide (Schedule B)----As per attached.

TEMPORARY LEAVES OF ABSENCE

- A. As of the beginning of the 1983-84 school year, teachers shall be entitled to the following temporary non-accumulative leaves of absence with full pay:
1. Absence due to death in teacher's family or household will be allowed with pay for the required period not to exceed 5 days. The term "immediate family" shall include teacher's spouse, child, parent, father-in-law, mother-in-law, brother, sister, and any other member of the immediate household.
  2. Absences due to the death of grandparents, grandchild, nephew, niece, aunt, uncle, cousin, brother-in-law, sister-in-law, son-in-law, daughter-in-law, or other relatives not living with the immediate family of a teacher will be allowed with pay for the day of the funeral. This may be extended by the Board one day upon request because of distance to allow adequate travel time by quickest conveyance. The name of the deceased and relationship to the teacher shall be listed on the teacher absentee form when completed.
  3. Absence due to serious illness of a member of the teacher's immediate family shall be allowed for a maximum of three school days and shall be granted with pay. The term "immediate family" is as stated in (1) above.
  4. Two days leave of absence for personal , legal business, household or family matters which require absence during the school hours shall be granted with full pay during this school year. If the teacher has been employed in the system 5 years or more, 3 such personal business days shall be granted instead of 2. If the teacher has been employed in the system 10 years or more, 4 such personal business days shall be granted instead of 2. Applications to the teacher's principal or other immediate supervisor for personal leave shall be made at least 7 days before taking such leave (except in case of emergencies) in writing on the form prescribed by the Board, and the applicant for such leave shall be required to state the reason for taking such a leave. Reasons acceptable are:
    - a. Funeral services for close friend or relative not covered in this policy.
    - b. Registration for professional courses if it cannot be accomplished at any other time.
    - c. Necessary legal proceedings.
    - d. Attendance at college graduation for member of immediate family.

4. e. Household and home emergencies.
  - f. Necessary family business.
  - g. Emergencies resulting from an accident.
  - h. Others as approved by the Board.
5. When all current and cumulative sick leave, illness in the family, and death in the family days have been used, a teacher may utilize the remaining personal days for these reasons.

When a teacher has used all accumulated sick leave and personal days for sick leave purposes, they may, if they so desire, utilize illness in the family days for personal sick leave purposes.

6. One day for the purpose of visiting other schools arranged prior to the visitation day through the building principal.
7. Other leaves of absence with pay may be granted by the Board for good reason and in the best interest of the school district.
8. Specific reason must be given by the teacher for any personal day requested which is the last day before a holiday or start of a major vacation period or on the first day of school after a holiday or a major vacation.



ARTICLE VII

7.1

SUBSTITUTES

- A. In cases of emergency or in the event that a substitute cannot be found, the regular teacher shall be compensated an additional \$10.00 per session which they are required to cover.
- B. To the extent possible within the limits of facilities and staff, the Board will provide one planning period per day per teacher. In any event, the Board will provide 5 planning periods per week. This period will be the same length of time as the special activity period which the students are attending.

NON-TEACHING ASSIGNMENTS

- A. The Board and Association acknowledge that a teacher's primary responsibility is to teach and that his energies should, to the extent possible, be utilized to this end. Therefore, they agree as follows:
1. Teachers shall not be required to perform the following duties:
    - a. Supervision of cafeterias.
    - b. Supervision of playground areas.

CONTRACT PROVISIONS

## A. Notification:

1. The Board will issue in writing by June 1st of each year a tentative subject, grade, and room assignment for the following year to each individual teacher.

## B. Contract:

1. Contracts shall be issued to all teachers within 15 days after signing of a formal agreement between the Board of Education and the Association. Tenured teachers will have 15 days in which to return their contracts.

## C. Notification of Vacancies:

1. The Administration will post notices of all positions and vacancies for which applications are being accepted. Any teacher who is properly certificated for a vacancy may make application for this position and his/her application will be given due consideration by the Board.

## SABBATICAL LEAVES

- A. PURPOSE: Sabbatical leaves shall be granted to a teacher by the Board after consultation with the Chief School Administrator. Sabbatical leaves shall be for the purpose of advanced study in an educational field related to the teacher's primary teaching responsibility in the school district.
- B. CONDITIONS: Sabbatical leave shall be granted, subject to the following conditions:
1. Percentage of teachers--If there are sufficient qualified applicants, sabbatical leaves shall be granted to a maximum of 2.5% (rounded to the nearest whole employee) of the teachers at any one time.
  2. Requests for sabbatical leave must be received by the Chief School Administrator in writing in such form as may be prescribed by the CSA and Board, no later than December 1st, and action must be taken on all such requests no later than February 1st of the school year preceding the school year for which the sabbatical is requested.
  3. Minimum time to qualify--The teacher must have completed at least seven years full service in the Andover Regional School District. Application may be made during the seventh year.
  4. Pay--A teacher on sabbatical leave for a full school year or half of a school year shall be paid \$5000.00 by the Board.
  5. All contractual provisions except the salary guide shall remain in full force during the year the employee is on sabbatical.
  6. A contract to a teacher on sabbatical shall be issued at the same time as contracts to all other teachers. The teacher shall have 15 days in which to return the contract showing his intent to return to work the following September. Failure to return a signed contract shall be construed by the Board as the **teacher's** intent to terminate employment and shall be considered as an official resignation. As an official resignation, **the teacher** shall be subject to immediate return of all funds granted to him by the Board for sabbatical leave purposes, **except** that:
    - a. If a **teacher** works two years in the Andover Regional School District, he shall not be subject to the return of any funds granted by the Board for sabbatical.

- 6.
  - b. If a teacher works any part of the two years following sabbatical leave, he shall only be required to return a pro-rated portion of the sabbatical grant, under the following formula: (months taught after the sabbatical to the nearest whole month divided by 20) times \$5000.00. This amount will be deducted from \$5000.00.
  - c. The Board, at their discretion, may waive the requirements that a teacher, who has worked less than two years, return the funds granted under the sabbatical provisions.
- 7. Return--Upon return from sabbatical leave, a teacher shall be placed on the salary schedule at the level which he would have achieved had he remained actively employed in the system during the period of his absence, and shall retain all rights and privileges of the position, including fringe benefits.
- 8. No teacher shall be granted more than one sabbatical leave while in the employ of the school district.

MISCELLANEOUS PROVISIONS

- A. The Association and its representatives may have the right to use the school buildings at all reasonable hours for meetings, providing the facility is available upon request. The room and time to be arranged through the building principal.
- B. The Association may have the right to use the school office equipment including typewriters, mimeograph machines, and duplicating equipment before the hour of 8:00 A.M. and after 3:30 P.M. on days that the school is in session. All materials used in the operation of office equipment shall be supplied at the expense of the Association.
- C. Five copies of this contract will be signed by the President of the Andover Regional Board of Education and the President of the Andover Regional Education Association and 3 copies shall be placed on file with the Andover Regional Board of Education, one of which will be sent to the Public Employees Relations Commission by the Board of Education as required by law. Also, 2 copies shall be placed on file with the Andover Regional Education Association and members of the professional staff shall receive a copy. The Board and the Association have the right to reproduce copies of the signed agreement and distribute said copies at its discretion.
- D. The existing contract shall not supersede the State Statutes.
- E. No Association business of any kind shall be conducted when teachers covered by this contract are supposed to be performing regular school duties.
- F. The Board will provide payroll deduction for Tax-sheltered Annuities, the number of companies kept to a minimum and selected by the Association.
- G. Teachers shall be reimbursed **20** cents per mile when they use their own cars for school related duties.

PROCEDURE FOR NEGOTIATIONS FOR 1984-85

- A. It is agreed between the negotiating unit representing the Board of Education of the Andover Regional School District and the negotiating unit representing the Andover Regional Education Association that negotiations for 1984-85 shall commence on a date mutually agreed to between both parties, but no later than the starting date as required by the New Jersey P.E.R.C. Commission or other statutes or **regulations**. Negotiations shall be conducted under the regulations as outlined below and which have been formulated cooperatively by both units.
1. All meetings shall be held in the Conference Room of the Long Pond School with the teacher's room designated for caucus purposes by the Association's Negotiating Unit and the Principal's office designated as the caucus room for the Board's Negotiating Unit.
  2. Times for meetings shall be as follows: Begin at 7:30 P.M. and terminate at 9:30 P.M. Beginning time can be waived by mutual agreement of both units to compensate for unforeseen conditions that might arise in future meetings. However, an adjustment in starting time will also take into consideration a similar adjustment in the time of termination as outlined in Item 3 of these rules.
  3. Each party may caucus during a meeting if the need arises. There will be no limitation on the number of times a unit may caucus. However, time taken for caucus shall be added to the meeting time. If the combined total for both parties exceeds one hour and thirty minutes time, the meeting will still terminate at 11:00 P.M.
  4. All meeting dates shall be established by mutual agreement of both units.
  5. Once negotiations have started, there shall be no more than one meeting per week scheduled unless in the opinion of both units additional meetings are needed to complete all work prior to the termination date. Under no conditions shall more than 2 meetings per week be scheduled. It is understood by both parties that it is not mandatory to hold one meeting per week if the time element between meetings is not consistent with the proposals being considered.
  6. There shall be no more than 4 members on each of the negotiating units. If during the course of negotiations, it is necessary for a substitute to be made on either unit, 2 days written and verbal notice shall be given to the other group.

7. At the first meeting, the Association Unit shall submit its proposals for consideration for the school year 1984-85. The proposals shall be presented orally with reasons for submission to justify and substantiate the proposal. In addition to the oral presentation, the Association Unit shall supply the Board Unit with 5 written copies of the proposals.
8. The Board Unit will only receive proposals from the Association Unit at the first formal meeting of 1984. No additional proposals will be honored or entertained by the Board Unit after this meeting.
9. At the second meeting the Board Unit will reply to the Association's proposals. At this time, it must submit Board proposals for 1984-85 to the Association Unit for consideration and action.
10. It is agreed by both units that any agreement reached in negotiation sessions will be subject to final approval by the Board of Education and the membership of the Andover Regional Education Association.
11. All items negotiated by the units and approved by the respective parent bodies, shall be drawn up in contract form by the Association and signed formally by the Board President and the President of the local Association. Two signed copies of the final agreement shall be given to and remain the property of the Andover Regional Board of Education. The cost of such work shall be shared equally between the 2 parties.
12. Five copies of this agreement shall be signed by the President of the Board and the President of the Association and the 2 signed copies will be provided to each of the negotiating units.





"SCHEDULE A"

STEP	BA	BA PLUS 10	BA PLUS 15	BA PLUS 30	MA	MA PLUS 15	MA PLUS 30	MA PLUS 45	DOCTORATE
0	12,500		12,970	13,440	13,730	14,150	14,570	15,070	15,910
1	14,342		14,869	15,394	15,640	16,251	16,765	17,398	18,279
2	15,028		15,562	16,092	16,416	16,973	17,503	18,041	19,034
3	15,572		16,104	16,637	16,988	17,519	18,051	18,593	19,583
4	16,124		16,657	17,197	17,542	18,072	18,603	19,135	20,135
5	16,700		17,231	17,765	18,115	18,646	19,177	19,768	20,708
6	17,295		17,825	18,356	18,710	19,241	19,772	20,314	21,302
7	17,910		18,441	18,971	19,326	19,850	20,389	20,918	21,919
8	18,546		19,080	19,609	19,963	20,493	21,024	21,556	22,556
9	19,204		19,738	20,267	20,622	21,152	21,684	22,214	23,216
10	19,886		20,416	20,948	21,302	21,832	22,364	22,893	23,894
11	20,065	20,940	21,118	21,647	22,003	22,533	23,064	23,596	24,596
12	21,307	21,662	21,840	22,369	22,724	23,255	23,787	24,316	25,317
13	22,067	22,421	22,600	23,130	23,467	23,998	24,530	25,060	26,061
14					24,249	24,778	25,312	25,841	26,933

1983-84

"Schedule B"

Extra-Curricular Fee Schedule

Basketball (2)	\$ 755.00 each
Wrestling	755.00
Assistant Wrestling	430.00
Cheerleading	663.00
Student Council	275.00
Newspaper	326.00
Softball (2)	377.00 each
Recreation (4)	<u>377.00</u> each
	\$6,221.00

DURATION OF AGREEMENT

- A. This agreement shall be effective as of September 1, 1983 and shall continue in effect until June 30, 1984.
- B. In witness thereof the Association has caused this agreement to be signed by its president and secretary and the Board has caused this agreement to be signed by its president, attested by its secretary and its corporate seal to be placed hereon, all on the day and year first written above.

ANDOVER REGIONAL EDUCATION ASSOCIATION

BY Margaret Mac Murren  
President

BY Maulp G. Castmore  
Secretary

DATE 9/27/83

ANDOVER REGIONAL BOARD OF EDUCATION

BY [Signature]  
President

BY [Signature]  
Secretary

DATE 10/6/83