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AGREEMENT

between

CLIFFSIDE PARK BOARD OF EDUCATION

and

CLIFFSIDE PARK EDUCATION ASSOCIATION

July 1, 1980 - June 30, 1982

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AGREEMENT
between
CLIFFSIDE PARK BOARD OF EDUCATION
and
CLIFFSIDE PARK EDUCATION ASSOCIATION
1980-1982

PREAMBLE

This Agreement entered into this _____ day of _____, 19____,
by and between the Board of Education of Cliffside Park, New
Jersey, hereinafter called the "Board," and the Cliffside Park
Education Association, hereinafter called the "Association."

ARTICLE I - RECOGNITION

A. The Board's Status

The Cliffside Park Education Association (the "Associa-
tion") recognizes the Cliffside Park Board of Education (the
"Board") as the public agency charged by the Legislature, under
the mandate of the Constitution, with the management in the
School District of the Borough of Cliffside Park of a thorough
and efficient system of free public schools.

The Board hereby retains and reserves unto itself,
without limitations, other than those expressly set forth or
established by law, or by the specifications of this Agreement,
or by past practice(s) relating to terms and conditions of
employment all powers, rights, authority, duties and responsi-
bilities conferred upon and vested in it by the laws and the
Constitution of the State of New Jersey, and of the United
States.

B. Association

Pursuant to Chapter 123, Public Laws of New Jersey, 1974, as amended, the Cliffside Park Board of Education (the "Board") hereby recognizes the Cliffside Park Education Association (the "Association") as the exclusive and sole representative for collective negotiation concerning the terms and conditions of employment for all certified personnel under contract or on leave, as specified below:

Teachers
Guidance Counselors
Coordinator of Cooperative Industrial Education
School Psychologists
Librarians
Nurses
Special Subject Teachers
Special Class Teachers
Social Workers
Department Heads

C. Definition of Teacher

Unless otherwise indicated, the term "Teacher," when used hereinafter in this Agreement, shall refer to all recognized employees represented by the Association in the negotiating unit as above defined.

ARTICLE II - NEGOTIATION OF SUCCESSOR AGREEMENT

A. Deadline Date

The parties agree to enter into collective negotiations over a successor Agreement in accordance with Chapter 123, Public Laws of New Jersey, 1974, as amended, in a good-faith effort to reach agreement on all matters concerning the terms and conditions

of Teachers' employment. Such negotiations shall begin not later than November 1 of the calendar year preceding the calendar year in which this Agreement expires (unless mutually agreed to by both parties hereto). Any Agreement so negotiated shall apply to all Teachers and be reduced to writing, ratified by the membership of the Association, adopted by appropriate resolution of the Board and be signed by the Board and the Association. The Board reserves the right to request that the Association certify the ratification by the membership of the Association before appending its signature to such Agreement.

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.

C. Duration

This Agreement shall continue in full force and effect with all attendant benefits and obligations until a successor Agreement is ratified by the Board and the Association.

ARTICLE III - GRIEVANCE PROCEDURES

A. Definitions, Basic Principles and Time Limits

1. A "Grievance" is a claim by a Teacher of the Cliffside Park District or the Association that there has been to a Teacher a personal loss, injury or inconvenience caused by a violation, misinterpretation, or inequitable application of an established

policy governing Teachers, or of this Agreement, which affects terms and conditions of employment, except that the term "grievance" shall not apply to (1) a complaint of a non-tenured Teacher which arose by reason of his/her not being re-employed, or (2) a complaint by any certificated personnel occasioned by appointment to or lack of appointment to, retention in or lack of retention in, any position for which tenure is either not possible or not required. A grievance to be considered under this procedure must be initiated by the Teacher within thirty (30) days of the occurrence or event or act which gave rise to the grievance.

2. Members of the professional staff or the recognized professional association may present, in appeal, through administrative channels, grievances affecting them, free from restraint, interference, coercion, discrimination or reprisal.

3. At each step in the grievance appeal process, the responsible person in authority hearing the grievance is to apply all possible measures to adjust the grievance professionally and with complete fairness. Proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure and consistent with prescribed procedures.

4. Nothing herein contained shall be construed as limiting the right of any Teacher having a grievance to discuss the matter informally with any appropriate member of the administrative staff and having the grievance adjusted without intervention of the Association.

5. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level shall be considered as a maximum and every effort shall be made to expedite the process. The time limits may, however, be extended by mutual agreement. If a grievance appeal is filed at such time that it cannot be processed through all of the prescribed steps by the end of the then current school year, and if leaving said grievance unresolved until the beginning of the following school year, could result in substantial harm to a party in interest, the stipulated time limits shall be reduced so that the grievance procedures may be exhausted prior to the end of the then current school year or as soon thereafter as practical.

B. Grievance Procedures

1. Level One - Principal

If any Teacher or the Association believes there is a basis for a grievance, he/she or the Association shall first discuss the alleged grievance with the building principal. A Teacher grievant may do so either personally or accompanied by a representative of the Association. If, as a result of the informal discussion with the principal, the grievance still exists, the Teacher or the Association may invoke the formal grievance procedure and present the grievance, in writing, to the building principal within five (5) school days of the informal discussion. The principal shall indicate the disposition of the grievance and shall inform the grievant of his/her decision within five (5) school days from the date the grievant filed the formal grievance.

2. Level Two - Superintendent

If the grievant is not satisfied with the disposition of the grievance at Level One, or if no decision has been rendered within five (5) school days after the presentation of the grievance, the grievant may file the grievance with the Superintendent of Schools within five (5) school days of the receipt of the decision by the principal, or, within five (5) school days of the date said decision should have been rendered. The Superintendent shall advise the grievant of his/her decision in writing within ten (10) school days following the date of submission of the grievance to him/her. The decision shall state explicitly what action or recommendation the Superintendent proposes in order to resolve the grievance. The Superintendent shall consult, if necessary, with the principal and the grievant involved. If the Superintendent calls for a meeting of the parties involved, a Teacher grievant shall have the right to be represented by the Association if he/she so desires.

3. Level Three - Board of Education

If the grievant is not satisfied with the disposition of the grievance at Level Two, or if no decision has been rendered within ten (10) school days after the presentation of the grievance to the Superintendent, the grievant may request that the Board review the grievance. The request shall be submitted in writing through the Superintendent of Schools within ten (10) school days of the date said decision should have been

rendered. The Board shall review the grievance, conduct a hearing if requested by the grievant, and render a decision in writing setting forth the reason for its decision within twenty (20) school days.

4. Level Four - Arbitration

(a) If the Association is not satisfied with the disposition of a grievance filed by the Association at Level Three, or if no decision has been rendered within twenty (20) school days after the grievance was delivered to the Board or after the conclusion of any hearing conducted by the Board, the Association may, within ten (10) school days after the decision by the Board or after the conclusion of any hearing conducted by the Board, whichever is sooner, submit the grievance to arbitration.

(b) If a Teacher grievant is not satisfied with the disposition of the grievance at Level Three, or if no decision has been rendered within twenty (20) school days after the grievance was delivered to the Board or after the conclusion of any hearing conducted by the Board, the Teacher grievant may, within ten (10) school days after the decision by the Board or thirty (30) school days after the grievance was delivered to the Board or after the conclusion of any hearing conducted by the Board, whichever is sooner, request in writing that the Association submit his/her grievance to arbitration. If the Association determines that the Teacher grievance is meritorious, it may

submit the grievance to arbitration within ten (10) school days after receipt of a request by the Teacher grievant.

(c) Within ten (10) school days after such written notice of submission to arbitration, the Board and the Association shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators may be made to the American Arbitration Association by either party. The parties shall then be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator and during the arbitration proceedings.

(d) The arbitrator selected shall confer with the representatives of the Board and the Association and hold a hearing promptly and shall issue his/her decision not later than thirty (30) days from the date of the close of the hearing, or from the date the final statements and proofs, including briefs and legal memoranda, are submitted to the arbitrator. The arbitrator's decision shall be final and binding upon the parties and shall be in writing and shall set forth his findings of fact, reasoning and conclusions on the issues submitted.

(e) The authority of the arbitrator shall be limited to the interpretation, application or the compliance with the

provisions of this Agreement, and the arbitrator shall have no authority to modify, add to, subtract from, or in any way alter any of the terms of this Agreement, and the arbitrator shall be bound by and decide in accordance with all applicable New Jersey and Federal Statutes, the Constitutions of the State of New Jersey and of the United States, and all decisions of the Commissioner of Education, the State Board of Education, the Courts of the State of New Jersey and the Federal Courts having jurisdiction over matters arising within the State of New Jersey.

C. Costs of Arbitration

1. The Board and the Association shall each bear the total cost incurred by themselves.

2. The fees and expenses of the arbitrator are the only costs which shall be shared by the Board and the Association and such costs will be shared equally.

3. If time is lost by any Teacher due to the arbitration proceedings necessitating the retention of a substitute, the Board will pay the cost of the substitute. The time lost by the Teacher may be charged to personal business time.

D. Group Grievances

The procedures for the filing and processing of a group grievance shall be the same as the individual grievance procedures set forth herein, including the time periods specified above. A group grievance is defined as a claim, affecting a group or class

of Teachers, that there has been, to them, a personal loss, injury or inconvenience caused by a violation, misinterpretation of inequitable application of an established policy governing Teachers or of this Agreement.

E. Emergency Procedure

Recognizing that emergencies may arise, and that time may not permit the prescribed procedures to operate, the following provision is inserted:

In the event an individual, group or individuals or the Association as a whole, has a grievance of such nature that time will not permit the prescribed time periods to be followed, the procedure may be expedited. If the individual, group of individuals or the Association, as the case may be, states, in writing, the nature of the grievances, together with explicit reasons why the prescribed procedures must be expedited, the grievance procedure shall be the same but each party shall be duty bound to act upon the grievance as quickly as possible.

F. Liaison Committee

The Executive Committee of the Association shall serve as a continuing liaison committee with the Board. This committee shall meet with the Board once every other month beginning with the month of October, and more frequently if necessary, unless both parties mutually agree that such a meeting is unnecessary. The Board or the committee shall be free to discuss any problems

of mutual concern or interest, but may not discuss any grievance currently being considered by a principal, or the Superintendent of Schools, or the Board, or an arbitrator unless all parties concerned concur.

ARTICLE IV - TEACHER RIGHTS

A. Just Cause Provision

No Teacher shall be disciplined, reprimanded, reduced in rank or compensation without just cause.

B. Non-Discrimination

The Board and the Association agree, for themselves and their respective officers, agents, employees and members, that in the interpretation, application and administration of this Agreement and in every aspect of the employer-employee relationship between the Board and the Teachers, neither party shall engage in or support any practices or procedures that result in discrimination on the basis of race, creed, color, religion, national origin, domicile, sex or marital status.

ARTICLE V - COMPENSATION

A. Salary Schedules

The salaries of all Teachers covered by this Agreement shall be as set forth in Schedules "A" and "B" attached hereto and made a part hereof.

B. Procedure for Withholding Salary Increases

The Board expressly reserves the right to withhold, for

inefficiency or other good cause, all or any part of a Salary Increase, defined as follows: (a) for any Teacher not at the maximum of any degree level of the Teacher Salary Guide, the annual increment and the negotiated salary adjustment, if any; and (b) for any Teacher at the maximum of any degree level of the Teacher Salary Guide, the negotiated salary adjustment, if any. In the event that the Board exercises its right to withhold for inefficiency or good cause any Salary Increase or portion thereof, the Board does hereby agree to employ the following procedures:

1. The immediate superior and/or the Principal shall forward any recommendation to withhold a Teacher's Salary Increase or any portion thereof to the Superintendent not later than April 15 of the school year preceding that in which such action would take effect. The Principal shall give to the Teacher against whom the recommendation shall be made written notice of the alleged cause or causes for the recommendation.

2. Once a recommendation is forwarded to a Teacher and the Superintendent, the Teacher may within (10) school days request in writing an opportunity to meet with the Superintendent. In the event such a meeting is requested, the Superintendent shall take no action on the recommendation until said meeting occurs.

3. Whenever the Superintendent recommends that the Board

withhold a Salary Increase or portion thereof, the Teacher to be so deprived shall be given written notice of such recommendation.

4. If, following such recommendation by the Superintendent, such Teacher desires to pursue the matter further, arrangements shall be made to afford said Teacher reasonable opportunity to appear before the Board and to be accompanied by a representative of his/her own choosing. In order to have such an opportunity, such Teacher must, within seven (7) calendar days after receipt of written notice of the Superintendent's recommendation, request in writing such a meeting with the Board. The meeting between such Teacher and the Board shall not constitute a plenary hearing.

5. The Board shall be given a reasonable opportunity, following said meeting, to deliberate. If the resultant action of the Board is to withhold a Salary Increase, the Board shall, within ten (10) calendar days after said meeting, give written notice of such action, together with the reasons therefor to the Teacher concerned.

C. Payment Schedule

Teachers employed on a ten (10) month basis shall be paid in twenty (20) equal semi-monthly installments, to be received on the 15th, and last day of each month. When a pay day falls on or during a school holiday, vacation or week-end, Teachers shall receive their pay checks on the last previous working day. The December pay checks may be combined and distri-

buted to the Teachers on December 15th. Teachers shall receive their final check no later than the last working day in June, except in special circumstances.

D. Voluntary Savings

Teachers may individually elect to have ten (10%) per cent of their monthly salary deducted from their pay. The funds so deducted shall be placed in an interest-bearing account. Interest earned on these funds shall be calculated individually and paid to the Teachers with the funds so deducted, on or before July 15th.

E. Compensation - Guidance Counselors

Salaries for full-time Guidance Counselors in the High School and Middle School shall be the same as for a Teacher on the same step and salary classification, plus \$1,049 for the 1980-81 school year and \$1,138 for the 1981-82 school year.

F. Compensation - Department Heads (High School)

Salaries for Department Heads in the High School shall be the same as for a Teacher on the same step and salary classification, plus \$1,700 for the 1980-81 school year and \$1,845 for the 1981-82 school year.

G. Compensation - Department Heads (Middle School)

Salaries for Department Heads in the Middle School shall be the same as for a Teacher on the same step and salary

classification, plus \$1,000 for the 1980-81 school year and \$1,085 for the 1981-82 school year.

H. Compensation - Department Head (Child Study Team)

The salary of the Department Head of the Child Study Team shall be the same as for a Teacher on the same step and salary classification, plus \$1,700 for the 1980-81 school year and \$1,845 for the 1981-82 school year.

I. Compensation - Special Education Teachers

Salaries for all Special Education Teachers shall be the same as for a Teacher on the same step and salary classification, plus \$350 for the 1980-81 school year and the same \$350 for the 1981-82 school year.

J. Compensation - Coordinator of Cooperative Industrial Education

The salary of the Coordinator of Cooperative Industrial Education shall be based on a ratio of 1.1 of the appropriate step and salary classification of that Teacher on the salary guide.

K. Compensation - Years of Service

All Teachers covered by this Agreement, who have been employed by the Board twenty (20) or more years, shall receive an additional \$350 over and above their appropriate salary guide compensation for each of the school years covered by this Agreement.

L. Additional Compensation - Base Salary

Additional compensation paid in accordance with Sections

E, F, G, H, I, J and K of this Article shall be, for pension calculation purposes only, deemed a part of each Teacher's base salary. N.J.S.A. 18A:66-2(d).

M. Compensation - Part-Time Teachers

1. A Teacher hired to teach three (3) periods five (5) days a week shall be entitled to one (1) preparation period per day. Any such Teacher shall be compensated at the rate of four-eighths ($4/8$) of the salary for a Teacher on the same step and salary classification.

2. A Teacher hired to teach two (2) periods five (5) days per week shall be entitled to one (1) preparation period per day. Any such Teacher shall be compensated at the rate of three-eighths ($3/8$) of the salary for a Teacher on the same step and salary classification.

N. Compensation - Home Tutoring

All Teachers covered by this Agreement who tutor a student at home shall be compensated at the rate of \$9.00 per hour.

O. Compensation - Chaperoning

All Teachers covered by this Agreement who chaperone activities conducted after school hours or at night shall be compensated at the rate of \$20.00 per activity. Such assignments shall, to the extent possible, be made on an equitable rotation basis within each building. The provisions of this Section shall

not apply to the coaching and/or co-curricular duties described in Schedules C and D attached hereto and made a part hereof, or to a Teacher's involvement, on a voluntary basis, with any Student Club (such as, but not limited to, the High School Ski Club, the Middle School Ski Club, the Italian Club, the French Club, the Spanish Club, the German Club, the International Students Club, the Ecology Club, the Secretarial Club, the Photography Club, the Student Charities Club and/or the Needlecraft Club) not listed in Schedule D.

P. Compensation - Class Coverage

Compensation for the loss of preparation time shall be paid only in accordance with the express provisions of Article VI, entitled Preparation Time, of this Agreement.

Q. Compensation - Travel

The transportation mileage rate for Teachers travelling on approved school business or attending approved professional workshops or conferences will be twenty (20) cents per mile. No reimbursement will be allowed unless prior approval has been obtained from the Superintendent. Prior approval may be obtained by completing an application form obtainable from the office of the Superintendent.

R. Compensation - Coaching

Teachers accepting coaching positions shall be compensated in accordance with Schedule C attached hereto and made a part hereof, provided, however, that:

1. A Teacher who has never coached in the Cliffside Park School District will receive, during his/her first year of coaching in the District, 75% of the salary listed for the position to which he/she is appointed. In any succeeding year in such position, such Teacher shall receive 100% of the salary listed.

2. A Teacher who has coached in one (1) sport in the District and is appointed to coach in a different sport, will receive, during his/her first year of coaching the different sport, 75% of the salary listed for the position to which he/she is appointed. In any succeeding years in such position, such Teacher shall receive 100% of the salary listed.

3. An assistant coach who is appointed to a head coaching position in the same sport will receive the full salary listed for the position to which he/she is appointed.

S. Compensation - Co-Curricular

Teachers accepting approved co-curricular positions shall be compensated in accordance with Schedule D attached hereto and made a part hereof.

ARTICLE VI - PREPARATION TIME

A. High School

Teachers in the High School shall have, in addition to their lunch periods, seven (7) preparation periods per full work week; provided, however, that Teachers in the High School who are assigned to cafeteria duty shall have, in addition to their lunch

periods, ten (10) preparation periods per full work week. Teachers in the High School may be required, however, at the discretion of the Building Principal, to perform assigned duties during not more than a total of five (5) such preparation periods per school year. Any such assignments shall, to the extent possible, be distributed as equitably as possible among the Teachers in said school. In the event that any Teacher in the High School shall be required to forego preparation periods in excess of said five (5) preparation periods in any school year, said Teacher shall be compensated at the rate of \$7.50 per class for the loss of each such preparation period.

B. Middle School

Teachers in the Middle School shall have, in addition to their lunch periods, ten (10) preparation periods per full work week. Teachers in the Middle School may be required, however, at the discretion of the Building Principal, to perform assigned duties during not more than a total of seven (7) such preparation periods per school year. Any such assignments shall, to the extent possible, be distributed as equitably as possible among the Teachers in said school. In the event that any Teacher in the Middle School shall be required to forego preparation periods in excess of said seven (7) preparation periods in any school year, said Teacher shall be compensated at the rate of \$7.50 per class for the loss of each such preparation period.

C. Elementary Schools

Teachers in elementary schools shall, in addition to their lunch periods, have preparation time during the time students are in the care of special subject Teachers, but in no event shall the amount of preparation time be less than fifteen (15) minutes, four (4) days per full work week. Teachers in elementary schools may be required, however, at the discretion of the Principal, to perform assigned duties during not more than a total of five (5) such preparation periods per school year. Any such assignments shall, to the extent possible, be distributed as equitably as possible among the Teachers in each of said schools. In the event that any Teacher in an elementary school shall be required to forego preparation periods in excess of said five (5) preparation periods in any school year, said Teacher shall be compensated at the rate of \$6.00 per class for the loss of each such preparation period.

ARTICLE VII - TEMPORARY LEAVES OF ABSENCE

A. Death in Immediate Family

A leave of absence, because of the death of a member of the immediate family, shall, in the discretion of the Teacher, be granted for up to five (5) days with full pay. For the purposes of this provision, immediate family shall include: mother, father, mother-in-law, father-in-law, sister, brother, husband, wife, children.

B. Death of Relative

A leave of absence, because of the death of a relative other than in the immediate family, may, in the discretion of the Superintendent or his designee, be granted for one (1) day with full pay. A close friend may, in unusual circumstances and in the discretion of the Superintendent or his designee, be considered in this category.

C. Personal Leave

For one (1) or more of the following stated purposes, each Teacher shall be granted, with full pay, one (1) or more personal leaves of absence that total, in the aggregate and in any combination, not more than three (3) days in any school year non-cumulatively:

- (a) Religious holidays when schools are not closed.
- (b) Compulsory attendance pursuant to a court subpoena.
- (c) Such personal business as cannot be handled outside of school hours.

Whenever utilization of the leave provisions of this Subsection C will extend a holiday or vacation recess by the use of a leave day or days immediately prior to or immediately after the holiday or vacation recess, a Teacher shall, at least forty-eight (48) hours prior to the day of leave requested (except in emergencies), submit to his/her principal, for approval by the Superintendent or his/her designee, an application in writing for such personal leave of absence, stating the reason or reasons why such leave is necessary.

ARTICLE VIII - SICK LEAVE

A. Accumulative

In accordance with the provisions of N.J.S.A. 18A:30-2, each Teacher shall be entitled to ten (10) sick leave days with full pay in each school year. Unused sick leave days shall, in accordance with the provisions of N.J.S.A. 18A:30-3, be accumulated from year to year with no maximum limit.

B. Notification of Accumulation

Each Teacher shall be given a written accounting of accumulated sick leave days no later than September 30th of each school year.

ARTICLE IX - EXTENDED LEAVES

A. Disability Leave

1. Any Teacher who experiences a disability arising out of, but not limited to, surgery, hospital confinement, medical treatment, pregnancy, or the like, shall be entitled to paid and/or unpaid Disability Leave based upon such disability. In the event that said Teacher applies for a Disability Leave, such Disability Leave shall be chargeable to the accumulated sick leave account, if any, of said Teacher, provided, however, that if said Teacher's accumulated sick leave account is or has been exhausted, the Disability Leave of absence shall be without pay. In the event of absence as a result of a personal injury caused by an accident arising out of and in the course of a Teacher's employment, the provisions of N.J.S.A. 18A:30-2.1 shall apply.

All statutes, policies, practices, rules and regulations applicable to Teachers granted Sick Leave shall govern such Disability Leave.

2. All Teachers anticipating a long-term disability shall notify their Principal of the condition expected to result in disability as soon as practicable, and shall submit to the Principal a written statement from his/her physician verifying the condition expected to result in the long-term disability and, if possible, the physician's prognosis as to the anticipated duration of such disability.

3. The Board shall have the right to require any Teacher who has been on paid and/or unpaid Disability Leave and who desires to return to his/her duties by a fixed date following recovery from disability to produce a written statement from his/her physician stating that he/she is capable of resuming his/her duties, which opinion shall, at the option of the Board, be confirmed by the Board medical inspector.

4. Where a Disability Leave has been approved, the commencement or termination dates thereof may be further extended or reduced for medical reasons upon application by the Teacher to the Board accompanied by a written statement from the Teacher's physician as to the advisability of such extension or reduction. Such extensions or reductions may be granted by the Board for additional reasonable periods of time. All extensions of such

leaves shall in any event be subject to the provisions of N.J.S.A. 18A:30-1 et seq. and, specifically, N.J.S.A. 18A:30-6 and N.J.S.A. 18A:30-7.

5. These provisions shall not be deemed to impose upon the Board any obligation to grant or extend a Disability Leave of any non-tenured Teacher beyond the end of the work year in which such leave was originally granted, provided, however, that the provisions of this Subsection shall not in any way preclude the ability on the part of the Board, in its absolute discretion, to grant to a non-tenured Teacher a Disability Leave extending beyond the end of such work year. The period of an unpaid Disability Leave granted to a non-tenured Teacher shall not be included in the minimum period required by statute to attain tenure, and said Teacher shall not acquire tenure during such leave.

6. Where a Disability Leave is for disability related to pregnancy, the pregnant Teacher applying for such leave under the provisions of this Section may simultaneously make application for a Child Rearing Leave in accordance with the provisions of Section C of this Article.

B. Maternity Leave

1. Each Teacher requesting an unpaid Maternity Leave under this Article without regard to a claimed present state of disability shall (as soon as the pregnancy is medically confirmed)

submit to the Principal a written request specifying the date on which the Teacher expects to commence said leave and the date on which the Teacher expects to return from said leave, which shall not be chargeable to said Teacher's sick leave account.

2. Whenever, in the opinion of the Board, the date of the commencement of the unpaid Maternity Leave, and/or the date for the resumption of duties would substantially interfere with the administration of the schools and/or the education of students, the requested dates may be changed by the Board subject to the Teacher's acceptance of such change.

3. Where an unpaid Maternity Leave has been approved, the commencement or termination dates thereof may be extended or reduced upon application by the Teacher to the Board accompanied, where appropriate, by a written statement from the Teacher's physician as to the advisability of such extension or reduction. Such extensions or reductions may be granted by the Board for additional reasonable periods of time.

4. These provisions shall not be deemed to impose upon the Board any obligation to grant or extend a Maternity Leave of any non-tenured Teacher beyond the end of the work year in which such leave was originally granted, provided, however, that the provisions of this Subsection shall not in any way preclude the ability on the part of the Board, in its absolute discretion, to grant to a non-tenured Teacher a Maternity Leave extending beyond

the end of such work year. The period of an unpaid Maternity Leave granted to a non-tenured Teacher shall not be included in the minimum period required by statute to attain tenure, and said Teacher shall not acquire tenure during such leave.

5. A Teacher applying for a Maternity Leave under the provisions of this section may simultaneously make application for a Child Rearing Leave in accordance with the provisions of Section C of this Article.

C. Child Rearing Leave

1. In the case of the birth of a child or the placement of a child under the age of five (5) for adoption, any Teacher shall have the right, upon application, to leave for the purpose of child rearing. Said Child Rearing Leave shall be without pay. In any case where both parents of such child are Teachers in the Cliffside Park Public Schools, only one (1) parent shall be entitled to such Child Rearing Leave at any one time.

2. Application for Child Rearing Leave in connection with the birth of a child shall normally be filed at least sixty (60) days prior to the anticipated birth date of the child. Application for Child Rearing Leave in connection with the placement of a child under the age of five (5) for adoption shall be filed immediately upon receipt by a Teacher of a notice of such placement.

3. In the case of a Teacher who has been granted Disability Leave under the provisions of Section A of this Article or Maternity Leave under the provisions of Section B of this Article, and who has applied for Child Rearing Leave, such Child Rearing Leave shall become effective immediately upon the termination of the aforesaid Disability Leave or Maternity Leave.

4. Child Rearing Leave shall be granted, upon application made therefor, for a period ending as of the date requested by the Teacher unless the date of return selected by that Teacher for the resumption of duties would substantially interfere with the administration of the schools or with the education of pupils, in which case the date of return may be changed by the Board subject to the Teacher's acceptance of the change. Such Child Rearing Leave shall be extended, in the case of tenured Teachers only, upon the request of a tenured Teacher, for one (1) additional work year. Such request by such tenured Teacher for an extension of such Child Rearing Leave for such additional work year shall normally be made to the Superintendent in writing no later than the March 1st preceding the expiration of the first period thereof. Such Child Rearing Leave for such tenured Teacher may be extended by the Board, upon the request by such tenured Teacher made to the Superintendent in writing no later than the March 1st preceding the expiration of the leave, for a second additional work year.

5. A Teacher may request early reinstatement, the granting of which shall be in the sole discretion of the Board.

6. These provisions shall not be deemed to impose upon the Board any obligation to grant or to extend a Child Rearing Leave of any non-tenured Teacher beyond the end of the work year in which such leave was originally granted, provided, however, that the provisions of this Subsection shall not in any way preclude the ability on the part of the Board, in its sole discretion, to grant to a non-tenured Teacher a Child Rearing Leave extending beyond the end of such work year. The period of an unpaid Child Rearing Leave granted to a non-tenured Teacher shall not be included in the minimum period required by statute to attain tenure, and said Teacher shall not acquire tenure during such leave.

ARTICLE X - SABBATICAL LEAVE

A. A sabbatical leave shall be granted to a Teacher by the Board for study in the area of his/her specialization or a related field, subject to the following conditions:

1. The Teacher shall have completed at least seven (7) full school years in the service of the Cliffside Park public schools.

2. Requests for sabbatical leaves must be received by the Superintendent in writing no later than January 15th and action must be taken on all such requests no later than May

1st of the school year preceding the school year for which the sabbatical leave is requested.

3. Candidates not selected for a sabbatical leave in one year due to the number of applicants shall be given priority when reapplying the following year for sabbatical leave.

4. Each sabbatical leave granted to a Teacher shall be for the duration of a full academic year.

5. A Teacher on sabbatical leave shall be paid at the rate of eighty (80%) per cent of the annual contractual salary to which the Teacher would have been entitled had the Teacher not been on leave, less regular deductions.

6. The opportunity for a sabbatical leave shall be made available to three (3) Teachers per school year providing that there are sufficient applications, but no more than one (1) Teacher from a department of each school may be on sabbatical leave during a school year.

7. Upon returning from sabbatical leave, a Teacher shall be placed on the salary schedule at the level which he/she would have achieved had he/she remained actively employed in the system during the period of his/her sabbatical leave.

8. A Teacher granted sabbatical leave shall enter into a written agreement with the Board to return to Cliffside Park schools for a minimum of two (2) years upon completion of

his/her sabbatical. Failure to serve the full two (2) years will require the Teacher to reimburse the money paid to him/her while absent on sabbatical.

B. Exceptions to this Article shall be based upon:

(1) the inability of the Teacher to complete the agreement for reasons of health, or (2) a waiver of this Agreement by the Board for special circumstances.

C. The Board and the Association hereby express their mutual intent to work together in the establishment of criteria to be used in connection with the granting of sabbatical leaves.

ARTICLE XI - INSURANCE PROTECTION

A. Hospitalization Coverage

The Board shall, in accordance with the rules of the New Jersey State Health Benefits Plan, make payment of full individual or full family insurance premiums, as appropriate, for the New Jersey State Health Benefits Plan. Coverage provided by the New Jersey State Health Benefits Plan includes hospitalization, surgical, Rider J and Major Medical benefits.

B. Dental Coverage

The Board shall, in accordance with the rules of the New Jersey Dental Service Plan, contribute not more than \$25,000 toward the annual premium cost of the New Jersey Dental Service Plan for individual Teachers and their dependents, where applicable.

C. Description to Teachers

If available from the insurance carrier, the Board shall provide to each Teacher a description of the health care benefits insurance coverage provided under this Article.

ARTICLE XII - PROTECTION OF TEACHERS

A. Assault

Any Teacher suffering or observing, or having direct knowledge from a participant or victim of, an act of violence occurring in connection with his/her employment shall immediately file a report describing the incident to his/her principal or other immediate superior.

B. Indemnity

1. Should any civil action be brought against a Teacher for any act or omission arising out of and in the course of the performance of the duties of a Teacher, the Board shall defray all costs of defending such action, including reasonable counsel fees and expenses, together with costs of appeal, if any, and shall save harmless and protect such Teacher from any financial loss resulting therefrom and related thereto.

2. Should any criminal action be instituted against a Teacher for any act or omission arising out of and in the course of the performance of the duties of the Teacher and should such proceeding be dismissed or result in a final disposition in favor of the Teacher, the Board shall reimburse him/her the cost

of defending such proceeding, including reasonable counsel fees and expenses of the original hearing or trial and all appeals.

ARTICLE XIII - POSTING OF ALL POSITIONS

1. Date of Posting

When school is in session, a notice of all available positions shall be posted in each school as far in advance as practicable, and at least five (5) school days before the final date when applications must be submitted. A copy of said notice shall be given to the Association at the time of posting. Teachers who desire to apply for such vacancies shall submit their applications in writing to the Superintendent within the time limit specified in the notice, and the Superintendent shall acknowledge promptly in writing the receipt of all such applications.

2. Application Procedure

Teachers who desire to apply for an available position, which may be filled during the summer period when school is not regularly in session, shall submit their names to the Superintendent, together with the position(s) for which they desire to apply, and an address where they can be reached during the summer. The Superintendent shall notify such Teachers of any vacancy in a position for which they desire to apply. Such notice shall be sent as far in advance as practicable and at least five (5) days before the final date when applications must be submitted. In addition, the Superintendent shall, within the same time period, post a list of available positions to be filled during

the summer period at the administration office, in each school, and a copy of said notice shall be given to the Association.

3. Criteria for Notice

The qualifications for the position, including Certification(s) required, its duties, and the rate of compensation, if known, shall be clearly set forth. No vacancy in an available position shall be filled other than in accordance with the above procedure.

4. Filling Vacancies

All qualified Teachers shall be given adequate opportunity to make application and no position shall be filled until all properly submitted applications have been considered. Upon formal confirmation of the successful applicant by the Board, each unsuccessful applicant shall be notified of the final decision.

ARTICLE XIV - ASSOCIATION DUES AND REPRESENTATION FEE

A. Dues Deduction

1. Organization Dues

The Board agrees to deduct from the salaries of the Teachers dues for Association membership as said Teachers individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 310, Public Laws of 1967 (N.J.S.A. 52:14-19.9c) and under rules established by the State Department of Education. Said monies, together with

records of any corrections, shall be transmitted to the Treasurer of the Association by the 15th of each month following the monthly pay period in which deductions were made. The Association Treasurer shall disburse such monies to the appropriate association or associations.

2. Dues Certification

The Association shall certify to the Board, in writing, the current rate of its membership dues. Should the Association change the rate of its membership dues, it shall give the Board two (2) months written notice prior to the effective date of such change.

B. Representation Fee

1. Purpose of Fee

If a Teacher does not become a member of the Association during any membership year (i.e., from September 1 to the following August 31) which is covered in whole or in part by this Agreement, said Teacher will be required to pay a representation fee to the Association for that membership year to offset the costs of services rendered by the Association as majority representative.

2. Amount of Fee

Prior to the beginning of each membership year, the Association will notify the Board in writing of the aggregate amount of the regular membership dues, initiation fees and

assessments charged by the Association to each of its own members for that membership year. The representation fee to be paid by each non-member will be equal to eighty-five (85%) per cent of said aggregate amount.

3. Deduction and Transmission of Fee

The Board agrees to deduct from the salary of any Teacher who is not a member of the Association for the current membership year the full amount of the representation fee referred to in Section B above and promptly will transmit the installments so deducted to the Association. The Board agrees to deduct the representation fee in equal installments, as nearly as possible, from the paychecks paid to each Teacher during the remainder of the membership year in question. The deductions will begin thirty (30) days after the Teacher begins his/her employment in a bargaining unit position, unless the Association informs the Board that such Teacher has become a full dues paying member.

4. Termination of Employment

If a Teacher who is required to pay a representation fee terminates his/her employment with the Board before the Association has received the full amount of the representation fee to which it is entitled under this Article, the Board will deduct the unpaid portion of the fee from the last paycheck paid to said Teacher during the membership year in question and promptly forward same to the Association.

5. Mechanics

Except as otherwise provided in this Article, the mechanics for the deduction of representation fees and the transmission of such fees to the Association will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Association.

C. Indemnification

The Association agrees to return to the Board any dues, moneys or representation fees improperly, illegally or erroneously paid to it under this Agreement. In addition, the Association agrees to indemnify and save harmless the Board for any legal costs arising out of any challenge to the Board's payment to the Association of any representation fees under this Agreement.

ARTICLE XV - TEACHER EVALUATION

A. Observation and Evaluation of Tenured and Non-tenured Teachers

The New Jersey Administrative Code (N.J.A.C. 6:3-1.21, Evaluation of tenured teaching staff members) will be followed by the Board in carrying out the observation and evaluation of tenured Teachers, including both those assigned to, and those not assigned to, regular classroom teaching duties.

The non-tenured teachers' evaluation law (N.J.S.A. 18A:27-3.1 et seq.) and the New Jersey Administrative Code (N.J.A.C. 6:3-1.19, Supervision of instruction: observation and evaluation of non-tenured teaching staff members) will be followed

by the Board in carrying out the observation and evaluation of non-tenured Teachers, including those assigned to, and those not assigned to, regular classroom teaching duties.

The procedures for the supervision of instruction, observation and evaluation of both tenured and non-tenured Teachers, including both those assigned to, and those not assigned to, regular classroom teaching duties, shall be as follows:

1. Observation and Evaluation of Teachers Assigned to Regular Classroom Teaching Duties. The procedures for the supervision of instruction, observation and evaluation of tenured and non-tenured Teachers assigned to regular classroom teaching duties shall conform with N.J.A.C. 6:3-1.21 (Evaluation of tenured teaching staff member) and N.J.A.C. 6:3-1.19 (Supervision of instruction: observation and evaluation of non-tenured teaching staff members) and shall be as follows:

(a) The term "Observation," as applied to a Teacher assigned to regular classroom teaching duties, shall mean a visitation to a classroom by a member of the administrative/supervisory staff of the District who holds an appropriate certificate for the supervision of instruction (hereinafter referred to as the "Evaluator") for the purpose of observing the performance of the instructional process by the Teacher. Such Observation shall be conducted openly and with full knowledge of the Teacher.

(b) The term "Evaluation," as applied to a Teacher assigned to regular classroom teaching duties, shall mean a written evaluation report prepared by the Evaluator who visits the classroom for the purpose of observing the performance of the instructional process by the Teacher. The written evaluation report has as its purpose the improvement of the quality of instruction, should be as comprehensive as possible, and should describe the lesson, commend positive aspects, identify deficiencies where appropriate and extend assistance for the correction of such deficiencies.

(c) Evaluators shall have been appointed to such positions by the Board and identified to the individual Teacher in advance of any Observation or Evaluation.

(d) Each non-tenured Teacher shall be observed and evaluated at least three (3) times during each school year but not less than once during each semester, provided that the number of required observations and evaluations may be reduced proportionately when an individual non-tenured Teacher's term of service is less than one (1) academic year.

(e) Each tenured Teacher shall be observed and evaluated at least once each school year.

(f) Observations and Evaluations shall relate only to school related activities and responsibilities. Evaluators shall have the right to determine when an Observation and Evaluation

shall be made. In selecting the times for Observations and Evaluations, an Evaluator shall avoid making Observations and Evaluations at times when a fair Observation and Evaluation cannot be made.

(g) Each Observation shall be conducted for a minimum duration of one (1) class period in the high school and middle school and one (1) complete subject lesson in an elementary school.

(h) Each Observation and Evaluation shall be followed, within a reasonable period of time, but in no instance more than fifteen (15) school days after the Observation, by a conference between the Evaluator and the Teacher. Both parties to such conference will review and sign the Evaluation and retain a copy for his/her records; provided, however, that the Teacher's signature shall not be deemed to signify agreement with the contents. In the event that both the Evaluator and the Teacher agree that there has been an oversight or a mistake of fact in connection with any Evaluation, such Evaluation shall be re-written, at said conference, to correct the agreed upon oversight or mistake of fact. The Teacher shall have the right to submit a written disclaimer of such Evaluation within ten (10) school days following the conference, and such disclaimer shall be attached to each party's copy of the Evaluation.

2. Observation and Evaluation of Teachers Not Assigned

to Regular Classroom Teaching Duties. The procedures for the supervision of instruction, observation and evaluation of tenured and non-tenured Teachers not assigned to regular classroom teaching duties (including, but not limited to, department heads, school nurses, guidance counselors, school psychologists, school social workers, librarians and special subject Teachers) shall conform with N.J.A.C. 6:3-1.21 (Evaluation of tenured teaching staff members) and N.J.A.C. 6:3-1 19 (Supervision of instruction: observation and evaluation of non-tenured teaching staff members) and shall be as follows:

(a) The term "Observation," as applied to a Teacher not assigned to regular classroom teaching duties, shall mean a visitation or visitations by an Evaluator, for the purpose of observing the performance of duties by the Teacher, to a work station, in, or in other than, a classroom setting during but not limited to times when the Teacher is interacting with students, parents, teachers or administrators, or times when the Teacher is performing any duty related to his/her responsibilities as set forth in the job description for the position. The Observation shall be conducted openly and with the full knowledge of the Teacher.

(b) The term "Evaluation," as applied to a Teacher not assigned to regular classroom teaching duties, shall mean a written evaluation report prepared by the Evaluator who visits a work station for the purpose of observing the performance of

the Teacher. The written evaluation report has as its purpose the improvement of the quality of the education program, should be as comprehensive as possible, and should describe the duties being performed, commend positive aspects, identify deficiencies where appropriate and extend assistance for the correction of such deficiencies.

(c) Evaluators shall have been appointed to such positions by the Board and identified to the individual Teacher in advance of any Observation or Evaluation.

(d) Each non-tenured Teacher shall be observed and evaluated at least three (3) times during each school year but not less than once during each semester, provided that the number of required Observations and Evaluations may be reduced proportionately when an individual non-tenured Teacher's term of service is less than one (1) academic year.

(e) Each tenured Teacher shall be observed and evaluated at least once each school year.

(f) Observations and Evaluations shall relate only to school related activities and responsibilities. Evaluators shall have the right to determine when an Observation and Evaluation shall be made. In selecting the times for Observations and Evaluations, an Evaluator shall avoid making Observations and Evaluations at times when a fair Observation and Evaluation cannot be made.

The Teacher shall have the right to submit a written disclaimer of such Evaluation within ten (10) school days following the conference, and such disclaimer shall be attached to each party's copy of the Evaluation.

B. Summary Evaluation of Tenured and Non-tenured Teachers

In addition to the Observations and Evaluations referred to above, there shall, each year, be a written Summary Evaluation of each tenured and non-tenured Teacher's total performance as an employee of the Board.

The procedures for Summary Evaluations of both tenured and non-tenured Teachers, including both those assigned to, and those not assigned to, regular classroom teaching duties, shall be as follows:

1. Annual Summary Evaluations

(a) The Summary Evaluation shall consist of an annual conference followed by a written Summary Evaluation report prepared by the Principal who shall assemble all evidence available concerning a Teacher's services to the District including any relevant information from other members of the administrative staff. This data may include but is not necessarily limited to anecdotal records, work samples (Teacher, student), observations, review of personnel files, interviews/conferences, review of records (student, class, school), self-appraisal, standardized testing of students, criterion-referenced testing of students,

review of unit/lesson plans, professional interactions and unsolicited comments (parent, peer, community, student).

(b) The annual conference and written report which constitute the Summary Evaluation are designed to promote professional excellence, improve job skills, assist student learning and growth, and provide a basis for the review of performance of Teachers.

(c) The conference between the principal, department head (where appropriate) and Teacher shall include (i) an analysis of the Teacher's performance of skills, interpersonal relations, and professional responsibilities as set forth in the job description for the position, (ii) a discussion of areas of strength, (iii) recommendation for improvement (where appropriate), (iv) a review of the Teacher's progress toward any previously stated professional improvement plan and (v) an analysis of pupil progress indicators.

(d) The annual conference shall be followed by the preparation in final form by the principal of the written Summary Evaluation report which shall contain the basic information discussed during the annual conference. The Principal shall sign the written Summary Evaluation report and forward the same to the Teacher. The Teacher shall have five (5) school days following the receipt of the written Summary Evaluation report within which to (i) review the written Summary Evaluation report with the

Principal and (ii) sign it. In the event that both the Principal and the Teacher agree that there has been an oversight or a mistake of fact in connection with the written Summary Evaluation report, such written Summary Evaluation report shall be re-written to correct the agreed upon oversight or mistake of fact.

(e) The Teacher shall have ten (10) school days from the date of the signing within which to attach a written disclaimer. The written Summary Evaluation report shall not be forwarded by the principal to the Superintendent of Schools for his review until after the expiration of ten (10) school days from the date of signing by the Teacher.

C. Professional Improvement Plan

1. Following the completion of the Annual Summary Evaluation of a tenured Teacher, the principal or his/her designee shall meet with the tenured Teacher for the purpose of establishing a mutually acceptable professional improvement plan.

2. The plan should focus on areas of individual professional growth. When no significant areas of weakness are identified, the plan should be used to provide general guidance for voluntary professional development.

3. Whenever possible, the plan should focus on in-service programs which use local resources in order to assure easy access to the required assistance and enhance its relevance to the needs of the Teacher.

4. The plan should provide a basis for focusing the evaluation and assistance efforts of the supervisor in the subsequent year. There should be a clear and logical link between any identified weakness and the remedy recommended.

5. Formal training away from the job is not the only approach to professional development and may not always be the best one. Self-study works better for some individuals. Demonstration and informal assistance by a supervisor or colleagues may work better for others. Direct assistance and demonstration by the supervisor should be encouraged as the primary form of in-service.

6. The plan shall spell out the specific obligation(s) of the Teacher, the specific obligation(s) of the principal or his/her designee, if appropriate, the assistance required, if appropriate, and the time frame for completion, and shall become operative when signed by both the Teacher and the principal or his/her designee.

D. General Procedures

(a) Copies of all cited statutory provisions and regulations along with criteria for observation, job description, and evaluation forms shall be distributed to all Teachers in September of each school year. Teachers hired after the beginning of the school year shall receive copies of the above cited materials upon employment.

(b) Any amendment of evaluation policy and/or procedures shall be distributed to each Teacher within ten (10) school days after adoption.

(c) Evaluation forms and criteria, as developed by the Board from time to time after consultation with the Association, shall be used for all Observations and Evaluations.

(d) All Teachers shall be required to sign written evaluation forms and Summary Evaluations, but the signing of such forms shall not be deemed to signify that a Teacher agrees with the contents.

(e) For non-tenured Teachers, the Summary Evaluation report shall serve as the basis for recommendations regarding re-employment.

ARTICLE XVI - MISCELLANEOUS PROVISIONS

A. Board Policy

Except as this Agreement shall otherwise provide, all terms and conditions of employment as heretofore established by the written rules, regulations and/or policies or practices of the Board shall continue to be applicable during the term of this Agreement.

B. Savings Clause

Except as this Agreement shall otherwise provide, all

terms and conditions of employment applicable on the effective date of this Agreement shall continue to be so applicable during the term of this Agreement. Unless otherwise provided in this Agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce or otherwise detract from any Teacher benefit existing prior to the effective date of this Agreement.

C. Implementation

Both the Board and the Association agree, for themselves and their respective officers, agents, employees and members, to carry out the respective commitments contained herein.

D. Separability

If any provision of this Agreement, or any interpretation, application or administration thereof, shall be determined by any court having jurisdiction thereof to be contrary to law, such provision, interpretation or administration shall be deemed invalid and stricken herefrom to the extent required by such determination. All other provisions hereof shall remain in full force and effect.

E. Amendment or Modification of Agreement

This Agreement contains the full and complete understanding between the Board and the Association and shall not be amended or modified in any way, in whole or in part, except by written agreement ratified and executed by both parties in the same manner as this Agreement.

F. Continuation of Agreement

This Agreement shall continue in full force and effect, with all attendant benefits and responsibilities to the Board and the Association, until a successor agreement is ratified by the Board and the Association.

G. Printing of Agreement

Copies of this Agreement shall be printed in booklet form, the cost of which shall be equally divided by the Board and the Association. The Agreement shall be presented to all Teachers now or hereafter employed by the Board.

H. Notice

1. Form

Whenever notice is required under the terms of this Agreement to be given by either of the parties to the other, or by any person bound by or invoking the provisions of this Agreement, it shall be in writing and shall be deemed served if delivered either personally or mailed by certified mail, return receipt requested, to the addresses hereinafter stated.

2. Persons to be Served

Unless a specific article, section or paragraph of this Agreement provides otherwise, or unless the Board or the Association shall hereafter, during the term of this Agreement, serve upon the other party notice to the contrary, notice to the Board shall be served upon the Board Secretary, 525 Palisade Avenue,

Cliffside Park, New Jersey, and notice to the Association shall be served upon its President at the school to which the President of the Association is assigned or at such address as his/her employment records shall designate as his/her residence.

ARTICLE XVII - DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 1980 and shall continue in effect until June 30, 1982. This Agreement shall not be extended orally.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective Presidents, attested by their representative Secretaries and their corporate seals to be placed hereon, all on the _____ day of _____,

CLIFFSIDE PARK BOARD OF
EDUCATION

CLIFFSIDE PARK EDUCATION
ASSOCIATION

By _____
(President)

By _____
(President)

By _____
(Secretary)

By _____
(Secretary)

SCHEDULE A
 CLIFFSIDE PARK BOARD OF EDUCATION
 TEACHERS' SALARY GUIDE
 1980-1981

Years of Cred. Serv.	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30	PH
0	11897	12245	12604	12952	13768	14239	14711	15181	15953
1	12424	12781	13130	13486	14205	14784	15246	15716	16463
2	12906	13264	13610	13969	14675	15146	15727	16199	16945
3	13587	13946	14292	14651	15469	15940	16411	16880	17628
4	14081	14440	14787	15145	15964	16434	16904	17375	18124
5	14553	14911	15258	15616	16435	16905	17376	17847	18597
6	15133	15482	15839	16187	17005	17476	17956	18427	19179
7	15717	16074	16423	16780	17599	18069	18541	19011	19774
8	16411	16769	17117	17497	18293	18764	19236	19705	20471
9	17117	17477	17834	18182	18998	19470	19940	20411	21158
10	17833	18181	18539	18886	19705	20175	20647	21117	21883
11	18641	18997	19345	19703	20522	20992	21463	21933	22695
12	19468	19816	20174	20522	21340	21801	22282	22753	23525
13	20288	20645	20994	21350	22169	22639	23109	23580	24355
14 (Max)	21893	22265	22626	23000	23732	24220	24709	25198	26057

SCHEDULE C
CLIFFSIDE PARK BOARD OF EDUCATION
COACHES' COMPENSATION

<u>Additional Compensation for Athletic Personnel</u>	<u>80-81</u>	<u>81-82</u>
Director of Athletics.	2671	2898
Head Football Coach.	2136	2318
Assistant Football Coach	1469	1594
Freshmen Football Coach.	1469	1594
Head Basketball Coach, Boys, High School	1970	2137
Head Basketball Coach, Girls, High School.	1970	2137
Assistant Basketball Coach	1335	1448
Freshmen Basketball Coach.	1335	1448
Boys Basketball Coach, Middle School	600	651
Girls Basketball Coach, Middle School.	600	651
Head Baseball Coach.	1869	2028
Assistant Baseball Coach	1335	1448
Freshmen Baseball Coach.	1335	1448
Head Wrestling Coach	1669	1811
Assistant Wrestling Coach.	1335	1448
Freshmen Wrestling Coach	1335	1448
Head Soccer Coach.	1469	1594
Assistant Soccer Coach	1135	1231
Head Track Coach, Boys, High School.	1536	1667
Head Track Coach, Girls, High School	1536	1667
Assistant Track Coach.	1135	1231
Head Cross Country Coach	1301	1412
Bowling Coach.	801	869
Golf Coach	801	869
Girls Volleyball Coach	850	922
Boys Tennis Coach.	801	869
Girls Tennis Coach	801	869
Coach, Varsity Cheerleaders.	1068	1159
Coach, J.V. Cheerleaders	668	725
Coach, Freshmen Cheerleaders	668	725

SCHEDULE D
CLIFFSIDE PARK BOARD OF EDUCATION
CO-CURRICULAR COMPENSATION

<u>Additional Compensation for Co-Curricular Activities</u>	<u>80-81</u>	<u>81-82</u>
Director of Yearbook	1068	1159
Coach of Dramatics/Speech.	1068	1159
Director of High School Band	1735	1882
Flag Waver Advisor	467	507
Color Guard Advisor.	467	507
Choral Director.	935	1014
Director of Co-Curricular Activities	1068	1159
Audio-Visual Coordinator, High School.	1283	1392
Audio-Visual Coordinator, School #4 & Middle School	634	688
Student Council Advisor, High School	1335	1448
Student Council Advisor, Middle School	700	760
Newspaper Advisor, High School	935	1014
Secretary of Internal Accounts	801	869
Attendance Officer, High School.	1050	1139
Math Team Advisor.	366	397
Computer Math Coordinator, Elementary.	467	507
Computer Math Coordinator, High School	467	507
Senior Play Advisor.	198	215
Honor Society Advisor.	300	326
Literary Magazine, High School	300	326
Class Advisor, High School, 9th Grade.	300 *	326 *
Class Advisor, High School, 10th Grade	300 *	326 *
Class Advisor, High School, 11th Grade	300 *	326 *
Class Advisor, High School, 12th Grade	500 *	543 *

*For one (1) or more Teachers serving as Class Advisor(s) to a singular class. In the case of each class advisor position, the Board shall post one (1) position in accordance with the provisions of Article XIII of this Agreement. If more than one (1) Teacher applies and the applications of more than one (1) Teacher are accepted (up to a maximum of three (3)), the Teachers whose applications are accepted shall share equally the one (1) stipend for the position in question.