

*Wrote a  
Addendum*

AGREEMENT BETWEEN THE BOARD OF EDUCATION

OF THE BOROUGH OF FRANKLIN

AND

THE FRANKLIN EDUCATION ASSOCIATION

JULY 1, 1979 THROUGH JUNE 30, 1981

THIS AGREEMENT, entered into this eleventh day of October, 1979, by and between the BOARD OF EDUCATION OF THE BOROUGH OF FRANKLIN, hereinafter called the "Board", and the FRANKLIN EDUCATION ASSOCIATION, an unincorporated association, hereinafter called the "Association".

WITNESSETH, That WHEREAS, a majority of the teaching staff of the Franklin Public School System have designated the Franklin Education Association as their representative for the purpose of collective negotiation in accordance with and pursuant to the provisions of N.J.S.A. 34:13 A-5.3, and

WHEREAS, the Association and the Board have reached certain understandings which they desire to confirm in this Agreement pursuant to Chapter 123, Public Laws of 1974, as amended:

IT IS MUTUALLY AGREED AS FOLLOWS:

ARTICLE I - GRIEVANCE PROCEDURE

The Board of Education of the Borough of Franklin, Sussex County, New Jersey, does hereby adopt the following rules and regulations concerning the orderly process of hearing and deciding grievances and disputes by employees of the school system so as to facilitate and assure the smooth and efficient operation of the local school system and to recognize and guarantee the rights of the employees thereof to an orderly and complete process for hearing and deciding all controversies within the said school system.

A. Grievance procedures shall be conducted on the following levels:

Level 1: In the event that any person, while in the employ of the Board of Education of the Borough of Franklin shall for any reason be aggrieved by the application, interpretation or alleged violation of any rule, regulation, policy or decision of his immediate superior, the administration or the Board of Education, said employee shall present this to his immediate superior for consideration in verbal or written form.

"Immediate Superior" is that person directly superior to the complainant who is charged with the responsibility of deciding, carrying out, formulating or implementing the subject matter of the dispute.

Level 2: In the event that the complainant is dissatisfied with the decision of his immediate superior or in the event that the controversy cannot be settled at Level 1, then, in that case, the complainant shall have the right to refer the said controversy to the person next in administrative responsibility who shall be the principal of the respective school wherein the controversy exists. Upon referral of a complaint to the principal, the complainant and the immediate superior may submit a written report together with supporting data or information setting forth the reason or reasons

for the controversy and his or her recommended disposition by said school principal. Thereupon, the respective school principal may review the matter informally, if both parties agree, or if not, he shall set a time and a place for a hearing and review of the complaint in the presence of the complainant and his respective superior not more than five school days thereafter and the principal shall render his decision within five days after the close of the hearing or review unless both parties shall consent to an extension of said times.

Level 3: In the event that the controversy cannot be settled by the respective school principal, or, if the decision reached after hearing is not acceptable to the employee, the employee shall, within five days after the decision of the principal, have a right to have the complaint referred to the Superintendent of Schools for hearing and determination.

Upon referral of a complaint to the Superintendent of Schools, the respective principal to whom the appeal was first made may prepare a written report of his findings and decision which said report shall be submitted to the Superintendent and the complainant. The Superintendent of Schools may review the matter informally, if both parties agree, or if not, he shall thereupon schedule a hearing date not more than ten days after submission of the application for review by the complainant for a hearing of the controversy, and the Superintendent shall render his decision within five days after the close of said hearing or review, unless both parties shall consent to an extension of said times.

Level 4: In the event that the dispute is not settled by the Superintendent or the complainant is dissatisfied with the decision of the Superintendent of his intention to exercise his right to review of the controversy by a plenary hearing by the Board of Education. Said review shall be granted to the complainant upon the filing of a written statement of the grounds for review, copies of which shall be delivered to the complainant's immediate superior, the respective school principal and the Superintendent of Schools, whereupon the school board at its next regularly convened monthly meeting or at a special meeting called by the Board for the purpose of hearing the controversy shall afford all parties an opportunity to be heard.

Upon application for review by the Board of Education the Superintendent of Schools shall prepare a written review of the case which shall include all written reports submitted at prior levels as well as his findings, for the Board of Education, which said report shall be submitted to the complainant for his or her review at least five days prior to the scheduled hearing of the case by the Board.

Level 5: The aggrieved person may, after a hearing by the Board as per Level 4, if not wholly satisfied by their judgement, within ten days of their receipt of the Board's decision, request arbitration. If the Association agrees with the request, the Board and the Association shall attempt to agree upon a mutually acceptable arbitrator and obtain a commitment from said arbitrator to serve.

- B. Whenever any member--representative of the FEA or any teacher is mutually scheduled by both parties to participate during working hours in negotiations, grievance proceedings, conferences or meetings, he shall suffer no loss in pay.
- C. Representatives of the FEA shall be permitted to transact official Association business on school property after approval of said use by the School Superintendent and subject to conditions and regulations as set by the Franklin Board of Education. Notification of said intended use shall be submitted to the Superintendent at least one week prior thereto (except in cases of an Association declared emergency) whereupon the permission for said use shall not be unreasonably withheld.
- D. The Association shall have the privilege of reasonable use of office equipment, such as typewriters, mimeographing machines and calculating machines, upon request, in such locations and at such times as set by the Administration.
- E. The Association shall have the right to purchase expendable office supplies and other materials from the Board of Education at the price paid by the Board provided that these supplies are on hand in sufficient quantities to meet the education needs of the school.
- F. The Association shall share with the Administration a bulletin board for official business in each faculty lounge.
- G. The Association shall have the right to use the inter-school mail facilities and school mail boxes with the provision that this does not interfere with regular school business.
- H. An Association representative may speak at all faculty meetings upon the request of the representative after conclusion of the regular meeting.

#### Article III-SCHOOL CALENDAR

- A. The school calendar now under the county-wide application shall be the guiding instrument for school operation. The Association shall be afforded an opportunity to convey its thinking and sentiments relative to the ensuing calendar's construction.

#### Article IV - NON TEACHING DUTIES

- A. Teachers shall not be required to transport students to extra-curricular activities which take place away from the school; however, teachers sponsoring such activities shall be responsible for arranging with parents or the Administration for transportation of students where bus transport is not available.

The arbitrator so selected shall confer with both parties and their representatives and issue his decision not later than twenty days after said conferences. The arbitrator's decision shall be in writing and set forth his findings on the issues submitted.

The arbitrator's decisions shall be submitted to the Board and the Association and shall be advisory and non-binding on the parties.

The cost of said arbitration shall be equally borne by both the Board and the aggrieved or the representatives.

B. In all informal grievance proceedings both parties shall endeavor to dispose of the same by direct conferences and without the intervention of any third parties. However, either party may, below the third level of the formal proceedings, upon three days notice, advise the other party of his, her or its desire to have a representative appear with or for him, her or them, in which case, said proceedings shall be continued thereafter with such representative present for and on behalf of the party concerned.

When a member of the Franklin Education Association is involved in such a grievance procedure, he may be represented pursuant to the preceding paragraph by a representative of the Association without further evidence of its authority to act in his behalf. Representatives of other organizations shall present satisfactory written evidence of their authority to act, including the names of the individual employees actually represented thereby.

Any employee, groups of employees and representatives of minority groups shall within the framework of this policy have the right to be heard as herein provided.

All appeals before the Board of Education after submission of reports and a hearing as herein provided shall be decided by the Board by resolution and its decision regarding the subject dispute shall be communicated through the chief administrator of the school system to all employees affected by the said decision.

#### Article I - ASSOCIATION RIGHTS AND PRIVILEGES

A. The Board agrees to make available to the Association upon request, information required by the Association in developing accurate and realistic programs. Said information shall be in the form of existing public information and additional existing budgetary and financial material and data. Names and addresses of new personnel shall be made available to the Association for the purposes of mailing, informing and roster construction. A comprehensive list of total existing personnel shall be made available with the appropriate guide step level for the purposes of proposal calculation only.

B. Whenever any member--representative of the FEA or any teacher is mutually scheduled by both parties to participate during working hours in negotiations, grievance proceedings, conferences or meetings, he shall suffer no loss in pay.

C. Representatives of the FEA shall be permitted to transact official Association business on school property after approval of said use by the School Superintendent and subject to conditions and regulations as set by the Franklin Board of Education. Notification of said intended use shall be submitted to the Superintendent at least one week prior thereto (except in cases of an Association declared emergency) whereupon the permission for said use shall not be unreasonably withheld.

D. The Association shall have the privilege of reasonable use of office equipment, such as typewriters, mimeographing machines and calculating machines, upon request, in such locations and at such times as set by the Administration.

E. The Association shall have the right to purchase expendable office supplies and other materials from the Board of Education at the price paid by the Board provided that these supplies are on hand in sufficient quantities to meet the education needs of the school.

F. The Association shall share with the Administration a bulletin board for official business in each faculty lounge.

G. The Association shall have the right to use the inter-school mail facilities and school mail boxes with the provision that this does not interfere with regular school business.

H. An Association representative may speak at all faculty meetings upon the request of the representative after conclusion of the regular meeting.

#### Article III-SCHOOL CALENDAR

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#### Article IV - NON TEACHING DUTIES

A. Teachers shall not be required to transport students to extra-curricular activities which take place away from the school; however, teachers sponsoring such activities shall be responsible for arranging with parents or the Administration for transportation of students where bus transport is not available.

B. Standardized tests will be machine scored if deemed practicable by the Administration.

#### Article V - TEACHER EMPLOYMENT

A. Each teacher shall be placed on his proper step of the salary schedule as of the beginning of the 1974-1975 school year in accordance with the following paragraph:

B. Full credit shall be given for previous teaching experience, rounded off to the nearest full year, upon initial employment in accordance with the provisions of "Schedule A". Additional credit for active military experience without limit shall also be granted. As of the beginning of the 1970-71 school year, the aforementioned credit shall be given to any presently employed teacher who has not heretofore received it.

C. The FEA and the Board agree in matters of reduction in force that the proper channels as outlined in Title 18A be followed.

#### Article VI - SICK LEAVE ACCUMULATION

A. As of September 1, 1973, whenever the Board of Education thereafter employs a teacher who has an unused accumulation of sick leave days from another school district in New Jersey, the Board shall grant full credit for these days. Accumulation of these sick leave days from another school district shall be credited after certification from the prior employing school district. The responsibility for obtaining this certification shall be that of the teacher wishing the credit.

#### Article VII - TEACHING HOURS AND TEACHING LOAD

A. The daily teaching load in the high school shall be five teaching periods and one planning period. The teaching of any classes in addition to the five teaching periods may be required when the administration determines the necessity thereof due to emergency situations and the Board of Education expressly authorizes same. Any such additional teaching period shall be accepted by the individual teacher by separate voluntary written agreement. A copy of the signed and approved agreement will be filed with the FEA.

B. Each elementary teacher shall have an average of no less than five (5) preparation periods per week and, where practicable, scheduled one per day.

C. Present practices with respect to securing substitutes for emergency coverage will be continued. The administration will secure substitutes, whenever practicable, if at least seventy-two (72) hours' advance notice of a teacher's absence has been received.

D. Efforts will be made, wherever feasible, to give at least twenty-four (24) hours advance notice and an agenda, if indicated, for after-school meetings except in case of emergency.

Article VIII - TEACHER FACILITIES

A. The Board shall provide the following facilities:

1. Space in each classroom in which teachers may store instructional material and supplies.
2. A furnished room which shall be reserved for the use of the faculty except in emergency situations. Although the faculty shall be expected to exercise reasonable care in maintaining the appearance and cleanliness of said lounge, it shall be regularly cleaned by the school's custodial staff.
3. A serviceable desk and chair for the exclusive use of each teacher.
4. Well-lighted and clean faculty rest rooms, separate from the student rest rooms except in emergency situations.
5. A separate private dining area for the exclusive use of the faculty when feasible.
6. Free and adequate off-street parking facilities.
7. Copies, exclusively for each teacher's use, of all texts used in each of the courses he is to teach.
8. Adequate chalkboard space in every classroom where physically possible.
9. A complete and unabridged dictionary in every classroom where necessary as determined by the Administration.
10. Adequate books, paper, pencils, pens, chalk, erasers and other such material required in daily teaching responsibilities.
11. The Board agrees to arrange, subject to agreement of the telephone company, to have a pay telephone installed when a suitable location is mutually agreed upon.

B. Upon the request of the Association, vending machines may be installed in the faculty lounge and faculty lunchroom areas. The profits from all such machines shall be placed in the Franklin Education Association Scholarship Fund.

Article IX - LEAVES OF ABSENCE

A. Absence

1. Any teacher or employee who may have cause to be absent from school must give notice to the principals or superintendent on the night before such absence, or not later than 8:00 A.M. on the day such absence is

known to the teacher or employee. Failure to comply with the above may cause forfeit of payment of one full day's salary.

B. Absence for personal illness

1. Sick leave is defined as absence from post of duty because of personal disability due to illness or injury, or because of exclusion from school by the medical authorities on account of a contagious disease or being quarantined for such a disease in the immediate household.

2. Absence for personal disability shall be allowed and shall include full pay not to exceed twelve days.

3. If fewer than twelve school days of allowed sick leave are taken in any school year, then the number of days not utilized shall be accumulative without limit.

4. Absences on sick leave shall be charged first to the days allowed for the current school year until it is fully utilized and thereafter to the cumulative credit to the extent such credit is available.

5. In cases of illnesses extending beyond the teacher's or employee's sick leave credit, the deductions will be made on the basis of 1/20 per day of the monthly basic salary.

C. Absence due to a death in the teacher's or employee's immediate family or household.

1. Absence due to a death in the teacher's or employee's immediate family or household shall be allowed with pay for the required period not to exceed five school days.

2. The term "immediate family", shall include wife, husband, children, mother, father, mother-in-law, father-in-law, sister, brother.

D. Two days with full pay shall be allowed in event of the death of a grandparent and one day with pay shall be allowed in the event of the death of other non-immediate members of the family.

E. Absence due to illness of a member of the teacher's or employee's immediate family, rendering the presence of the teacher at home critical, shall be allowed for a period of two days with pay. Teacher's or employee's pay less the substitute's pay shall be allowed for any additional days.

F. Four days leave will be granted less a substitute's pay and three day's leave will be granted without loss of pay for school, legal business, household or family matters which require absence during school hours. This section does not apply to the day preceding or following any vacation period. Application shall be made to the principal one week prior

to the days requested and the applicant shall not be required to state reason for the absence provided the notice procedure is followed. In case of bona fide emergency, upon application to the Superintendent, the latter may waive the one week notice requirement. No more than two teachers in each school shall be granted leave at any one time under this section without permission of the Board of Education after application. Any fraction of a day shall be considered as a whole day's absence and the days are not cumulative except as stated below:

In case that the three (3) days without loss of pay is not utilized in a given year, it will accrue to the employee's sick leave.

#### G. Professional business

1. Absences to attend conferences, workshops, critiques, visitations to other schools, conventions, shall be allowed with full pay upon approval by the Superintendent.

a. Any such leave shall be limited to three days either staggered or consecutive, during any one school year.

b. No more than two teachers shall be permitted to exercise the privilege as herein provided at any one time.

c. Expenses for attendance at special convention or meeting shall be allowed a teacher by the Board of Education upon recommendation of the Superintendent. In addition to the usual expenses to be approved by the Superintendent, there shall be allowed travel expenses of fifteen (.15¢) per mile.

d. Any teacher desiring to attend a professional convention or meeting shall apply to the Superintendent for approval not later than ten days in advance of the convention or meeting date or place.

e. The Board of Education agrees to supply \$5500. for professional business for each year of the contract.

H. Absence for the purpose of marriage or to attend weddings of friends or relatives may be allowed with teacher's or employee's pay less substitute's pay upon approval of the Superintendent.

#### I. Court Order

1. Absence from school by reason of a subpoena shall be allowed with pay provided that the subpoena is filed with the Superintendent. If a teacher is a party to a suit, absence from school in that connection shall be without pay, unless the Board at its discretion shall determine otherwise.

J. All sabbatical leaves, extended absences and other absences not otherwise specifically covered herein, shall be considered only after application therefore to the Board of Education. In granting any leave

upon special application, the Board of Education reserves the right to impose such conditions and terms with regard to the time period; point on the salary guide when the teacher returns, position upon return and other matters as it deems appropriate.

K. In the event no substitute is available during a teacher's or employee's absence, deduction of substitute's wages shall be made in all cases where such deduction would have applied had a substitute been employed.

#### Article X - EXTENDED LEAVES OF ABSENCE

##### A. Maternity Leave

A teacher requesting leave for disability due to pregnancy must notify the Superintendent as soon as possible after medical confirmation of such pregnancy. The beginning date of such leave shall be determined by the employee and her physician but the Board may remove the employee from her duties if she is unable or unwilling to perform all of her teaching responsibilities. Disputes as to physical incapability shall be decided by the employee's physician and the Board's physician or, in event of disagreement, by a third physician jointly selected by the Board and the employee.

The teacher shall return to work, unless an unpaid extended leave for maternity has been granted, as soon as she is physically able to perform her duties. The Board may require a certification from the employee's physician as to her medical and physical fitness. The employee shall notify the Superintendent as promptly as possible of the date of her anticipated return to work.

A teacher may use any or all of her accumulated sick leave for disability due to pregnancy. The Board has the right to require proof of such disability.

Leaves of absence for disability due to pregnancy shall not extend beyond the end of the contract school year in which the leave is obtained in the case of non-tenured teachers.

A tenured teacher may apply for a twelve (12) month maternity leave, which period shall include the balance of the current school year plus such additional time as may be required to have the leave terminate by September 1. Teachers granted such leave must notify the Board no later than April 15th of their intent to return in September barring any unforeseen circumstances.

Failure to return to work promptly upon recovery from disability due to pregnancy or to give the required notice of intent to return from maternity leave shall be deemed a resignation from employment.

Any teacher adopting an infant child may receive similar leave on the terms set forth above except that application for such leave shall be made at least three months prior to the anticipated custody date. Leave will commence with the pay period immediately preceding the teacher's receiving de facto custody of the child or earlier if necessary to fulfill the requirements for adoption.

B. A leave of absence of up to one year, without pay, may be granted for the purpose of caring for a sick member of the teacher's immediate family provided the teacher returns at the beginning of the school year, unless the Board otherwise agrees.

1. A teacher shall not receive increment credit for time spent on leave granted pursuant to this Article, nor shall such time count toward fulfillment of the time requirement for acquiring tenure.

2. All benefits to which a teacher was entitled at the time his leave of absence commenced, including unused accumulated sick leave, shall be restored to him upon his return and he shall be assigned either to the same position which he held at the time said leave commenced, if available, or to a substantially equivalent position.

#### Article XI - PAYMENT FOR CREDITS

A. The Board of Education agrees to reimburse any staff member at the actual cost of a graduate credit which is taken while his contract is in effect at the Franklin School District up to a total of fifteen credits in any one year including the summer months between the effective dates of his contract. Nine credits will be reimbursed at 100% of the tuition rate at the private college or university per credit: Six credits will be reimbursed at the going tuition rate per credit at New Jersey State Colleges. Employees presently enrolled in a degree program will be "grandfathered" under the present reimbursement system.

B. Payment will be made in the month of September of the following term provided the teacher has furnished a transcript of this course to the office of the Superintendent. If a transcript has not been furnished at that time, payment will be made the month following the receipt of the transcript.

C. In the event that the teacher has left the system for any reason prior to payment, no payment will be made under this policy.

D. Credits must be taken at an accredited college.

#### Article XII - TEACHER EVALUATION

A. Non-tenure teachers shall be evaluated by their superiors at least three times each school year to be followed in each instance by an evaluation report and a conference between teacher and his superior for the purpose of identifying deficiencies, extending assistance for their correction, and improving instruction. Each teacher must sign the evaluation that will become a part of his permanent record. This will signify that the evaluation has been read by the teacher. Written reports of evaluations are to be given to the evaluated teacher. Any rebuttal by the teacher will be permanently attached to the original evaluation.

Article XIII - TEACHER RIGHTS

- A. Teachers shall be permitted to leave their schools during their lunch periods after notifying the Principal or his designee.
- B. Contracts for extra-curricular assignments should accompany the teaching contract whenever possible.

Article XIV - SALARIES

- A. The salaries of all teachers covered by this agreement are set forth in Schedule "A" which is attached hereto and made a part hereof.
- B. The entire teaching staff may elect to be paid on a ten month basis or in twenty equal semi-monthly installments which said election shall be prior to and remain for any subsequent school year.
- C. Teachers may individually elect to have ten percent of their monthly salary deducted from their pay. These funds shall be paid to the teacher on the final payday in June or monthly in July and August according to law.
- D. When a payday falls on or during a school holiday, vacation or weekend, teachers shall receive their paychecks on the last previous working day.
- E. Teachers shall receive their final checks on the last working day in June after completion of their duties. Teachers shall receive the pay schedule for the school year on the first working day in September or the day of the Manual issue, but in either case, prior to September 15.
- F. Payments of substitutes shall be at the rate of \$32.00 per day.
- G. Staff members shall be paid at the rate of \$7.00 per fifty-minute period for substituting.
- H. Home instruction shall be paid at the rate of \$10.00 per hour.
- I. The nursing staff will be compensated for summer work at the rate of \$10.00 per hour.
- J. Extra-curricular salaries are set forth in Schedule "B", which is attached hereto and made a part hereof.
- K. Effective 7/1/79--\$1075. average increase per employee including increment. Effective 7,1,80--\$1175. average increment per employee including increment.
- L. Salary guides will be mutually prepared as per past practice.

Article XV - INSURANCE

- A. Present health care benefits shall be continued during the term of this Agreement.
- B. Effective 1/1/80, a family dental plan will be provided--cost to be shared equally (50% each of the difference between the individual rate and the family rate).

Article XVI - MISCELLANEOUS

- A. Any individual contract between the Board and the individual teacher shall be subject to, and consistent with, the terms and conditions of this Agreement.
- B. Any available positions which can be filled by a member of the bargaining unit shall be posted in the public schools with a copy to the Association.
- C. The parties agree to enter into collective negotiation over a successor Agreement in accordance with Chapter 123, Public Laws of 1974, as amended, in a good-faith effort to reach agreement on all matters concerning the terms and conditions of teachers' employment. Any agreement so negotiated shall apply to all teachers, be reduced to writing, be signed by the Board and the Association and be adopted by the Board.

Article XVII - DURATION

This Agreement shall be effective July 1, 1979 and shall continue in effect until June 30, 1981.

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

IN WITNESS WHEREOF, the Association has caused this Agreement to be signed by its representative 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 above written.

RATIFICATION AND CONFIRMATION

The parties hereto, by the execution hereof do ratify, acknowledge and agree that this contract agreement dated October 11, 1979 shall constitute the agreement between the Association and the Board pursuant to Chapter 123, Public Laws of 1974 until further modified in accordance with the provisions thereof.

DATED: 1/21/80

FRANKLIN EDUCATION ASSOCIATION

BY Gerard W. Deidzinski  
President

ATTEST:

ms

Doris A. Hancock  
Secretary

BOARD OF EDUCATION OF THE  
BOROUGH OF FRANKLIN

BY [Signature]  
President

"SCHEDULE "A"  
TEACHERS' SALARY GUIDE  
1979-1980

STEP	ND	BA	BA+30	BA+45 OR MA	MA+30	MA+60
1	10115	11215	11925	12645	13365	14085
2	10525	11625	12335	13055	13775	14495
3	10935	12035	12745	13465	14185	14905
4	11345	12445	13155	13875	14595	15315
5	11755	12855	13565	14285	15005	15725
6	12165	13265	13975	14695	15415	16138
7	12575	13675	14385	15105	15825	16545
8	13010	14110	14820	15540	16260	16980
9	13420	14520	15230	15950	16670	17390
10	13830	14930	15640	16360	17080	17800
11	14240	15340	16050	16770	17490	18210
12	14650	15750	16460	17180	17900	18620
13	15200	16300	17010	17730	18450	19170
14	16265	17365	18075	18795	19515	20235
15	17845	18945	19655	20375	21095	21815
16	18445	19545	20255	20975	21695	22415

SCHEDULE "A"  
TEACHERS' SALARY GUIDE  
1980-1981

STEP	ND	BA	BA+30	BA+45 OR MA	MA+30	MA+60
1	10830	11930	12640	13360	14080	14800
2	11240	12340	13050	13770	14490	15210
3	11650	12705	13460	14180	14900	15620
4	12060	13160	13870	14590	15310	16030
5	12470	13570	14280	15000	15720	16440
6	12880	13980	14690	15410	16130	16850
7	13325	14425	15135	15855	16575	17295
8	13760	14860	15570	16290	17010	17730
9	14180	15280	15990	16710	17430	18150
10	14590	15690	16400	17120	17840	18560
11	15000	16100	16810	17530	18250	18970
12	15410	16510	17220	17940	18660	19380
13	16050	17150	17860	18580	19300	20020
14	17165	18265	18975	19695	20415	21135
15	18345	19445	20155	20875	21595	22315
16	19395	20495	21205	21925	22645	23365

Debating	761	835
Drama	777	851
Drama Assistant	525	599
Music Director Play	425	499
Music Director Elementary	653	727
AVA	864	938
Yearbook	1053	1127
Spotlight	709	783
Student Council High School	778	852
Student Council Junior High	736	810
Student Council Elementary	736	810
Class Advisor-Class of 1980	704	778
Class Advisor-Class of 1979	704	778
Band	1229	1303
Drill Team	611	685
Cheerleading Team Advisor-Varsity	951	1025
Cheerleading Advisor-Jr. Varsity	611	685
Cheerleading Advisor-Elementary	295	369
Athletic Director	853	927
Head Football Coach	2015	2089
Football Assistant	1255	1329
Football Assistant	1255	1329
Head Freshman Football Coach	1255	1329
Freshman Football Assistant	1195	1269
Head Soccer Coach	1760	1834
Assistant Soccer Coach	1195	1269
Elementary Soccer Coach	626	700
Cross Country Coach	1004	1078
Head Field Hockey Coach	1760	1834
Assistant Field Hockey Coach	1195	1269
Head Girls Tennis Coach	1195	1269
Head Boys Basketball Coach	1760	1834
J.V. Boys Basketball Coach	1195	1269
Freshman Boys Basketball Coach	1195	1269
Jr. High Boys Basketball Coach	880	954
Head Girls Basketball Coach	1760	1834
Assistant Girls Basketball Coach	1195	1269
Jr. High Girls Basketball Coach	880	954
Head Wrestling Coach	1760	1834
J.V. Wrestling Coach	1195	1269
Head Elementary Wrestling Coach	1195	1269
Assistant Elementary Wrestling Coach	785	859
Bowling Coach	601	675
Ski Team Coach	601	675
Head Baseball Coach	1760	1834
J.V. Baseball Coach	1195	1269
Head Softball Coach	1760	1834
Head Boys Track Coach	1267	1341
Assistant Boys Track Coach	944	1018
Head Girls Track Coach	1342	1416
Assistant Girls Track Coach	999	1073
Elementary Track Coach	463	537
Golf Coach	1195	1269
Boys Tennis Coach	1195	1269

ELEMENTARY READING COORDINATOR:

Marian Van Fleet 974.75

ELEMENTARY SUPERVISORS (3)

Marian Van Fleet 964.80

John Martin 964.80

HIGH SCHOOL SUPERVISORS (6)

Martin Dolci 964.80

James Platukis 964.80

Gretta Sencevicky 964.80

Conrad Wachter 964.80

CIE COORDINATOR

Louis Alexander

COE COORDINATOR

Gale Zapoticzny

2/13/80

ADDENDUM

ADDENDUM TO AGREEMENT BETWEEN THE BOARD OF EDUCATION OF THE BOROUGH OF FRANKLIN AND THE FRANKLIN EDUCATION ASSOCIATION, JULY 1, 1979 THROUGH JUNE 30, 1981.

Page 10, Article XI PAYMENT OF CREDIT:

Following statement omitted from Article XI Paragraph A should be inserted at the end of the paragraph.

"Twelve credits must be in subject field in which he is employed or certified and three credits may be out of his field."

Note: Please attach Addendum to your contract.

ADDENDUM MARCH 18, 1980

ADDENDUM TO AGREEMENT BETWEEN THE BOARD OF EDUCATION OF THE BOROUGH OF FRANKLIN AND THE FRANKLIN EDUCATION ASSOCIATION, JULY 1, 1979 THROUGH JUNE 30, 1981

SCHEDULE "B"

EXTRA-CURRICULAR SALARY GUIDE ADDITIONS

	<u>1979-80</u>	<u>1980-81</u>
<u>Elementary Reading Coordinator</u>		
Marian Van Fleet	\$909.28	\$974.75
<u>Supervisors:</u>		
<u>Elementary</u>		
Marian Van Fleet	\$900.00	\$964.80
Virginia Hubbard	\$900.00	\$964.80
John Martin	\$900.00	\$964.00
<u>High School</u>		
Martin Dolci	\$900.00	\$964.80
Conrad Wachter	\$900.00	\$964.80
James Platukis	\$900.00	\$964.80
Gretta Sencevicky	\$900.00	\$964.80
Harold Myers	\$900.00	\$964.80
Georgeanna Fernandez	\$900.00	\$964.80
CIB: Louis Alexander		
COE: Gale Zapoticzny		

9/23/80

ADDENDUM

ADDENDUM TO AGREEMENT BETWEEN THE BOARD OF EDUCATION OF THE BOROUGH OF FRANKLIN  
AND THE FRANKLIN EDUCATION ASSOCIATION, JULY 1, 1979 THROUGH JUNE 30, 1981.

Page 2, Article I GRIEVANCE PROCEDURE:

Following statement omitted from Level 4 and should be inserted in line 3 after  
Superintendent.

"the complainant within ten days thereafter, notify the Superintendent"

Note: Please attach Addendum to your contract.

Article XV - INSURANCE

- A. Present health care benefits shall be continued during the term of this Agreement.
- B. Effective 1/1/80, a family dental plan will be provided--cost to be shared equally (50% each of the difference between the individual rate and the family rate).

Article XVI - MISCELLANEOUS

- A. Any individual contract between the Board and the individual teacher shall be subject to, and consistent with, the terms and conditions of this Agreement.
- B. Any available positions which can be filled by a member of the bargaining unit shall be posted in the public schools with a copy to the Association.
- C. The parties agree to enter into collective negotiation over a successor Agreement in accordance with Chapter 123, Public Laws of 1974, as amended, in a good-faith effort to reach agreement on all matters concerning the terms and conditions of teachers' employment. Any agreement so negotiated shall apply to all teachers, be reduced to writing, be signed by the Board and the Association and be adopted by the Board.

Article XVII - DURATION

This Agreement shall be effective July 1, 1979 and shall continue in effect until June 30, 1981.

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

IN WITNESS WHEREOF, the Association has caused this Agreement to be signed by its representative 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 above written.

RATIFICATION AND CONFIRMATION

The parties hereto, by the execution hereof do ratify, acknowledge and agree that this contract agreement dated October 11, 1979 shall constitute the agreement between the Association and the Board pursuant to Chapter 123, Public Laws of 1974 until further modified in accordance with the provisions thereof.

DATED: 1/21/80

FRANKLIN EDUCATION ASSOCIATION

BY Krzysztof Budzynski  
President

ATTEST:

ms

Bous A. Garcarak  
Secretary

BOARD OF EDUCATION OF THE  
BOROUGH OF FRANKLIN

BY [Signature]  
President