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THIS BOOK DOES
NOT CIRCULATE

AGREEMENT

Between

DEPTFORD TOWNSHIP BOARD OF EDUCATION

And The

DEPTFORD EDUCATION ASSOCIATION

3/26/71 -72 ✓

TABLE OF CONTENTS

<u>ARTICLE</u>	<u>PAGE</u>
I Recognition	1
II Negotiation Procedure	2
III Grievance Procedure	3-4
IV Rights	5
V Privileges	6
VI School Calendar - Length of Day - Week - Year	7
VII Teaching Load	8
VIII Class Size	9
IX Employment	10-11-12-13
X Assignments Transfers and Reassignments	14
XI Teacher Evaluation	15
XII Educational Council	16-17
XIII Sick Leave	18
XIV Personal Leave	19
XV Maternity Leave	20
XVI Sabbatical Leave	21-22
XVII Insurance Protection	23
XVIII Professional Development and Educational Improvement	24
XIX Miscellaneous Provisions	25
XX Agreement	26

ARTICLE I
RECOGNITION

1 A. The Deptford Township Board of Education, Deptford
2. Township, Gloucester County hereafter known as the Board hereby
3 recognizes the Deptford Education Association hereafter known as
4 the Association as the exclusive representative for collective
5 negotiation concerning the terms and conditions of employment for
6 all fully certified personnel under contract and employed by the
7 Board and so assigned as an employee who teaches students directly
8 such as class room teacher, special area teacher, plus librarian,
9 guidance counselors - nurse, social worker.

10 B. The Association hereby recognizes the Board as the legal
11 authority elected as representatives of the people and further
12 recognizes the responsibilities of the Board and the Superintendent
13 for the conduct and operation of the school district in compliance
14 with New Jersey Statutes Title 18A.

ARTICLE II

NEGOTIATION PROCEDURES

1 A. The parties agree to enter into collective negotiations
2 over a successor Agreement, and they agree that this Agreement shall
3 remain in force until such times as a new Agreement is reached in
4 accordance with Chapter 303 Public Laws of 1968. Such negotiations
5 shall begin not later than the third Thursday of October of the
6 calendar year preceding the calendar year in which this Agreement
7 expires.

8 B. The Board agrees to furnish the Association upon reason-
9 able request, such information as will assist the Association in
10 developing intelligent, feasible and constructive proposals in behalf
11 of teachers, students, and the school system. This information may
12 include a complete and accurate financial report and tentative budget
13 for the next school year.

14 C. The Association agrees to furnish the Board and Superin-
15 tendent upon reasonable request, research information and data,
16 gathered by the Association, that will assist the Board and the
17 Superintendent in the development of sound educational programs.

18 D. During the term of this Agreement neither party shall be
19 required to negotiate with respect to any matter whether or not
20 covered by this Agreement and whether or not within the knowledge
21 contemplation of either or both of the parties at the time they
22 negotiated or executed this Agreement.

23 E. This Agreement shall not be modified in whole or in part
24 by the parties except by an instrument in writing duly executed by
25 both parties. Board Policy shall prevail on all matters not covered
26 by this Agreement.

ARTICLE III
GRIEVANCE PROCEDURE

1 A. A grievance based on an alleged violation of this Agreement,
2 or a dispute involving the meaning, interpretation or application shall
3 be processed within the specified time limits. The time limits specif-
4 ied may be extended by mutual agreement.

5 B. The Process

6 Level one: An employee shall first discuss this grievance
7 with his immediate supervisor and/or principal directly, with the
8 objective of resolving the matter informally.

9 Level two: If the aggrieved person is not satisfied with
10 the disposition of his grievance at level one or if no decision has
11 been rendered within five (5) school days after presentation of the
12 grievance, he may file the grievance in writing with his immediate
13 supervisor and/or principal and the Superintendent of Schools.

14 Level three: Within ten (10) days of receipt of such
15 written grievance, the Superintendent or his designee shall meet
16 with the aggrieved employee in an effort to settle the grievance.

17 Level four: In the event that the grievance shall not
18 have been disposed of at level three or in the event that the
19 grievance shall not have been disposed of within ten (10) school days
20 after the level three meeting, the grievance shall be referred in
21 writing to the Board of Education. Within fifteen (15) school days
22 the Board shall meet with the Association negotiation committee in an
23 effort to settle the grievance.

24 Level five: In the event that the grievance shall not have
25 been satisfactorily disposed of at level four or in the event that no
26 decision has been rendered within twenty (20) school days after the
27 level four meeting, the aggrieved may within ten (10) school days
28 refer the unsettled grievance to an advisory board.

29 C. Advisory Board

30 The advisory board shall be appointed within thirty (30)
31 days following the request of either party to the other. It shall
32 consist of one member named by the Board and one member named by
33 the Association. A third member, who shall be chairman, shall be
34 named by the first two named advisors.

ARTICLE III - continued

1 The advisory board shall have authority to confer separately or
2 jointly with the Board, the Superintendent, and the Association, or
3 to use any other source of information.

4 The advisory board shall make recommendations for resolution
5 within thirty (30) days. The recommendation shall be submitted to
6 both parties, the Board and the Association.

7 The advisory board recommendation after twenty (20) days
8 may be made public by either party, the Board or the Association.

9 D. Costs

10 The cost and expenses incurred in securing and utilizing
11 the services of a consultant are the responsibility of the party
12 engaging his service. In the event an advisory board is used, the
13 Board will bear the expense of its appointee and both parties will
14 share equally the costs of the third member.

15 E. Representation

16 1. The aggrieved may be represented at all stages of the
17 grievance procedure by himself or at his option by a representative.
18 When the aggrieved is not represented by the Association, the
19 Association shall have the right to be present as observer.

20 2. The Superintendent may assign for his services a
21 consultant and counsel to be present at all stages of the proceedings.

22 F. Record Keeping

23 1. Documents, communications and records dealing with the
24 processing of a grievance shall be filed in a separate grievance file
25 and shall not be kept in the personnel file of any of the participants.

26 G. All meetings and hearings under this procedure shall not
27 be conducted in public and shall include only such parties in
28 interest and their representatives and counsel.

ARTICLE IV

RIGHTS

1 A. Nothing contained herein shall be construed to deny or
2 restrict to any employee such rights as he may have under New Jersey
3 School Law.

4 B. The Board of Education shall endeavor to insure safe work-
5 ing conditions. In the event of disorder or disruption in the regular
6 school program, representatives of the Association shall have the
7 right to meet with the school administrators as direct representatives
8 of the Board of Education.

9 C. The Board shall reimburse teachers for the reasonable cost
10 of any clothing or personal property damaged or destroyed as a result
11 of student assault while the teacher was acting in discharge of
12 duties within the scope of his employment.

13 D. No employee shall be disciplined without just cause.

14 E. Nothing contained herein shall be construed to deny the
15 Board or Superintendent their rights at any time to call a meeting
16 of the educational staff to present its position in any matter that
17 in its judgment may affect the educational program.

18 F. The Board reserves to itself sole jurisdiction and
19 authority over matters of policy and retains the right, subject only
20 to the limitations imposed by the language of this Agreement, in
21 accordance with applicable laws and regulations (a) to direct
22 employees of the school district, (b) to hire, promote, transfer,
23 assign, and retain employees in positions in the school district,
24 and for just cause to suspend, to demote, discharge, or take other
25 disciplinary action against employees, (c) to relieve employees
26 from duty because of lack of work or for other legitimate reasons,
27 (d) to maintain the efficiency of the school district operations
28 entrusted to them, (e) to determine the methods, means and personnel
29 by which such operations are conducted and (f) to take whatever
30 actions may be necessary to carry out the mission of the school
31 district in situations of emergency.

ARTICLE VI

SCHOOL CALENDAR - LENGTH OF DAY - WEEK - YEAR

1 A. The school calendar shall be as set forth by the Board.

2 B. School Day - The school day shall start fifteen (15) minutes
3 before the official opening for pupils in the morning and shall last
4 until fifteen (15) minutes after dismissal of the pupils at the close
5 of the normal school day unless the time is reduced by the principal.

6 C. School Week - The school week shall consist of five full
7 working days, Monday through Friday inclusive, except where legal
8 holidays and vacation periods are included in the school calendar.

9 D. School Year - The school year shall be ten calendar
10 months for professional employees who hold a ten-month contract.

11 E. The parties recognize that some of the duties of professional
12 employees may extend beyond the defined school day. These duties may
13 be in the amount of one hundred (100) hours during the school year
14 in excess of assignments for which extra compensation is paid. These
15 hours may be spent on the school premises, in charge of pupil activities,
16 or other approved activities. They may also include attendance at
17 PTA meetings, service on curriculum and other committees, and such
18 items as chaperoning of social and athletic events and working with
19 individual pupils

20 F. Employees shall be entitled to a duty free lunch period
21 as prescribed by State Board of Education rulings. Employees shall
22 sign in and sign out in the office of the building principal upon
23 entering and leaving the premises within the prescribed school hours
24 at times other than their assigned schedule.

ARTICLE VII

TEACHING LOAD

- 1 A. The administration shall endeavor to minimize the additional
2 responsibilities to the normal teaching assignments.
- 3 B. Elementary School - In addition to the normal teaching
4 assignments in the elementary school, such responsibilities as play-
5 ground, bus, and cafeteria duty may be included in the daily work
6 load.
- 7 C. Secondary School - The typical assignment in the secondary
8 school shall include five teaching periods, study hall, and a pre-
9 paration period. Teachers may also be assigned a home room, hall
10 duty, bus or cafeteria duty, extra-curricular duties, and other
11 responsibilities defined within the scope of the school day.

ARTICLE VIII

CLASS SIZE

1 A. The administration shall endeavor to maintain maximum
2 class size in the self-contained elementary grades within the limits
3 of twenty-five to thirty-two pupils.

4 B. Class size in the kindergarten and special education areas
5 shall not exceed the limits established by law. The enrollment in
6 remedial sections shall approximate fifteen, and specialized departments
7 in home economics and industrial arts shall not exceed twenty-five
8 pupils.

9 C. In the secondary school, the administration shall endeavor
10 to maintain class sizes to a maximum of twenty-eight pupils or a
11 daily schedule of five classes with a total pupil load of one hundred
12 and forty pupils.

ARTICLE IX - continued

1 B. The salary guides for employees covered by this Agreement
 2 are set forth:

DEPTFORD TOWNSHIP PUBLIC SCHOOLS
 SALARY GUIDE
 1971-1972

Steps	Non Degree	B.A.	B.A.+30	M.A.	M.A.+30
1	6,500	7,500	7,800	8,100	8,400
2	6,800	7,800	8,100	8,400	8,700
3	7,100	8,100	8,400	8,700	9,000
4	7,400	8,400	8,700	9,000	9,300
5	7,700	8,700	9,000	9,300	9,600
6	8,000	9,000	9,300	9,600	9,900
7	8,300	9,300	9,600	9,900	10,200
8	8,600	9,600	9,900	10,200	10,500
9	8,900	9,950	10,250	10,550	10,850
10	9,200	10,300	10,600	10,900	11,200
11	9,500	10,650	10,950	11,250	11,650
12	9,800	11,050	11,350	11,650	12,050

3 An additional salary increment of three hundred (300) dollars
 4 will be granted after each seven (7) years of continuous employment in
 5 the district.

6 SUPPLEMENTAL SALARY GUIDE

7 Guidance Counselors, Speech Correctionist, Reading, and Special Education
 8 teachers:

	<u>Years</u>	<u>Salary</u>
10	1st	\$ 200
11	2nd	300
12	3rd	400
13	Department Heads and other special assignments	
14	\$150	- \$600 range

ARTICLE IX - continued

1 Establishment of an activity with extra compensation and
 2 number of personnel assigned shall be determined by the Board of
 3 Education

DEPTFORD HIGH SCHOOL

<u>Position</u>	<u>Salary</u>	<u>Position</u>	<u>Salary</u>
Athletic Director	\$ 1,000	Intramurals	\$ 375
Head Football	937	Band Director	937
Assistant Football	625	Assistant Band Director	531
Assistant Football	562	Majorettes	406
Head Basketball	687	Cheerleaders	468
Assistant Basketball	531	Student Council	406
Freshman Basketball	437	Yearbook Advisor	406
Head Basketball (G)	468	Yearbook Advisor	343
Assistant Basketball (G)	312	Play Advisor	218
Head Baseball	562	Stage Craft	312
Assistant Baseball	375	Bowling (G)	218
Head Wrestling	625	Bowling (B)	312
Assistant Wrestling	437	Public Relations	250
Head Track	562	Newspaper	531
Assistant Track	437	Softball (G)	406
Cross Country	437	Assistant Softball	250
Indoor Track	437	Tennis	250
Head Soccer	531	Debating	250
Assistant Soccer	375	Culture Club	156
Head Hockey	406	Audio-Visual Director	250
Assistant Hockey	250	Director Student Activities	750

ARTICLE IX - continued

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 2 number of personnel assigned shall be determined by the Board of
 3 Education

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<u>Position</u>	<u>Salary</u>	<u>Position</u>	<u>Salary</u>
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Head Basketball	687	Cheerleaders	468
Assistant Basketball	531	Student Council	406
Freshman Basketball	437	Yearbook Advisor	406
Head Basketball (G)	468	Yearbook Advisor	343
Assistant Basketball (G)	312	Play Advisor	218
Head Baseball	562	Stage Craft	312
Assistant Baseball	375	Bowling (G)	218
Head Wrestling	625	Bowling (B)	312
Assistant Wrestling	437	Public Relations	250
Head Track	562	Newspaper	531
Assistant Track	437	Softball (G)	406
Cross Country	437	Assistant Softball	250
Indoor Track	437	Tennis	250
Head Soccer	531	Debating	250
Assistant Soccer	375	Culture Club	156
Head Hockey	406	Audio-Visual Director	250
Assistant Hockey	250	Director Student Activities	750

ARTICLE IX - continued

MONONGAHELA

<u>Position</u>	<u>Salary</u>	<u>Position</u>	<u>Salary</u>
<u>Interscholastic</u>		Intramural Director	\$4.00 per hr.
Athletic Director	437	Intramurals	3.00 per hr.
Football	562	Bowling	3.00 per hr.
Assistant Football	375	Director Student Activities	375
Basketball (B)	406	Student Council	250
Basketball (G)	312	Newspaper Advisor	218
Track	375	Band Director	312
Hockey	250	Majorettes	156
Baseball	312	Cheerleaders	218
Softball	250	Audio-Visual	218
		Public Relations	250

ARTICLE X
ASSIGNMENTS TRANSFERS AND REASSIGNMENTS

1 A. Transfer of professional personnel shall take place at
2 the request of employee or by the chief administrator when it is
3 in the best interest of the children and the school system.

4 B. Teacher Initiated Transfer - The teacher shall submit his
5 request for transfer to the Superintendent of Schools in writing by
6 February 28th. This request shall include the placement desired
7 and the reasons for the request.

8 The Superintendent of Schools shall notify the principals
9 and supervisors concerned with the transfer and they in turn shall
10 interview the teacher initiating the request.

11 After consulting with the principals and supervisors concerned,
12 the Superintendent shall notify the teacher concerning the decision
13 made.

14 C. Administration Initiated Reassignment - After consultation
15 with the Principals and supervisors concerned, the Superintendent
16 shall notify the teacher whose transfer is pending. The teacher
17 shall be provided the opportunity of discussing the pending transfer
18 and any objections shall be duly considered.

19 After the completion of the consultation, the Superintendent
20 shall notify the teacher as to the decision of the transfer.

21 D. Transfer shall be restricted normally to the opening date
22 of school or it may be made at other times when deemed necessary by
23 the Superintendent.

24 Seniority may be a factor in evaluating a request for
25 transfer by an employee.

26 An exchange of two teachers at the request of the teacher
27 involved who hold comparable certification may be permitted at the
28 discretion of the Superintendent

29 Requests for transfer may be renewed annually.

30 Tentative building assignments within the teacher's certified
31 subject areas, shall be announced with the issuance of salary statements
32 and/or contracts on or before April 15th, if administrative feasible,
33 provided a completed Agreement has been reached for the succeeding year.
34 Employees shall return contracts on or before April 30th.

35 E. All vacancies shall be announced by posting in schools.
36 Applications shall be made in writing to the Superintendent of Schools.

ARTICLE XI

TEACHER EVALUATION

1 A. Principals shall keep employees informed as to whether
2 or not the kind of service they are rendering is satisfactory in
3 terms of the standards of the school district. Written evaluation
4 reports are to be sent to the employees by the principals with copies
5 forwarded to the Superintendent.

6 B. Evaluation reports should include strengths, weaknesses,
7 and specific suggestions for improvement.

8 C. Written evaluations shall be given to the employee for
9 her signature and comments prior to submission of the reports to
10 the Superintendent.

11 The use of audio system for observing teacher performance,
12 if necessary, shall be used only with the teacher's knowledge.

ARTICLE XII

EDUCATIONAL COUNCIL

1 A. The scope of this Educational Council is virtually unlimited
2 as to subjects appropriate to its interest. All matters which relate
3 to the education of children or the effectiveness of teaching are
4 matters of concern to this committee. It advises the Superintendent
5 at his request, in matters requiring his action; it calls to his
6 attention matters it considers of importance to the Superintendent
7 or to the Board of Education; it serves as a channel of communication
8 between the Superintendent and the faculty to bring better under-
9 standing in both directions about matters affecting the schools and
10 the teachers.

11 B. It is the purpose of this Council to provide the highest
12 quality professional counsel to the Superintendent in all matters
13 which he places before the group or which it determines, in its
14 wisdom, to call to his attention. Such responsibility calls for the
15 election of teacher members whose professional stature, insight and
16 wisdom are such that they enjoy the respect and confidence of their
17 colleagues in dealing with matters affecting education in Deptford
18 Township.

19 The Deptford Educational Council is not a legislative or
20 a decision-making body. It shall be advisory. The Board of Education
21 or its executive officer, the Superintendent, acting within policies
22 laid down by the Board, must accept by law the responsibility for
23 making decisions.

24 C. Membership - The Educational Council shall include three
25 high school teachers, two junior high school teachers, four elementary
26 teachers (each of the teachers in the schools shall be entitled to
27 elect said representative on a staggered basis with one-third (1/3)
28 elected each year), one high school administrator (to be elected by
29 the high school administrators), one junior high school administrator
30 (to be elected by the junior high school administrators), one elementary
31 administrator (to be elected by the elementary administrators), the
32 Assistant Superintendent of Schools, Director of Secondary Education,
33 Director of Elementary Education, Director of Special Services,
34 Superintendent of Schools ex officio, and the President of the
35 Association ex officio.

ARTICLE XII - continued

1 Even though the membership is a cross-section of faculty,
2 the members of the Educational Council function in a larger framework
3 than that of a representative body limited by directives from those
4 groups represented. Members are expected to communicate fully and
5 freely with those they represent. The wishes and opinions of their
6 group should be given high respect and full consideration. But in
7 the deliberations of the Deptford Township Educational Council, it is
8 their unbiased opinion and mature judgment which members owe to
9 themselves, to their group, and to the schools of Deptford Township.

10 D. Election of Education Council

11 1. A six member committee, three members appointed by the
12 Superintendent of Schools, three members appointed by the President of
13 the Association shall conduct the election for membership to the
14 Council.

15 2. The election of Council members shall take place on
16 the first Tuesday of October to be followed by a meeting of the elected
17 members on the second Tuesday of October for the purpose of organization.

ARTICLE XIII

SICK LEAVE

- 1 A. Definition of Sick Leave - Sick leave is hereby defined to
2 mean the absence from duty of any person because of physical disability,
3 illness or injury, or quarantine or exclusion from school by medical
4 authorities.
- 5 B. Sick Leave Allowable - All persons who are steadily employed
6 full time by the Board of Education shall be allowed sick leave with
7 full pay to the amount of ten (10) days in any given year.
- 8 C. Accumulated Sick Leave - Ten days of allowable sick leave
9 not utilized in any year shall be cumulative to be used for additional
10 sick leave in subsequent years.
- 11 D. Physician's Certificate Required for Sick Leave - A physician's
12 certificate may be requested by the Superintendent when sick leave is
13 claimed after five consecutive working days absence.
- 14 E. Workmen's Compensation - Workmen's compensation awards shall
15 be deducted from the regular salary of the employee for the days absence
16 covered by Workmen's Compensation Act. The time lost from employment under
17 the Workmen's Compensation Act shall not be deducted from days permitted
18 for regular sick leave allowance.

ARTICLE XIV

PERSONAL LEAVE

1 A. The Board of Education upon recommendation of the
2 Superintendent of Schools shall grant a total of seven (7) days
3 leave per school year (not to be accumulated) to any regularly
4 employed person for the following emergencies or conditions.

5 1. Death in immediate family (immediate family - mother,
6 father, mother-in-law, father-in-law, children, husband, wife,
7 brother, sister, or any relative who has lived within the same house-
8 hold for a period of over two years. Other emergency situations
9 may be judged on their own merits by a committee set up annually
10 by the Superintendent of Schools).

11 2. Emergency in immediate family.

12 3. Religious holidays - written request must be submitted
13 ten days in advance of days requested.

14 4. Marriage - such request shall be submitted in writing
15 one month in advance of days requested.

16 5. Up to total of three (3) days at the end of a school
17 year to attend summer institute classes or to travel to the place
18 where such classes are to be held.

19 6. Personal Business - One day per year. Such request
20 shall be submitted in writing, forty-eight hours in advance of the
21 day requested.

22 7. Visitation Leave - One day per year may be granted
23 by the Superintendent of Schools to any personnel, for school
24 visitation and observation in other school system. In each case a
25 written report shall be submitted to the principal who will forward
26 it to the Superintendent. Arrangements for such visitation shall
27 be made by the building principal, with the approval of the
28 Superintendent.

29 B. In the event all sick leave days have been used, five days
30 herein specified as other than sick leave may be used as sick leave
31 days (not to be accumulative).

ARTICLE XV
MATERNITY LEAVE

- 1 A. Maternity leave without pay shall be granted to all teachers
2 under tenure for six months or as much longer as the Board of
3 Education shall determine. Request for maternity leave, without pay,
4 shall be made by a teacher between the third and fifth months of
5 pregnancy, and leave shall be granted no later than the beginning of
6 the sixth month. A teacher may file a request to return to work six
7 weeks after the birth of a child upon the presentation of a medical
8 certificate stating she is capable of performing her duties. If a
9 teacher decides not to return, she should notify the Superintendent
10 by giving notice or resignation at least ninety days before the leave
11 expires. A teacher shall be credited for salary increment purposes as
12 follows:
- 13 3 - 6 months of teaching, 1/2 year credit
14 7 - 10 months of teaching, 1 year credit
- 15 B. The teacher shall be reassigned to the position held at
16 the time the leave was granted, if possible.

ARTICLE XVI

SABBATICAL LEAVE

1 Upon recommendation of the Superintendent of Schools,
2 sabbatical leave may be granted to any certificated member of the
3 staff by the Board of Education subject to the following conditions:

4 A. Requests for sabbatical leave must be received by the
5 Superintendent of Schools in writing, in such form as may be required
6 by him. Such requests must be in the Superintendent's hands no later
7 than October 31st of the fiscal year preceding the school year for
8 which the sabbatical leave is requested.

9 B. Notification of applicant selected shall be given to
10 applicants by March 15th of the fiscal year preceding the school year
11 in which the sabbatical leave is requested.

12 C. The applicant must have completed at least eight consecutive
13 full school years of service in the Deptford Township Public Schools.

14 D. Payment for sabbatical leave is granted on the following
15 basis:

16 1. The full annual contracted salary (2 semesters of
17 schooling) will be granted for a full year's leave for study.

18 2. One-half (1/2) the annual contracted salary will be
19 granted for one semester (1/2 year) of study.

20 3. One-fourth (1/4) the annual contracted salary will be
21 granted for one full year's leave for travel.

22 E. The benefactor will agree to return to the Deptford Township
23 Public Schools for four full years of employment on appropriate salary
24 scale following the leave.

25 If the benefactor of the sabbatical leave does not fulfill
26 his return agreement to Deptford Township Public Schools, he will be
27 obligated to reimburse the Board of Education for the salary received
28 during the sabbatical leave although service credit will be granted
29 according to the following plan.

<u>Leaving Before</u>	<u>% of salary to be reimbursed to the Board of Education</u>
32 2 years service	100% of annual salary
33 3 years service	50% of annual salary
34 4 years service	20% of annual salary

ARTICLE XVI - continued

1 F. To the extent feasible, with due regard for the interests
2 of the school program, teachers returning to work after a sabbatical
3 leave shall be offered the same or a similar position.

4 G. A sabbatical year will be considered as a year of teaching
5 experience in determining the individual's salary.

6 H. The Board of Education will grant a maximum of one
7 sabbatical leave per year subject to these conditions.

ARTICLE XVII

INSURANCE PROTECTION

1 A. The Board of Education shall adopt a health insurance
2 plan equivalent to the plan of Blue Cross, Blue Shield, Rider J,
3 and Major Medical.

4 Enrollment shall be optional.

5 Employees shall be reimbursed the premium cost, for any
6 combination of the above, to insure only the employee for a single
7 coverage according to the following plan.

8 Per cent of Reimbursement

9 100% - Employees enrolled in the approved Board plan
10 prior to December 31, 1970

11 50% - Employees enrolled in the approved Board plan
12 after December 31, 1970

ARTICLE XVIII

PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

- 1 A. The Board agrees to pay one hundred (100) dollars maximum
- 2 per year toward tuition and other expenses incurred in connection
- 3 with course work taken at a recognized college or university with
- 4 prior approval by the Superintendent of Schools.
- 5 B. Verification of credits earned shall be submitted with the
- 6 voucher for payment.

ARTICLE XIX

MISCELLANEOUS PROVISIONS

- 1 A. The Board will be informed only through the Superintendent
2 in any matter requiring its decision. Any employee or employee
3 group should communicate through the proper channels of authority.
4 When the matter requires Board action it shall be directed through
5 proper channels to the Board of Education.
- 6 B. It is agreed by both parties that the negotiations will be
7 conducted without the use of pressure tactics. The parties also agree,
8 during the period of negotiations that the only publicity accorded the
9 negotiations by the parties will consist of a joint press release or,
10 in the event the parties are unable to agree upon wording, a joint
11 press release stating that "no progress has been made."
- 12 C. It is understood by all parties that under the ruling of
13 the Courts of New Jersey and the State Commissioner of Education,
14 the Board of Education is forbidden to waive any rights or powers
15 granted it by law.
- 16 D. The parties agree to follow the procedures outlined in
17 the Agreement, and to use no other channels to resolve any question
18 or proposal until the procedures within this Agreement are fully
19 exhausted.
- 20 E. Terms of contracts defining termination clause of non-
21 tenure teaching personnel are negotiable only by the individual and
22 the Board.
- 23 F. There shall be no discrimination in practices and procedures
24 of the school system policies in hiring, training, assignments,
25 promotions, transfer or discipline of employees on the basis of race,
26 creed, color, religion, national origin, sex, domicile, marital status,
27 or association activities.
- 28 G. Whenever any notice is required to be given by either party
29 of this Agreement to the other, pursuant to the provisions of this
30 Agreement, either party shall do so in writing with signed receipt of
31 delivery, at the following addresses:
- 32 1. If by the Association to the Board -
33 1555 Good Intent Road
34 Deptford, New Jersey
- 35 2. If by the Board to the Association - The school building
36 where the President of the Association is assigned.

ARTICLE XX

AGREEMENT

1 It is agreed between the Board of Education of
2 Deptford Township in the County of Gloucester party of the first
3 part and the Deptford Education Association party of the second
4 part, that the content of this Agreement shall be effective as
5 of July 1st 1971 and shall continue in effect until June 30th 1972.
6 Resolution of Adoption by the Board of Education:

7 _____
8 _____
9 _____

10 Date _____

11 Deptford Township Board President *Mr Richard Green*

12 Deptford Education Association President *Mary J. Reynolds*

13 Attested *John W. Hecks* Board of Education Secretary

14 *John Krachtus* Negotiation Chairman