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THIS BOOK DOES
NOT CIRCULATE

AGREEMENT

Between

THE ROCKAWAY BOROUGH EDUCATION ASSOCIATION

and

THE BOARD OF EDUCATION OF ROCKAWAY BOROUGH

in

THE COUNTY OF MORRIS AND THE STATE OF NEW JERSEY

1970-1972

PREAMBLE

This agreement entered into this _____ day of _____
1971, by and between the Board of Education of Rockaway, New Jersey hereinafter
called the "Board", and the Rockaway Borough Education Association, hereinafter
called the "Association".

President, Rockaway Borough Board of Education

President, Rockaway Borough Education Association

Attest: Secretary, Rockaway Borough Board of Education

ARTICLE I

RECOGNITION

"The Rockaway Borough Board of Education recognizes the Rockaway Borough Education Association as the collective negotiating representative for the following four separate units:

1. Classroom teachers
2. Custodians
3. Secretaries
4. Nurses

specifically excluding all Superintendents, Principals, Supervisors, Teacher Aides, and all other full, part-time, and gratuitous employees of the Rockaway Borough Board of Education."

ARTICLE II

GRIEVANCE PROCEDURE

A. Definition

1. A "grievance" shall mean a complaint by an employee of the Rockaway Borough School System that there has been to him a personal loss, injury or inconvenience because of a violation, misinterpretation or inequitable application of an established policy governing employees except the term "grievance" shall not apply to (a) any matter for which a method of review is prescribed by law, or (b) any rules or regulations of the State Commissioner of Education, or (c) any by-law of the Board of Education, or (d) any matter which according to law is either beyond the scope of Board authority or limited to unilateral action by the Board alone, or (e) a complaint of a non-tenure teacher which arises by reason of his not being re-employed, or (f) 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 employee within thirty (30) calendar days of its occurrence.
2. An "aggrieved" person is the person or persons making the claim.
3. A "party in interest" is the person or persons making the claim or any person who may be required to take action, or against whom action might be taken.

B. Purpose

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to employment problems. Both parties agree that all proceedings will be kept informal and confidential.

C. Procedure

1. The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process.
2. In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year and, if left unresolved until the beginning of the following school year, could result in harm to either party in interest, the time limits set forth therein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year.

GRIEVANCE PROCEDURE (cont.)

3. Level One

An employee with a grievance shall first discuss it with his immediate superior, either directly or through the Association's designated representative, with the objective of resolving the matter informally.

4. Level Two

If the aggrieved person is not satisfied with the disposition of his grievance at Level One, or if no decision has been rendered within five (5) days after presentation of the grievance, he may file the grievance in writing with the Superintendent of Schools.

5. Level Three

If the grievance is not resolved by the Superintendent the aggrieved may request a review by the Board of Education. The request for said review shall be submitted in writing to the Superintendent of Schools who shall, within ten (10) days, forward the request to the Board of Education, together with all related papers. The Board, or a committee thereof, shall review the grievance and shall, within thirty (30) days of the receipt thereof hold a hearing, and render a decision within ten (10) days of the date of said hearing. Grievances arising under board policy, or administrative decisions, shall end at Level Three.

6. Level Four

(a) If the aggrieved person is not satisfied with the disposition of his grievance at Level Three, or if no decision has been rendered within ten (10) days after the date of hearing, he may, within five (5) days submit the grievance to arbitration.

(b) Within ten (10) days after such written notice of submission to arbitration, the Board and the grievant 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 a 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 rules and procedures of the American Arbitration Association, in the selection of an arbitrator.

(c) The arbitrator so selected shall confer with the representatives of the Board and the grievant and hold hearing promptly and shall issue his decision no later than twenty (20) days from the date of the close of hearings or, if oral hearings have been waived, then from the date of the final statements and proofs on the issue are submitted to him. The arbitrator shall be without power or authority to make any decisions which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement. The decision of the

~~GRIEVANCE PROCEDURE (cont.)~~

arbitrator shall be submitted to the Board and the Association and shall be final and binding on the parties.

- (d) The cost for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses and the cost of the hearing room shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring same.

D. Miscellaneous

1. If in the judgment of the Association, a grievance affects a group or class of employees, the Association may submit such grievance in writing to the Superintendent directly and the processing of such grievance shall be commenced at Level Two. The Association may process such grievance through all levels.
2. Decisions rendered at Level One which are unsatisfactory to the aggrieved person and all decisions rendered at Levels Two and Three of the grievance procedure shall be in writing setting forth the decisions and the reasons therefore and shall be transmitted promptly to all parties in interest. Decisions rendered at Level Three shall be in accordance with the procedures set forth in Section C, Paragraph 5 of this Article.
3. Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents shall be prepared jointly by the Superintendent and the Association and given appropriate distribution so as to facilitate operations of the grievance procedure.
4. All meetings and hearings under this procedure shall not be conducted in public and shall include only parties in interest and their designated or selected representatives, heretofore referred to in this Article.

ARTICLE III

TEACHERS RIGHTS

- A. Whenever any teacher is required to appear before the Board, or any committee or member thereof concerning any matter which could adversely affect the continuation of that teacher in his office, position of employment or the salary or any increments pertaining thereto, then he shall be given prior written notice of the reason for such meeting or interview and shall be entitled to have a representative of the Association present to advise him and represent him during such meeting or interview. Any suspension of a teacher pending charges shall be with pay.
- B. No teacher shall be prevented from wearing identification pins of membership in the Rockaway Boro Education Association or its affiliates.
- C. Just Cause Provision. No teacher will be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without just cause. Any such action asserted by the Board, or any agent or representative thereof, will be subject to the grievance procedure herein set forth.

ARTICLE IV

"BOARD RIGHTS" CLAUSE

The Board, on its own behalf and on behalf of the electors of the District, hereby retains and reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of New Hersey and of the United States, including all decisional law and rules and regulations of the State Department of Education and the Commissioner of Education of the State of New Jersey, and the provisions of this agreement shall be construed in the light of the management perogatives vested in the Board by the foregoing legal authorities.

ARTICLE V

SALARIES

The salaries of all teachers covered by this agreement are set forth in Schedule A which is attached hereto and made a part thereof.

1. Teachers may individually elect to have ten (10%) percent of their monthly salary deducted from their pay. These funds will be paid to the teacher on the final pay day in June.
2. When a pay day falls on or during a school holiday, vacation or week-end, teachers will receive their pay checks on the last previous working day.
3. Teachers will be notified of re-employment by April 15th. Teachers also must notify the Board of their intentions by April 20th. If this proves to be a one-way street it will be excluded from future contracts.

ARTICLE VI

SICK LEAVE

A. Definition of Sick Leave

Sick leave is hereby defined to mean the absence from his or her post of duty, of any person because of personal disability due to illness or injury, or being excluded by the district's medical authorities on account of a contagious disease or of being quarantined for such a disease in his or her household.

B. Sick Leave Allowable

All persons holding any office, position or employment in the school district who are steadily employed by the Board of Education will be allowed sick leave with full pay for a maximum of ten school days in any school year. If any person requires in any school year less than the specified number of days utilized that year will be accumulative to be used for additional sick leave as needed in subsequent years.

ARTICLE VII

TEMPORARY LEAVES OF ABSENCE

A. As of the beginning of the 1971-1972 school year, teachers will be entitled to the following temporary non-accumulative leaves of absence.

1. Personal Leaves - With Pay

Three days personal leave per year granted all full-time employees, these days not cumulative. A written request for two days of such leave, as per policy,

1. Illness in immediate family
2. Marriage
3. Court appearance
4. Presentation of degree
5. An emergency situation (explain)
6. Religious holiday

7. Personal business which cannot be handled outside of school hours must be given to the Superintendent, in advance, whenever possible, except in an emergency. The employee will not be required to state the reason for taking one day of such leave other than that he is taking it under this Section.

2. Maternity Leave - Without Pay

The Board of Education will grant a leave of absence for maternity purposes to staff members under tenure under the following conditions:

- (a) A staff member who is pregnant will file with the Superintendent of Schools not later than six months before the expected birth of a child an application for maternity leave together with a physician's certificate setting forth the date of the expected birth.
- (b) The staff member is requested to start her leave not later than four calendar months before the expected birth and the leave will continue for one school year beginning with the next school year following the date of the initial leave.
- (c) Upon recommendation of the Superintendent and the approval of the Board of Education a pregnant staff member may leave at a later date or return at an earlier date as indicated above.

Note: All tenure and non-tenure teachers will comply with the procedures in and through "c" above. Non-tenure staff members will be afforded consideration for a leave of absence.

3. Military Leave - Without Pay

Any regular employee of the Rockaway Borough Schools who will be required to serve the defense forces of the United States for service or training will make application for military leave. He will be reinstated to his position in this school system with full credit, including the annual

ARTICLE VII (cont.)

increments under the salary schedule, upon written request supported by competent proof that said applicant is fully qualified to perform the duties of said position. Said application for reinstatement will be made within a reasonable length of time after an honorable discharge or release from military service, and not later than ninety (90) days from the date of said discharge or release.

4. Leave of Absence Due to Ill Health, Injury or Other Equally Grave Emergency:

- (a) An employee in this school system may be granted a leave of absence for a maximum of one school year because of personal illness, accident, other equally grave emergency, and/or for rest and recuperation. Longer periods will be referred to the Board of Education for consideration.
- (b) Written application for such leave will be made by the employee, addressed to the Superintendent of Schools, who will, upon receipt of same, make such investigation as he may deem necessary to determine to the best of his ability if the granting of said leave would serve not only the interests of the employee, but also those of the pupil and/or the school district.
- (c) In computing service to determine the employee's position on the salary schedule at expiration of leave, time spent on leave will not be counted as active service in this school district.
- (d) Leave of absence as described in paragraph 4 will be without compensation from this school district.
- (e) Whenever a leave of absence is granted for personal health reasons, said employee must give acceptable professional evidence of recovered health before being permitted to return to duties in this school system. Application to return from a leave of absence should be filed with the Superintendent not later than the first of May preceeding the September in which he wishes to return. Requests of leave of absence for short duration will be considered on an individual basis.

5. A tenure or non-tenure teacher will not receive increment credit for the time spent on a leave of absence due to ill health, injury or other equally grave emergency, nor will such time count toward a fulfillment of the time requirement for tenure.

6. Any regular employee of the Rockaway Borough Schools who was required to serve the defense forces of the United States for service or training, upon return from such military leave, the teacher will be considered as if he were actively employed by the Board during the leave and will be placed on the salary schedule at the level he would have achieved if he had not been absent, provided however, that time spent on said leave will not count toward fulfillment of the time requirements for acquiring tenure.

ARTICLE VII (cont.)

B. Miscellaneous Policies:

1. For unauthorized absence, deductions will be made at the rate of 1/200th of the yearly salary per diem.
2. For absences longer than three days due to illness, a written certificate from the attending physician may be required by the Superintendent.
3. Any employee of the Rockaway Borough School System may be permitted by the Superintendent to attend conferences and make visitations which in the opinion of the Superintendent may ultimately benefit our educational program and school system, which are generally authorized in the budget. The Superintendent in turn will report his action to the Board of Education at the next regular Board Meeting.
4. The Board may require examination by the school physician after lengthy leaves of absence for illness, at its discretion.
5. In case of death in the immediate family during the school session, Board employees will be allowed five (5) consecutive calendar days leave of absence without deduction of pay. This leave is exclusive of sick allowance. (Immediate family refers to husband, wife, father, mother, child, sister, brother or grandparents.)
6. Written applications will be submitted by staff members for all extensions or renewals of leave granted under this contract. Resulting decision by the Board of Education will be given in writing.
7. All benefits to which a teacher was entitled at the time his leave of absence commenced, including unused accumulated sick leave will be restored to him upon his return, and he will be assigned to the same position which he held at the time said leave commenced, if available, or, to a substantially equivalent position.

ARTICLE VIII

PROFESSIONAL DEVELOPMENT AND
EDUCATIONAL IMPROVEMENT

- A. To provide additional growth for our professional staff, the Board of Education will reimburse all professional tenure full-time employees for tuition costs for courses taken up to twelve (12) credits per year for tenure teachers.
- B. The Board will reimburse professional non-tenure, full-time employees for courses taken up to six (6) credits per year.
- C. All teachers must take a minimum of three (3) credits within a three (3) year period to advance to the next step on the salary guide.
- D. All teachers must complete a minimum of three (3) credits within a two (2) year period if they have not accrued credits within the past five (5) years.
- E. All teachers must complete a minimum of three (3) credits within a one (1) year period if they have not accrued credits within the past ten years.
- F. If a teacher has established tenure in their former school district, prior to coming to Rockaway Borough, they shall be classified as tenure teachers only insofar as course credits are concerned (twelve (12) credits per year).

This privilege is subject to the following conditions:

- (1) Prior to registration, discuss the program and objectives with the Superintendent, who will advise the teacher of the acceptability of the planned program.
- (2) A written request, in duplicate, will be made to the Superintendent. If the course is approved, one copy will be signed by the Superintendent and returned to the teacher, and one copy will be placed in the teacher's personnel file.
- (3) At the completion of the course, transcripts will be sent to the Superintendent by the college or university where the courses were pursued.
- (4) Request for reimbursement is to be submitted to the Superintendent upon satisfactory completion of the course.
- (5) Employees must hold a standard certificate.
- (6) If staff member selects an out-of state college or university, the reimbursement maximum will match New Jersey's highest credit hour charge. For example: If Columbia University charges \$55 per credit hour, Rutgers charges \$25 and Fairleigh Dickinson \$45, a staff member accepted for work at Columbia would receive \$45 per credit hour.

ARTICLE VIII

(7) Final approval of all ~~courses shall be given by the~~ Board of Education prior to registration or as soon thereafter as possible.

(8) Teachers enrolled in a program heading to the awarding of a degree will not be denied approval for courses necessary to fulfill requirements for awarding said degree.

(9) Only credits accrued through 8/31 of the school year will be applicable for salary adjustments for the ensuing school year.

G. When a teacher is proceeding to courses beyond the Bachelor's Degree, special evaluation of these courses will be made, and three categories may be considered:

(1) A program leading directly to the Master's Degree, relative to education.

(2) A program stressing further training in the teacher's chosen field of specialization.

(3) A program wherein courses are distributed somewhat equally in the following three areas:

(a) Courses that contribute to educational skills and techniques.

(b) Courses that constitute specialization in the area in which the teacher is teaching.

(c) Courses that contribute to the general information and culture of the teacher.

H. Workshops -

Teachers will progress on the salary schedule, accruing of credits, in accordance with the following stipulations:

(1) A teacher desiring to attend workshops for which in-service credit will be given for advancement on the salary schedule should, prior to registration, discuss the program and objectives with the Superintendent, who will advise the teacher of the acceptability of the planned program. A written request, in duplicate, will then be made to the Superintendent. If the workshop is approved, one copy will be signed by the Superintendent and returned to the teacher, and one copy will be placed in the teacher's personnel file. At the completion of the Workshop, certification of the satisfactory completion will be sent to the Superintendent by the authorized sponsor of the Workshop.

(a) It will also be required by the participants to present an in-service meeting to members of the Rockaway Borough professional staff following the completion of the Workshop.

(b) The time expended attending the Workshop should be comparable to the time that would be expended when attending a college course.

ARTICLE VIII

- (c) No more than fifteen (15) credits may be accrued, through Workshops, for advancement on the salary schedule.
- (2) The Board agrees to pay ten (\$10) dollars per day, for a maximum of two (2) days to defray the expenses of attending the NJEA Convention. If they do not attend the convention the teachers must report to school for duty.

ARTICLE IX

INSURANCE PROTECTION

All salaried members of the staff are offered Blue Cross, Blue Shield, Rider J and Major Medical Insurance, under the Public and School Employees Health Benefits Program, for themselves and their dependents, at no cost to the employee. Part-time, non-salaried personnel, including the school physician and the custodian of school moneys, are offered the same plan (however, for these employees the Board will pay the cost for the employee only). All employees are permitted to join the Washington National Group Insurance plan and the Board authorizes the Secretary to deduct from their paychecks the amount of their premium.

ARTICLE IX

DEDUCTION FROM SALARY

1. The Board agrees to deduct from the salaries of its teachers dues for the Rockaway Borough Education Association, the Morris County Education Association, the New Jersey Education Association or the National Education Association, or any one or any combination of such Associations 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 (NJSA 52:14-15.9e) and under rules established by the State Department of education. Said moneys together with records of any corrections shall be transmitted to the treasurer of the Rockaway Borough Education Association by the 15th of each month following the monthly pay period in which deductions were made. The Association treasurer shall disburse such moneys to the appropriate association or associations. Teacher authorizations shall be in writing in the form set forth below.

AUTHORIZATION

TO DEDUCT ASSOCIATION MEMBERSHIP DUES

Name _____ Soc. Sec. No. _____

School Building _____ District Rockaway Borough

To: Disbursing Officer-Rockaway Borough Board of Education

I hereby request and authorize the above named disbursing officer to deduct from my earnings an amount sufficient to provide for the payment of those yearly membership dues as certified by the organizations indicated in equal monthly payments for all or part of the current school year and for succeeding school years. I understand that the disbursing officer will discontinue such deductions only if I file such notice of withdrawal as of January 1 next succeeding the date on which notice of withdrawal is filed. I also agree that upon termination of employment, the disbursing officer will deduct any remaining amount due for that current school year. I hereby waive all right and claim for said moneys so deducted and transmitted in accordance with this authorization, and relieve the governing board and all of its officers from any liability therefor.

I designate the Rockaway Education Association to receive dues and distribute according to the organization (s) indicated:

Rockaway Borough Education Association _____
Morris County Education Association _____

New Jersey Education Association _____
National Education Association _____

2. Each of the associations named above will certify to the Board, in writing, the current rate of its membership dues. Any association which shall change the rate of its membership dues shall give the Board written notice prior to the effective date of such change.

3. Additional authorizations for dues deductions may be received after August under rules established by the State Department of Education.

4. The filing of notice of a teacher's withdrawal will be prior to December 1 and become effective to halt deductions as of January 1 next succeeding the date on which notice of withdrawal is filed.

The Board agrees to deduct from teachers' salaries money for local, state and/or national association dues as said teachers individually and voluntarily authorize the Board to deduct and to transmit the moneys promptly to such association or associations.

ARTICLE XI

DURATION OF AGREEMENT

- A. This agreement will be effective as of July 1, 1971 and will continue in effect until June 30, 1973 subject to the Association's right to negotiate each annual Salary Guide, with negotiations commencing no later than November 1, 1971. This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated, unless it is extended in writing.
- B. In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective secretaries and their corporate seals to be placed hereon, all on the day and year first above written.

ROCKAWAY BOROUGH EDUCATION ASSOCIATION

ROCKAWAY BORO BOARD OF EDUCATION

By _____
Its President

By _____
Its President

By _____
Its Secretary

By _____
Its Secretary

ROCKAWAY BOROUGH BOARD OF EDUCATION
 PROPOSED SALARY GUIDE
 1971-72

Increments	Steps 1 thru 3	\$300
	4 thru 9	325
	10 thru 14	350

<u>Steps</u>	<u>B.A.</u>	<u>B.A.+30</u>	<u>M.A.</u>	<u>M.A.+30</u>
1	8000	8500	9000	9400
2	8300	8800	9300	9700
3	8600	9100	9600	10,000
4	8925	9425	9925	10,325
5	9250	9750	10,250	10,650
6	9575	10,075	10,575	10,975
7	9900	10,400	10,900	11,300
8	10,225	10,725	11,225	11,625
9	10,550	11,050	11,550	11,950
10	10,900	11,400	11,900	12,300
11	11,250	11,750	12,250	12,650
12	11,600	12,100	12,600	13,000
13	11,950	12,450	12,950	13,350
14	12,300	12,800	13,300	13,700
15		13,150	13,650	14,050
16			14,000	14,400
17				14,750

Longevity - Following 20 years continuous satisfactory service in the Rockaway Borough School System a \$300 increment shall be added at the beginning of the 21st. year.

Teachers who earn the necessary credits by June 30, 1971 shall be placed on the B.A.+15 or the M.A.+15 steps according to the differential rate set in the 1971-72 Salary Guide.

Salary adjustments for credits earned beyond degree will be based on credits accrued through August 31, 1971. All official transcripts must be submitted to the Superintendent before August 31, if possible. In cases where an official transcript has not been issued as of the above date, teachers may submit a letter on official college stationery stating the course title, grade received, and the signature of the instructor, with the understanding that the official transcript must be submitted as soon as it is received by the teacher.

It is the responsibility of the teacher to have their full transcripts submitted to the Superintendent before July 1, 1971.

Payment for tuition courses will be limited as follows:

Tenure Teachers -	12 credits per year
Non-Tenure Teachers -	6 credits per year

ROCKAWAY BOROUGH BOARD OF EDUCATION

SALARY GUIDE FOR FULL-TIME NURSES WITH DEGREES AND N. J. CERTIFICATION

<u>School Population</u>	<u>*I Enrollment 0-250</u>	<u>*II Enrollment 250-400</u>	<u>III Enrollment 400-800</u>	<u>Head Nurse in Jefferson School</u>
1	4500	4600	4700	4700
2	4650	4750	4850	4900
3	4800	4900	5000	5100
4	4950	5050	5150	5300
5	5100	5200	5300	5500
6	5250	5350	5450	5700
7	5400	5500	5600	5900
8	5550	5650	5750	6100
9	5700	5800	5900	6300
10	5850	5950	6050	6500
11	6000	6100	6200	6700
12	6150	6250	6350	6900
13	6300	6400	6500	7100
14	6450	6550	6650	7300
15	6600	6700	6800	7500
16	6750	6850	6950	7700
17	6900	7000	7100	7900
18	7050	7150	7250	8100
19	7200	7300	7400	8300
20	7350	7450	7550	8500

The person designated as Head Nurse will receive \$200 yearly increments.

Contract will run from September 1st until June 30th.

Work day will begin one-half hour before school opens and end one-half hour after the close of school.

*Guides I and II - If the nurse in either of these categories should be designated Head Nurse increments would be at the rate of \$200 per year on the applicable guide.

SCHEDULE B - CUSTODIANS

TWO YEAR SALARY GUIDE FOR CUSTODIANS

1970 - 72

Step 1	\$5200	
2	5400	
3	5600	
4	5800	
5	6000	
6	6200	Put all custodians on guide over a
7	6400	two year period
8	6600	
9	6800	
10	7000	

- (1) Holidays - Custodians shall be entitled to the following holidays if they fall on a normal work day:

New Year's Day
Presidents' Day
Good Friday
Memorial Day
Labor Day
Veterans' Day
Thanksgiving
Christmas
Fourth of July

Should a holiday fall on a Saturday or Sunday, the janitorial staff would not be expected to work on the Friday or Monday, provided school is not in session.

- (2) Vacation - One to ten years of service - two weeks vacation
After ten years of service - three weeks vacation
- (3) Two uniforms per year to be provided to all full-time custodial staff.
- (4) A Health Benefits Program has financial support from the Board of Education in that it will pay the entire cost (family and dependents included) for Blue Cross, Blue Shield, Major Medical and Rider J, for all full-time contractual employees.
- (5) Any custodian who receives his Black Seal low pressure boiler license will be granted an additional \$200.

SCHEDULE C

PRINCIPALS SECRETARIES - Principals' secretaries to receive \$3,900.00 for the school year 1971-72 (ten months).

SCHEDULE D

Teachers supervising interscholastic baseball and basketball will be compensated at the following rates:

a. Sports - \$300. per sport