1974—1976

AGREEMENT

between the

BOARD OF EDUCATION OF NORTH PLAINFIELD

THE COUNTY OF SOMERSET, NEW JERSEY

and the

NORTH PLAINFIELD EDUCATION ASSOCIATION

SEP 5 1 1 1

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Within ten (10) days of receipt of the written grievance, the principal shall communicate in writing his decision and justifications to the teacher.

G. Step 3. -- Within five (5) school days after receipt of the principal's decision, the teacher may appeal the decision to the Superintendent of Schools. The appeal to the Superintendent must be made in writing and must detail:

1. The particulars of the grievance as specified in step 2 above
2. His dissatisfaction with decisions previously rendered.

The Superintendent shall attempt to resolve the matter within a period not to exceed ten (10) school days. The Superintendent shall also communicate in writing his decision and justifications to the teacher and to the principal.

H. Step 4. -- If the grievance is not resolved to the teacher's satisfaction, he may request a review by the Board of Education no later than five (5) school days after receipt of the Superintendent's decision. The request shall be submitted in writing through the Superintendent of Schools who shall attach all related papers and forward the request to the Board of Education. Within thirty-five (35) calendar days of receipt of the grievance by the Board, the Board, or a committee thereof, shall review the grievance and shall, at its option, hold a hearing with the teacher and render a decision in writing. Beyond this step a grievance shall not be processed if it applies to:

1. Any matter for which a method of review is prescribed by Title 18A
2. Any rule or regulation of the State Commissioner of Education
3. Any matter which according to law is beyond the scope of Board authority
4. A complaint of a non-tenure teacher which arises by reason of his not being reemployed
5. A complaint by any teacher 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.

I. *Step 5.* -- If the decision of the Board of Education does not resolve the grievance to the satisfaction of the teacher, and the teacher wishes review by a third party, he shall refer the grievance to the Association. Within ten (10) school days of receipt of the Board's decision, the Association may request arbitration

of the grievance by notifying the Board through the Superintendent.

1. The following procedure shall be used to secure the services of an arbitrator:

   a) A joint Board-Association request shall be made to the American Arbitration Association to submit a roster of persons fully qualified to function as arbitrators of the grievance in question.
   b) Should the parties be unable to determine a mutually satisfactory arbitrator from the submitted list, they shall request the American Arbitration Association to submit a second roster of names.
   c) Should the parties be unable to determine a mutually satisfactory arbitrator from the second submitted list within ten (10) school days of the initial request for arbitration, the American Arbitration Association shall be requested by either the Board or the Association to designate an arbitrator.

2. The arbitrator shall limit himself to the issue submitted to him and shall consider nothing else. He shall add nothing to, nor subtract anything from, the Agreement between the parties or from any policy of the Board of Education. The recommendations of the arbitrator shall be advisory. Within thirty (30) calendar days of the completion of the Arbitrator's hearings, copies of the arbitrator's findings and recommendations shall be given to the Board and to the aggrieved and his representatives only.

IV. Costs

A. The fees and the expenses of the arbitrator are the only costs which shall be shared by the two parties, and such costs shall be shared equally.

B. All other costs shall be borne by the parties incurring them.

ARTICLE IV

SCHOOL CALENDAR

I. Prior to February 15 the Association representatives shall meet with the Superintendent and make their recommendations concerning the school calendar.

II. The in-school work year shall include days when pupils are in attendance, orientation days, and any other days on which teacher attendance is required.

The Board and the Association agree to continue the present policy for drawing up the school calendar.

Upon notice from the Superintendent of Schools, the North Plainfield Education Association shall prepare and submit a proposal for a school calendar. The proposal will be jointly reviewed by the Superintendent and the President of the Association. Upon completion of this review,the Superintendent will recommend a calendar to the Board of Education, which will render the final decision.

ARTICLE V

TEACHER EMPLOYMENT

I. All teachers who began teaching not later than October 15 shall be notified no later than April 1 of their contract and salary status for the ensuing year. Teachers shall sign their contracts or letters of intent by April 10, unless at the request of the teacher an extension has been granted by the Superintendent.

II. The hours of respective professional personnel shall be determined by the Board of Education. Current practice shall prevail for the duration of the contract. Deviation from current practice shall be subject to discussion with the Instructional Council.

ARTICLE VI

TEACHER ASSIGNMENT AND EVALUATION

I. All teachers shall be given written notice of their tentative class and/or subject assignments for the forthcoming year not later than June 1. In the event that changes in such schedules, class and/or subject assignments, building assignments or room assignments are proposed after June 1, the affected teacher shall be notified in writing of the new assignment. Where feasible, in the elementary schools "minimal performance group" assignments shall be rotated every two (2) years. In no case shall the same teacher be assigned to a "minimal performance group" for more than three (3) years in succession unless that teacher volunteers for such assignment. No inexperienced teacher should be assigned to a "minimal performance group" where experienced teachers are available for such assignments.

II. STAFF EVALUATION

A. An observation and evaluation year shall be construed as running from April 1 to the following February 15. An extension of this year may be necessary where an evaluation is unfavorable and requires a confirming evaluation.

B. A non-tenure staff member shall be evaluated in writing a minimum of twice during the period from April 1 to the following February 15. Each written evaluation must be supported by a minimum of two observations.

In the case of non-tenure staff members who are rehired for the succeeding contract year, a minimum of one evaluation must be performed during the period from September 1 to the following February 15.

As a result of an unfavorable evaluation, another evaluation shall be required. Such evaluation shall be performed no later than March 15.

C. A tenure staff member shall be evaluated in writing a minimum of one time during the period from April 1 to the following February 15. Each evaluation must be supported by a minimum of two observations. As a result of an unfavorable evaluation, another evaluation shall be required. Such evaluation shall be performed no later than March 15.

D. The observer will give the staff member a written report of his appraisal of the staff member's effectiveness during the period of observation with suggestions for improvement where required. Such a written report shall be followed by a conference, if desired by either party, on a mutually satisfactory date not more than five school days after the submission to the staff member of such written observation.

Each written evaluation shall be followed by a conference, if desired by either party, on a mutually satisfactory date not more than five school days after the submission of the evaluation to the staff member.

No such evaluation or observation shall be submitted to the principal's office, to the superintendent's office, nor placed in the staff member's personal file or otherwise acted upon without adherence to the procedure heretofore outlined. Each written observation or evaluation shall be signed by the observer and by the staff member, indicating that the staff member has examined the written document. The staff member is encouraged to express in writing his or her disagreement with any part of a written evaluation or observation and have that statement filed as part of such a document. Failure to do so implies substantial agreement. No staff member shall be required to sign an incomplete observation or evaluation.

ARTICLE VII

NON-TEACHING DUTIES

The Board and the Association acknowledge that a teacher's primary

Superintendent of Schools before or during the first half day of absence.

e.) 1. The Superintendent of Schools excuses him, in advance, for other urgent reasons. The employee may make the request by telephone or through his principal. No one except the Superintendent of Schools may excuse or refuse an employee's absence under this rule.

2. A staff member may be granted two (2) days of leave to attend to private matters which cannot be handled outside school hours. Application to the Superintendent through building principal shall be made at least five days before taking such leave, except in emergencies. In such cases, reasons beyond the signing of the required form shall not be required of the staff member. These days may not be taken immediately before nor immediately following a holiday nor during the first or last week of school and no more than three (3) professional staff members shall be permitted this absence on any one day.

   The spirit and the intention of this section is to provide only for an unusually private concern of an individual and, therefore, is not to be interpreted in any manner other than that which has been expressed.

   If it is established that a staff member takes such leave for other than the above purposes the Superintendent may exercise judgment as to the validity of the request and it may result in the forfeiture of pay for the absence.

3. NPEA will inform membership that this day is not intended to be used for recreation, relaxation or shopping.

II. An employee may be absent for not more than two (2) days without loss of pay if he is a member of a religious organization requiring its members to abstain from working on Holy Days which fall on school days or on days scheduled for in-service training.

III. An employee absent for reasons other than those specified above shall receive no pay for the time lost.

IV. An employee wishing to apply for an exception to the rules stated above must apply in writing for a review of his case at the June meeting of the Board of Education. Such application must be received before the first Monday in June.

V. Nothing herein shall be construed to be in conflict with the Workman's Compensation Laws of the State of New Jersey.

ARTICLE XI

EXTENDED LEAVES OF ABSENCE

I. Two (2) tenure employees designated by the Association may be granted a leave of absence for a period not in excess of two (2) years to work for the Association and/or its affiliates. Such leave shall be without accumulation of credit on the salary guide and without pay.

II. A tenure employee may be granted a leave of absence for a period not in excess of two (2) years:

   A. To join the Peace Corps, VISTA, National Teachers' Corps, or similar program as a full-time participant
   B. To serve as an exchange or overseas teacher as a full-time participant

   Such leave shall be with accumulation of credit on the salary guide but without pay.

III. A tenure employee invited to teach on a full-time basis in an accredited college or university may be granted a leave of absence for a period not in excess of two (2) years. Such leave shall be with accumulation of credit on the salary guide but without pay.

IV. A tenure teacher may be granted maternity leave of absence subject to terms satisfactory to the administration. She shall notify the Superintendent of her pregnancy as soon as it is medically confirmed. Such leave shall be without accumulation of credit on the salary guide and without pay.

V. A female tenure teacher who adopts an infant may be granted a leave of absence. The leave shall commence upon receipt of *de facto* custody of said infant or earlier if necessary to fulfill the requirements for the adoption. Such leave shall be without accumulation of credit on the salary guide and without pay.

VI. A tenure employee may be granted a leave of absence for advanced study at the discretion of the Board of Education.

VII. All applications for leaves, extensions or renewals thereof must be made and granted in writing.

VIII. A tenure employee upon the resumption of his employment shall have restored to him all benefits to which he was entitled prior to his leave of absence.

semester or the entire school year, the employee shall notify the Superintendent on or before April 1 of his intention to return to duty the following school year. Failure of an employee on leave to give such notification shall be interpreted as an indication that such employee does not wish to return to the North Plainfield School System.

K. *Reinstatement* -- Unless conditions have arisen that necessitate change in subject or building assignment, the employee who has complied with Section J above shall be reinstated in the position he held at the time his leave was granted.

Reinstatement is further conditioned by submitting a written report to the Superintendent describing the significant activities engaged in while on sabbatical leave. If the leave is taken during the first semester, such report is due by March 30 of the following semester. If the leave is taken during the second semester or for the entire school year, the report is due by the following September 30.

L. *Salary* -- The salary of an employee on sabbatical leave for a full year shall be fifty-five (55%) percent of the salary to which he is entitled if not on leave, minus the regular deductions for Social Security, Income Tax, Teachers' Pension Fund and any other deduction required.

The salary of an employee on sabbatical leave for one (1) semester shall be seventy-five (75%) percent of the half-year salary to which he is entitled if not on leave, minus the regular deductions listed above.

Salary shall be paid in accordance with the salary payment schedule of the North Plainfield School System.

The decision of the Board to grant or to refuse to grant a sabbatical leave shall be final. It shall not be subject to the grievance procedure.

M. *Reimbursement* -- Neither tuition nor costs of any professional growth activity undertaken during sabbatical leave will be reimbursed.

ARTICLE XIII

STAFF-ADMINISTRATION LIAISON

I. The Association shall select a Liaison Committee for each of the following building units:

A. East End School
B. West End School
C. Somerset School
D. Stony Brook School
E. North Plainfield High School

The committee shall consist of not more than one (1) member for every twenty (20) staff members in each building unit but shall in no event have fewer than three (3) members. For the duration of the school year, the committee shall meet with the principal at least once a month, or as deemed necessary. Primary responsibility to call meetings shall rest with the Association. The committee shall review and discuss local school problems and practices and it shall play an active role in the revision or development of building policies. No building practices shall be adopted in any unit without the approval of the Superintendent of Schools. Any change in building practice shall then apply to all other units having the same grade level.

II. A member of the Department of Pupil Services shall meet with the Superintendent of Schools at least once a month, or as deemed necessary, for liaison purposes as outlined in applicable sections of Part I above.

III. The Association's representatives shall meet with the Superintendent and/or a committee of the Board at least once a month during the school year, unless it is mutually agreed upon by both parties that a meeting is not deemed necessary. Primary responsibility to call meetings shall rest with the Association. The first Board-Staff meeting shall be held prior to September 20. The Board-Staff Committee shall review and discuss current school problems and practices. The Committee shall also attend to the proper administration of this Agreement.

ARTICLE XIV

INSTRUCTIONAL COUNCIL

I. The purpose of the Council shall be to strengthen the educational program through research, recommendations, implementation and evaluation. The Council may consider, but not be limited to, advising the Superintendent of Schools and the Board of Education on such matters as educational philosophy and goals of the district, educational specifications for building, teacher recruitment, curriculum improvement, teaching techniques, in-service training, pupil testing and evaluation, extra-curricular programs and any other related educational matter.

II. The Council shall consist of three (3) representatives appointed by the Superintendent and six (6) representatives appointed by the Association. Representatives of the Superintendent shall each have one (1) vote, and representatives of the Association shall each have one-half (½) vote in Council decisions.

III. The Council shall, at all times, represent the best professional interests and objectives identifiable by the membership of said Council. It shall be authorized to establish, when necessary, special study committees for specific projects.

IV. The Council shall encourage the institution of ideas, and shall accept suggestions from individual teachers, departments, grade levels, association committees, administrators, Board of Education members, students, parents or any other interested party.

V. Nothing in this article shall be interpreted to prevent the Council from seeking professional consultation from within the professional staff of the public schools of North Plainfield or from recommending that outside consultation be obtained. However, any costs relating to the function of the Instructional Council shall be approved by the Board of Education.

VI. The Council shall establish its own rules of procedure and shall provide for a rotating chairman who shall be responsible for the arrangement and conduct of meetings.

VII. The Council shall meet at least once each month.

VIII. The Board of Education and the Association shall study and consider all written recommendations submitted by the Council for action, and shall reply in appropriate manner at the earliest practicable date.

IX. Reports of the Council or any study committee of the Council may include minority as well as majority views.

ARTICLE XV

MAINTENANCE OF CLASSROOM CONTROL AND DISCIPLINE

I. When, in the judgment of a teacher, a student requires the attention of the principal, counselor, psychologist, physician or other specialist, he shall so inform his principal. The principal shall arrange, as soon as possible, to meet with the teacher (and one or more specialists, if he deems it necessary) to discuss the matter, and to decide upon the appropriate steps to be followed. The principal shall advise the parent of guardian of his recommendations and actions.

II. When, in the judgment of a teacher, a student is seriously disrupting the instructional program, the teacher may exclude the student from the classroom and immediately refer him to a principal. In such cases the principal shall arrange, as soon as possible, (and under normal circumstances not later than the conclusion of the following school day) to meet with the teacher. A parent or guardian, and possibly an appropriate specialist, may be called in to discuss the matter and to decide upon the appropriate steps to be followed.

ARTICLE XVI

PROTECTION OF STUDENTS, TEACHERS AND PROPERTY

As per school law Title 18A.

ARTICLE XVII

PROFESSIONAL GROWTH DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

I. PROFESSIONAL GROWTH

A. The Board and the Association agree that professional growth is a vital and desirable facet of superior education and of professional performance in the North Plainfield Schools. It is therefore agreed that each professional employee be obligated to complete the equivalent of two (2) working days per school year in professional growth activities. Guidelines for acceptable professional growth activities will be developed and distributed by the Professional Growth Council. To this end, the Board agrees to identify two (2) days in the annual calendar when classes will not be held so that Professional Growth obligations may be met.

B. A list of nominees representing elementary and secondary classroom teachers, elementary and secondary administrators, specialists, department supervisors, and persons functioning in pupil personnel services, shall be submitted by the President of the Association to the Superintendent of Schools. From this list of nominees the Superintendent and the Association shall recommend to the Board of Education at least two (2) representatives from each above category who will accept appointment to a Professional Growth Council. If a list of nominees is not provided by the Association, it is understood that the Superintendent will proceed with the nomination of the representatives independent of the Association.

The Superintendent of Schools will chair the first meeting or until a chairman is appointed, and participate ex officio, in devising and proposing specific procedures for implementing a professional growth plan.

C. The first meeting of the Professional Growth Council shall occur prior to May 1, 1974, and the Superintendent shall sit as chairman of the first meeting at which time a chairman pro tem will be elected from the representative membership.

D. The philosophy and procedures by which the Professional Growth shall operate shall be developed by the representative membership of that committee.

II. EDUCATIONAL IMPROVEMENT

The Board agrees to pay:

A. The full cost of tuition and other reasonable expenses incurred in connection with courses, workshops, seminars, conferences, in-service training sessions or other such sessions which a teacher is required and/or requested to take by the administration.

B. The Board agrees to pay seventy (70%) percent of the cost of courses approved by the Superintendent as defined in the Board's policy statement in the teachers' handbook.

C. Activities engaged in under the category of Educational Improvement will not be credited toward meeting the obligation of Professional Growth.

ARTICLE XVIII

INSURANCE PROTECTION

I. At the beginning of the 1974-1975 school year, the Board shall provide the health-care insurance protection outlined in present policies and designated below. The Board shall pay the full premium for each teacher and one hundred percent (100%) of the family premium for the 1974-1976 school years.

A. The Board shall make payment of insurance premiums to provide insurance coverage for the full twelve (12) month period commencing on October 1 and ending on September 30 for each teacher who remains in the employ of the Board for the full school year.

B. Provisions of the health-care insurance program shall be detailed in master policies and contracts agreed upon by the Board and the Association and shall include but not necessarily be limited to:

1. Hospital room and board and miscellaneous costs
2. Out-patient benefits
3. Laboratory fees, diagnostic expenses, and therapy
4. Maternity costs
5. Surgical costs
6. Major-medical coverage.

ARTICLE XIX

SALARIES

I. The salaries of all teachers covered by this agreement are set forth in the approved salary guide attached hereto, except that the Board, at its discretion, in individual cases with just cause, may continue a salary lower than that provided for in the attached schedule and may withhold salary increases or portions thereof.

II. The Board and the Association agree to the following:

A. Teachers employed on a twelve (12) month basis shall be paid in twenty-four (24) semi-monthly installments.

B. Teachers employed on a eleven month (11) month basis shall be paid in twenty-two (22) semi-monthly installments.

C. Teachers employed on a ten (10) month basis shall be paid in twenty (20) semi-monthly installments.

D. Pay days shall be on the fifteenth (15) day and on the last school day of the month.

E. When a pay day falls on or during a school holiday, vacation or weekend, teachers shall receive their pay checks on the working day immediately preceding the holiday, vacation or weekend.

F. A teacher shall receive his final pay check on the last working day in June after he has completed all his assigned duties.

G. If at least twenty-five (25) employees elect to have ten (10%) percent of each semi-monthly salary installment withheld by the Board, the total of the sums so withheld shall be paid by the Board to the teacher without interest, in one of the following ways:

1. To the employee should he terminate his employment
2. To the employee in two (2) equal installments on the fifteenth (15th) days of July and August immediately following the end of the teaching period in which the sums were withheld
3. To the employee's estate upon his death.

III. Schedule I of the Salary Policy - The following salary schedule pertains to teachers employed for ten months in each fiscal year:

Years of accredited experience	Non-degree	Bachelor's degree	Master's degree	Master's degree six-year level	Doctor's level
0	$ 8,333	$ 9,000	$ 9,720	$10,498	$11,154
1	8,706	$ 9,404	10,161	10,977	11,667
2	9,079	9,807	10,601	11,456	12,180
3	9,452	10,211	11,042	11,936	12,693
4	9,825	10,614	11,483	12,415	13,206
5	10,198	11,018	11,923	12,895	13,719
6	10,572	11,421	12,364	13,374	14,232
7	10,946	11,825	12,805	13,853	14,745
8	11,320	12,228	13,245	14,333	15,258
9	11,694	12,632	13,686	14,812	15,771
10	12,068	13,035	14,126	15,292	16,284
11	12,442	13,439	14,567	15,771	16,798
12	12,816	13,842	15,008	16,250	17,311
13	13,190	14,246	15,448	16,730	17,824
14	13,564	14,649	15,889	17,209	18,337
15	13,938	15,053	16,330	17,689	18,850

IV. Schedule II of the Salary Policy --

A. The salary schedule for each of the following twelve (12) month positions shall be obtained by multiplying the appropriate salary in schedule I by the ratio shown opposite the respective title listed below:

	Ratio
High School Principal	1.6667
High School Vice-Principal	1.3750
High School Assistant Principal	1.3200
High School Guidance Director	1.2700
Elementary School Principal	1.3750
Director of the Department of Pupil Services	1.3333

B. 1. Subject Area Supervisors will work an eleven (11) month contract schedule consisting of the following:

a. each day of the regular school calendar

b. twenty-three additional work days between July 1 and June 30 on a pre-arranged schedule

2. Salary ratio for Subject Area Supervisors on an eleven (11) month schedule shall be 1.17.

3. Subject Area Supervisors wishing to depart from the eleven (11) month schedule shall advise the Superintendent by December 1st of the prior contract year. Salary ratio for Subject Area Supervisors who work a ten (10) month schedule shall be 1.07.

C. The salary schedule for each of the following ten (10) month positions shall be obtained by multiplying the appropriate salary in Schedule 1 by the ratio shown opposite the respective titles listed below:

	Ratio
School Psychologist	1.1600
Psychistric Social Worker	1.0600

V. Application of Accredited Experience

A. The salary of any employee listed in Schedule II shall be obtained by applying the ratio shown to the Schedule 1 salary of a teacher having equivalent education and experience.

B. Full credit shall be granted for the first nine (9) years of successful teaching experience in other schools.

C. A new employee shall be granted not more than three (3) years of credit for military service. A year of military service shall be defined as twelve (12) months.

D. No teacher may be employed initially at a salary higher than that recognizing twelve (12) years of accredited experience, as outlined above.

ARTICLE XX

LONGEVITY PAY

At the discretion of the Superintendent and the Board, the sum of $400 shall be added to the salary of all certificated personnel who have completed twenty (20) years of service within the North Plainfield School System. Up to four (4) years of military service, subsequent to employment in the North Plainfield School System, shall be counted toward longevity pay.

ARTICLE XXI

SALARY DEDUCTIONS

When requested, salary deductions shall be made in compliance with Chapter 310, Public Laws of 1967 (N.J.S.A. 52: 14-15, 9e) and under rules established by the State Department of Education.

When requested by an employee, the Board of Education agrees to enter into an agreement to reduce the employee's salary to purchase on behalf of the employee an annuity which qualifies under the provisions of Section 403b of the Internal Revenue Code of 1954, as amended.

ARTICLE XXII

SUPPLEMENTAL SALARIES

The Board of Education agrees to the following supplemental salaries. It is understood that the Board, as it deems necessary, may eliminate any of these positions or create additional ones.

1. *Athletic Coaches Pay Scale*	1.	2.	3.
Director of Athletics**	$1,700	$1,800	$1,900
Football			
Head Coach	1,525	1,625	1,725
Assistant Coach	875	925	975
Coach-Trainer	850	900	950
Equipment Manager	750	800	850
Soccer			
Head Coach	800	900	1,000
Assistant Coach	575	625	675
Cross Country			
Head Coach	600	650	700
Basketball			
Head Coach	1,150	1,250	1,350
Assistant Coach	775	825	875
Swimming			
Head Coach	675	725	775
Assistant Coach	525	550	575
Winter Track			
Head Coach	525	575	625
Wrestling			
Head Coach	1,150	1,250	1,350
Assistant Coach	775	825	875
Baseball			
Head Coach	900	1,000	1,100
Assistant Coach	650	700	750
Track			
Head Coach	900	1,000	1,100
Assistant Coach	650	700	750
2. *Athletic Coaches Pay Scale*			
Tennis			
Head Coach	775	825	875
Assistant Coach	550	575	600
Golf			
Head Coach	450	475	500

Coaches with no former experience shall begin on step No. 1 of the coaching pay scale. Experienced new coaches shall begin on step No. 2 or step No. 3 of the coaching pay scale with recommendations from the Director of Athletics.

II. *Intramural Pay Scale*

		Salary
A.	Supervisor of Intramural Program	$475.00

B. 2-Hour Rate

Days	Activity	
25	Jr. H.S. Wrestling	250.00
35	Archery	350.00
30	Fall Tennis	300.00
45	Jr.H.S. Football	450.00
45	Jr.H.S. Baseball.	450.00
45	Jr.H.S. Track	450.00
60	Modern Dance	600.00

C. 1½ - Hour Rate

23	Bowling	175.00
27	Floor Hockey	200.00
27	Gymnastics	200.00
27	Jr.H.S. Volleyball	200.00
23	H.S. Softball	175.00
27	H.S. Badminton	200.00
23	Spring Tennis	175.00
27	Jr.H.S. Girls' Spring Sports . .	200.00
30	H.S. Volleyball	225.00
33	H.S. Hockey	250.00
33	Jr.H.S. Basketball and Badminton	250.00
40	Jr.H.S, Basketball	300.00
33	Jr.H.S. Hockey & Soccer	250.00
30	H.S. Basketball - Girls	225.00
50	H.S. Basketball - Boys	375.00
23	Weight Training (Fall)	175.00
40	Weight Training (Spring) . . .	300.00
23	Coed Recreation	175.00

D. 1-1/4 - Hour Rate

160	Elementary, three seasons . .	1,000.00

E. If there are any deviations in hours required for an activity, the salary for that activity shall be pro-rated according to the number of hours actually worked.

**The class load of the Director of Athletics shall be the same as the average Subject Supervisor.

III. *Extra-Curricular Activity Pay Scale*

Cheerleading	600.00
Dramatics	550.00
Tunlaw Sr.	450.00
Yearbook	450.00
Debate Club	450.00
Pom-Pom	225.00
Color Guard	225.00
Majorettes	225.00
Tunlaw Jr.	225.00
Future Homemakers	150.00
Future Teachers	150.00

IV. *Other Supplemental Salaries*

The Board of Education agrees to pay the following supplemental salaries at the percentages indicated:

Director of Elementary Education	11%
Director of Audio-Visual Education	6%

The salaries of the above employees shall be obtained by multiplying the Schedule I salary in Article XIX for a teacher having equivalent education and experience by the percentage indicated above.

The Board of Education also agrees to pay the following supplemental salaries at the sums indicated:

Supervisor of Instruction	$1,325.00
Learning Disabilities Specialist	1,100.00
Teacher of Perceptually Handicapped	600.00
Reading Specialist	600.00
Administrative Assistant - West End	300.00
Teacher of the Educable Classes	300.00
Teacher of the Trainable Class	300.00
Speech Specialist	300.00
Head Librarian at the High School (as designated by the High School Principal)	300.00

V. Where feasible, teachers shall be notified no later than April 1 of their supplemental contract status for the ensuing year. Teachers shall sign their supplemental contracts or letters of intent by April 10th, unless, at the request of the teacher, an extension has been granted by the Superintendent.

ARTICLE XXIII

MISCELLANEOUS PROVISIONS

I. This Agreement shall be honored by the Board of Education and by the Association for the duration of the Agreement.

II. If any provisions of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, such provision or application shall not be deemed valid and subsisting except to the extent permitted by the law. All other provisions or applications shall continue in full force and effect.

III. Any individual contract between the Board of Education and an individual teacher, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with the Agreement, this Agreement shall be controlling.

IV. Copies of this Agreement shall be reproduced within thirty (30) days after the Agreement is signed. Copies shall be presented to all teachers now employed or hereafter employed by the Board. The Board and Association agree to Pro Rate expenses of printing copies of the Agreement.

V. Whenever any notice is required to be given by either party to this Agreement to the other, pursuant to the provisions of this Agreement, such party shall do so in writing at one of the following addresses:

A. If by the Association, to:

The Board of Education
Watchung School
North Plainfield, New Jersey 07060

B. If by the Board, to:

President
North Plainfield Education Association
_____School
North Plainfield, New Jersey 07060

VI. If, after the Agreement has become effective, it is felt by either the Board of Education or the Association that an amendment to this Agreement is warranted, such amendment may be added by mutual consent.

ARTICLE XXIV

DURATION OF THE AGREEMENT

This Agreement shall become effective July 1, 1974, and continue in effect until June 30, 1976, except for the following Articles which are in effect from July 1, 1974 until June 30, 1975:

ARTICLE VII, Section II
ARTICLE XII
ARTICLE, Section II,B.
ARTICLE XVIII
ARTICLE XIX
ARTICLE XX
ARTICLE XXII

Negotiations shall commence no later than October 15 of each year for each successor agreement.

This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated unless extended by mutual agreement.

In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested to by their respective secretaries, all on the day and year first written above.

ADDENDUM TO 1974-1976 AGREEMENT
between the Board of Education of North Plainfield
and the North Plainfield Education Association

ARTICLE VII NON-TEACHING DUTIES

Section 4: Teachers who cover classes for other staff members shall receive $5 per class beginning with the fourth occurrence.

ARTICLE XVII PROFESSIONAL GROWTH DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

I Professional Growth - no change

II Educational Improvement

A and C - no change

B - The Board agrees to pay 75% of $40 per credit hour of the cost of graduate courses approved by the Superintendent up to eighteen semester hours per year, as defined in the teachers' handbook.

ARTICLE XIX SALARIES

I. No Change

II. A to G - no change

H. All extra duty payments shall be made within thirty (30) days from date of duty, and payment shall contain identification of the duty performed.

III. Schedule I of the Salary Policy - The following salary schedule pertains to teachers employed for ten months in each fiscal year:

Years of accredited experience	Bachelor's Degree	Master's Degree	Master's degree six-year Level	Doctor's Level
0	$ 9,300	$10,100	$10,900	$11,600
1	9,720	10,498	11,338	12,046
2	10,156	10,974	11,855	12,600
3	10,592	11,449	12,372	13,154
4	11,028	11,925	12,891	13,708
5	11,463	12,402	13,408	14,262
6	11,899	12,877	13,927	14,817
7	12,335	13,353	14,444	15,371
8	12,771	13,829	14,961	15,925
9	13,206	14,305	15,480	16,479
10	13,643	14,781	15,997	17,033
11	14,078	15,256	16,515	17,587
12	14,514	15,732	17,033	18,142
13	14,949	16,209	17,550	18,696
14	15,386	16,684	18,068	19,250
15	15,821	17,160	18,586	19,804

Persons on or above the fifteenth step on the 1974-1975 Salary Guide will receive an eight percent across-the-board adjustment for the 1975-1976 school year only.

ARTICLE XXII SUPPLEMENTAL SALARIES

1. Athletic Coaches Pay Scale	1	2	3
Director of Athletics *	$1,740	$1,840	$1,940
<u>Football</u>			
Head Coach	1,565	1,665	1,765
Assistant Coach	915	965	1,015
Coach-Trainer	890	940	990
Equipment Manager	790	840	890
<u>Soccer</u>			
Head Coach	840	940	1,040
Assistant Coach	615	665	715
<u>Cross Country</u>			
Head Coach	640	690	740
<u>Basketball</u>			
Head Coach	1,190	1,290	1,390
Assistant Coach	815	865	915

(continued)

1. Athletic Coaches Pay Scale	1	2	3
Swimming			
Head Coach	$ 715	$ 765	$ 815
Assistant Coach	565	590	615
Winter Track			
Head Coach	565	615	665
Wrestling			
Head Coach	1,190	1,290	1,390
Assistant Coach	815	865	915
Baseball			
Head Coach	940	1,040	1,140
Assistant Coach	690	740	790
Track			
Head Coach	940	1,040	1,140
Assistant Coach	690	740	790
Tennis			
Head Coach	815	865	915
Assistant Coach	590	615	640
Golf			
Head Coach	490	515	540

Coaches with no former experience shall begin on Step No. 1 of the coaching pay scale. Experienced new coaches shall begin on Step No. 2 or Step No. 3 of the coaching pay scale with recommendations from the Director of Athletics.

**The class load of the Director of Athletics shall be the same as the average Subject Supervisor.

II. Intramural Pay Scale - no change.

III. Extra-Curricular Activity Pay Scale - no change

IV. Other Supplemental Salaries - no change

V. No change

VI. Following are established 1975-1976 salary rates for the interscholastic activities and Junior high athletics listed:

Girls' Interscholastic Athletics

Field Hockey	
Head Coach	$ 740
Assistant Coach	440
Basketball	
Head Coach	1,040
Assistant Coach	540
Softball	
Head Coach	740
Assistant Coach	440
Junior High Athletics	
Basketball	540
Wrestling	540
Baseball	440
Track	440