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**THIS BOOK DOES
NOT CIRCULATE**

PREAMBLE

This Agreement entered into this _____ day of _____, 19__, by and between the Board of Education of Hamburg, New Jersey, Hereinafter called the "Board", and the Hamburg Education Association, hereinafter called the "Association."

W I T N E S S E T H :

WHEREAS, the Board and the Association recognize and declare that providing a quality education for the students of the Hamburg School District is their primary aim and that the character of such education depends predominately upon the quality of teaching, the availability of materials, the functional utility of facilities, the release of imagination in planning, the application of democratic processes in administration, and the maintenance of high morale among the teaching faculty,

WHEREAS, the Board and the Hamburg Education Association pursuant to Chapter 303, Public Laws, 1968, have an obligation to negotiate with respect to the terms and conditions of employment, and

WHEREAS, the parties have reached certain understandings which they desire to confirm in this Agreement, be it,

RESOLVED, in consideration to the following mutual covenants, it is hereby agreed as follows:

1971-73

ARTICLE 1
RECOGNITION

A. UNIT

The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiation concerning grievances and terms and conditions of employment for all teachers, nurses, and librarians, whether under contract, on leave, on a per diem basis, employed, or to be employed by the Board.

B. DEFINITION OF TEACHER

The term "teachers", when used hereinafter in this Agreement, shall refer to all professional employees represented by the Association in the negotiating unit as above defined.

ARTICLE 11

NEGOTIATION OF SUCCESSOR AGREEMENT

A. DEADLINE DATE

The parties agree to enter into collective negotiations over a successor Agreement in accordance with Chapter 303, Public Laws, 1968, in a good-faith effort to reach agreement on all matters concerning the terms and conditions of teachers' employment. Such negotiations shall begin between October 15th and October 31st of the calendar year preceding the calendar year in which this Agreement expires. Any Agreement so negotiated when approved by the Board and the Association shall apply to all teachers and be reduced to writing, be signed by the Board and the Association.

B. MODIFICATION

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

MISCELLANEOUS

A. The parties agree to follow the procedure outlined in the Agreement and to use no other channels to resolve any question or proposal until the procedures within this Agreement are fully exhausted.

B. Neither party shall have control over the selection of the negotiating representatives of the other party.

C. The Board agrees not to negotiate, concerning said employees in the negotiating unit as defined in Article 1 of this Agreement, with any organization other than the Association for the duration of this Agreement.

D. The negotiations between the Board of Education and the Association shall be conducted in private.

ARTICLE 111

GRIEVANCE PROCEDURE

A. Definitions

1. A grievance is a claim by a teacher or the Association based upon the interpretation, application, or violation of policies, agreements or administrative decisions affecting a teacher or a group of teachers.

2. Aggrieved person

An "aggrieved person" is the person or persons making the claim .

3. Party in interest

A "party in interest" is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.

B. Procedure

1. A teacher or other employee with a grievance must first discuss his problem with the administrative principal. Both parties will make every effort to resolve the grievance at this level.

2. If the issue is not resolved the aggrieved may request a rehearing with the Administrator.

3. If the teacher is dissatisfied, he may then present his grievance to the Board of Education in writing.

4. The Hamburg Education Association will elect a Grievance Committee. This committee will be recognized by the administrative principal and the Board of Education. The procedure of the Grievance Committee must follow the procedure as outlined in 2 and 3 above.

5. Time Limitations:

Grievance must be filed within twenty (20) calendar days of its known occurrence.

Decisions rendered at Level 2 shall be forwarded to the Grievant within five (5) school days after receipt of same. A Board hearing, if requested, shall be granted within fifteen (15) school days after the grievant's filing for appeal. The Board shall render its decision within ten (10) days after the completion of the hearing.

If, after a cooling-off period of ten (10) days, the grievance remains unresolved either party may proceed to arbitration.

6. Arbitration

a. If the parties are unable to agree upon an arbitrator, a request for a list of arbitrators may be made to the American Arbitration Association by either party. The parties shall then be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator.

b. The Arbitrator so selected shall confer with the representatives of the Board and the Association and hold hearings promptly and shall issue his decision not later than twenty (20) days from the date of the close of the hearings or, if oral hearings have been waived, then from the date the final statements

and proofs on the issues are submitted to him. The Arbitrator's decision shall be in writing and shall set forth his findings of fact, reasoning and conclusions on the issues submitted. 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 Arbitrator shall be submitted to the Board and the Association and shall be advisory.

c. The costs 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.

C. Rights of Teachers to Representation

1. Teacher and Association

Any aggrieved person after Step #1 may be represented at all other stages of the grievance procedure by himself, or, at his option by a representative selected or approved by the Association. When a teacher is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance procedure.

2 Reprisals

No reprisals of any kind shall be taken by the Board or by any member of the administration against any party in interest, any representative, any member of the Association, or any other participant in the grievance procedure by reason of such participation.

D. Miscellaneous

1. Written decisions

Decisions rendered at Level 2 which are unsatisfactory to the aggrieved person and all decisions rendered at Levels 2 and 3 of the grievance procedure shall be in writing setting forth the decision and the reasons therefore and shall be transmitted promptly to all parties in interest and to the Association.

2. Separate grievance file

All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.

3. Meetings and hearings

All meetings and hearings under this procedure shall not be conducted in public but shall include only such parties in interest and their designated or selected representatives.

4. Any employee involved in a grievance procedure is obliged to follow administrative directives for Board policies while the grievance procedures are being reviewed.

ARTICLE 1V

TEACHERS RIGHTS

A. Rights and Protection in Representation

Pursuant to Chapter 303, Public Laws, 1968, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join, and support the Association and its affiliates for the purpose of engaging in collective negotiations and activities mutually beneficial to its members. Rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.

B. Just Cause Provision

No teacher shall 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, shall be subject to the grievance procedure herein set forth.

C. Criticism of Teachers

Any questions or criticism by a supervisor, administrator or Board member of a teacher or his instructional methodology shall be made in confidence and not in the presence of students, staff, parents, or other public gatherings except discussions and/or actions where issues are raised by the teacher or teachers involved.

ARTICLE V

ASSOCIATION RIGHTS AND PRIVILEGES

A. Use of School Buildings

The Association and its representatives shall have the right to use school buildings at all reasonable hours for meetings. The principal shall be notified in advance of the time and place of all such meetings. Approval shall be granted unless facilities are not available.

B. Use of School Equipment

The Association shall have the right to use school facilities and equipment, including typewriters, mimeographing machines, other duplicating equipment, calculating machines, and all types of audio-visual aid equipment at reasonable times, when such equipment is not otherwise in use. The Association shall pay for the reasonable cost of all materials and supplies incident to such use, and for any repairs necessitated as a result thereof.

C. Exclusive Rights

The rights and privileges of the Association and its representatives as set forth in this Agreement shall be granted only to the Association as the Exclusive representative of the teachers, and to no other organization.

ARTICLE VI
TEACHER WORK YEAR

A. The school calendar shall be as set forth in Schedule B and shall follow the County calendar. Changes in the school calendar shall be made only after agreement between the Association and the Board.

B. Inclement Weather

Teacher attendance shall not be required whenever student attendance is not required due to inclement weather.

C. Unused Snow Days

Unused snow days will be taken off the students and teachers calendar in June.

ARTICLE VII

TEACHING HOURS AND TEACHING LOAD

A. Teacher Day

1. Check-in Procedure

As professionals, teachers are expected to devote to their assignments the time necessary to meet their responsibilities, but they shall not be required to "clock in or clock out" by hours and minutes. Teachers shall indicate their presence for duty by placing a check mark in the appropriate column of the faculty "sign-in" roster.

2. Length of the day

The arrival and departure times for all teachers shall be designated in Schedule C., however their total in-school workday shall consist of not more than seven (7) hours and no (0) minutes which shall include a duty free lunch period as guaranteed to teachers under Section C of this article. On Fridays or on days preceding holidays or vacations, the teachers' day shall end at the close of the pupils' day.

B. Field Trips

Field trips shall be scheduled and implemented in a manner which shall be mutually agreed upon by the teachers participating in them. Written permission for field trips shall be obtained from the Board to guarantee insurance coverage as a school sponsored activity.

C. Lunch Periods

1. All teachers shall have a daily duty-free lunch period of at least thirty (30) minutes.

2. Leaving the Building

Teachers may leave the building without requesting permission during their scheduled duty-free lunch periods but will inform the office upon leaving.

D. Meetings

1. Prior to holidays and weekends

Meetings which take place after the regular in-school workday and which require attendance shall not be called on Fridays or on any day immediately preceding any holiday, or other day upon which teacher attendance is not required at school. Such meetings shall not exceed one day per week unless mutually agreed upon.

2. Association right to speak

An Association representative may speak to the teachers during any meeting referred to in paragraph 1 above for a reasonable period of time on the request of the representative. Teachers shall have the opportunity to suggest items for the agenda.

ARTICLE VIII

TEACHER EMPLOYMENT

A. Placement on Salary Schedule

1. Adjustment to salary schedule

Each teacher shall be placed on his proper step of the salary schedule as of the beginning of the 1971-1972 school year in accordance with paragraph 2 below.

2. Credit for experience

Full credit shall be given for previous outside teaching experience in a duly accredited school upon initial employment in accordance with the provisions of Schedule A. Additional credit not to exceed four (4) years of military service or alternative civilian service required by the Selective Service System.

B. Notification of Contract and Salary

Teachers shall be notified of their contract and salary status for the ensuing year no later than March 15. Teachers shall, in turn, notify the Board of their intentions for the ensuing year no later than March 31.

ARTICLE IX
SPECIALISTS

A. Minimums

The Board and the Association recognize the fact that an adequate number of competent specialists is essential to the operation of an effective educational program.

B. Substitutes

Beginning with the 1971-1972 school year, the Board agrees at all times to maintain, to the best of their ability, an adequate list of substitute teachers who shall be provided with appropriate orientation and training by the administration to help them instruct the classes they cover.

ARTICLE X

TEACHER FACILITIES

- A. During the 1971-72 school year, the Board shall maintain the following facilities:
1. Space in each classroom in which teachers may store instructional materials and supplies;
 2. A serviceable desk, chair, and filing cabinet, for the exclusive use of each teacher;
 3. Copies, exclusively for each teacher's use, of all texts used in the subjects taught by the teacher;
 4. Adequate books, paper, pencils, pens, chalk, erasers, and other such materials required in daily teaching responsibility;
 5. Adequate chalkboard space in every classroom.

ARTICLE XI
TEACHER ASSIGNMENT

A. Notification date for presently employed teachers

All teachers shall be given written notice of their salary schedules, class and/or subject assignments for the forth-coming year not later than April 1.

B. Revisions

In the event that changes in such schedules, class and/or subject assignments are proposed after April 1, the teacher affected shall be notified in writing, and upon the request of the teacher, the changes shall be promptly reviewed by the administrator and the teacher affected and, at his option, a representative of the Association.

ARTICLE XII

TEACHER EVALUATION

A. Non-tenure teachers

1. Frequency

Non-tenure teachers shall be evaluated by their immediate superiors at least three (3) times in each school year, to be followed in each instance by a written evaluation report and by a conference between the teacher and his immediate superior for the purpose of identifying any deficiencies, extending assistance for their correction and improving instruction. Such evaluation in each instance shall consist of at least three (3) in-classroom observations.

2. Review

Violations of or disagreements over any of the provisions of this Article in cases involving non-renewal or termination of employment of non-tenure teachers shall be subject to review under the Fair Dismissal Procedure established in Article XIII of the Agreement and shall be considered grounds for reinstatement without loss of pay or any other benefit provided by this Agreement.

B. General Criteria

1. Open evaluation

All observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher.

2. Evaluation by certificated supervisors

Teachers shall be evaluated only by persons certificated by New Jersey State Board of Examiners to supervise instruction.

3. Copies of evaluation

A teacher shall be given a copy of any class visit or evaluation report prepared by his evaluators at least one (1) day before any conference to discuss it. No such report shall be placed in the teacher's file, or otherwise acted upon without prior conference with the teacher.

C. Personnel Records

1. File

A teacher shall have the right, upon request, to review the contents of his personnel file and to receive copies of any documents contained therein. At least once a year, a teacher shall have the right to indicate those documents and/or other materials in his file which he believes to be obsolete or otherwise inappropriate to retain. Said documents shall be reviewed by the administrator and if, in fact, they are obsolete or otherwise inappropriate to retain, they shall be destroyed. Disputes over the retention of said documents may be processed through the grievance procedure, commencing at Level 2.

2. Derogatory Material

No material derogatory to a teacher's conduct, service, character, or personality shall be placed in his personnel file unless the teacher has had the opportunity to review such material by affixing his signature on the copy to be filed with the express understanding that such signature shall in no way indicate agreement with the contents thereof, the teacher shall also have the right to submit a written answer to such material and his answer shall be reviewed by the administrator and attached to the file copy.

2. No Separate File

Although the Board agrees to protect the confidentiality of personal references, academic credentials, and other similar documents, it shall not establish any separate personnel file which is not available for the teacher's inspection.

D. Termination of Employment

Final evaluation of teacher, upon termination of his employment, shall be concluded prior to severance and no documents and/or other material shall be placed in the personnel file of such teacher after severance or otherwise than in accordance with the procedure set forth in this Article.

ARTICLE XIII

FAIR DISMISSAL PROCEDURE

A. Notification of Status

1. Date

On or before March 15 of each year, the Board shall give to each non-tenure teacher continuously employed since the preceding September 30, either:

- a. A written offer of a contract for employment for the next succeeding year providing for at least the same terms and conditions of employment, but with such increases in salary and benefits as may be required by law or agreement between the Board and the Association, or
- b. A written notice that such employment shall not be offered.

B. Notification of Intention to Return

If the teacher desires to accept such employment, he shall notify the Board of such acceptance, in writing, on or before March 31, in which event such employment shall continue as provided for herein. In default of such notice, the Board shall not be required to continue the employment of the teacher.

ARTICLE XIV

TEMPORARY LEAVES OF ABSENCE

A. Absence due to a death in the teacher's or employee's immediate family or household shall be allowed with full pay for the required period up to five school days, upon notification to the administrative principal. The term "immediate family" shall include spouse, mother, mother-in-law, father, father-in-law, sister, brother, and child.

B. Absence due to the critical illness of a member of the teacher's or employee's immediate family shall be allowed with full pay up to three days (the immediate family defined as in "A" above), upon notification to the administrative principal.

a. Critical illness is interpreted to mean cases in which:

1. The patient is under the care of a physician.
2. The patient's condition is of a serious nature to such a degree that continuous nursing care is required.

In cases of absence due to the critical illness of a member of a teacher's or other employee's family, a report from the attending physician attesting to the nature of the illness may be required by the Board.

C. Death of other relative or close friend -- an allowance of up to one day's leave with full pay.

D. For other emergencies of a personal nature an allowance of up to three days leave with full pay upon prior approval by the administrative principal. Such leaves shall include religious holidays.

E. Up to two (2) days for the purpose of visiting other schools or attending meetings or conferences of an educational nature. Subject to administrative approval.

F. Other leaves of absence with pay may be granted by the Board for good reason.

G. Leaves taken, pursuant to Section A above, shall be in addition to any sick leave to which the teacher is entitled.

ARTICLE XV

EXTENDED LEAVES OF ABSENCE

A. Military

Military leave without pay shall be granted to any teacher who is inducted in any branch of the armed services of the United States for the period of said service and three (3) months thereafter, or three (3) months after recovery of any wound or sickness at time of discharge. Upon return from leave granted pursuant to this section, a teacher shall be considered as if he were actively employed by the Board during the leave and shall be placed on the salary schedule at the level he would have achieved if he had not been absent.

B. Maternity

A teacher shall notify the administrative principal of a pregnancy as soon as it is known. Said teacher shall be placed on maternity leave without pay commencing four (4) months prior to the anticipated date of birth and terminating six (6) months after the birth of the child. In the event of a still birth or the death of the child, the teacher, if she so elects may return to her position when physically able to perform her duties. Upon recommendation of the administrative principal and the approval of the Board, a teacher may leave at a later date or return at an earlier date than provided herewith. Upon return from leave granted pursuant to this section, a teacher shall not receive increment credit.

C. Good Cause

Other leaves of absence without pay may be granted by the Board with good reason.

D. Benefits Upon Return from Leave

All benefits to which a teacher was entitled at the time his leave of absence commenced, including unused accumulated sick leave shall be restored to him upon his return, and he shall be assigned to the same position which he held at the time said leave commenced, if available or, if not, to a substantially equivalent position.

E. Extensions and Renewals

All extensions or renewals of leaves shall be applied for and, upon approval, granted in writing.

ARTICLE XVI

ABSENCE FOR PERSONAL ILLNESS

- A. Definition: Absence from post of duty because of personal disability due to illness or injury, or because of exclusion from school by medical authorization because of a contagious disease in the immediate family household.
- B. All teachers employed shall be entitled to twelve (12) sick days with full pay in each school year.
- C. If fewer than twelve (12) school days or allowed sick leave is taken in any school year, then the number of days not used shall be cumulative without limit.
- D. Absence on sick leave shall be charged first to the twelve (12) day allowance for the current year until it is fully utilized, and thereafter, to the cumulative credit to the extent that such credit is available to the individual teacher.
- E. In all absences on sick leave exceeding five consecutive school days, the teacher may be required to file a physician's certificate with the administrative principal upon return.

ARTICLE XVII

PROTECTION OF TEACHERS, STUDENTS AND PROPERTY

A. Unsafe or Hazardous Conditions

If teachers deem the conditions under which they work unsafe, hazardous or dangerous to their health, safety, or well being or in the event of any disorder or disruption in the regular school program, the Association shall have the right to meet with the Board to discuss the situation and seek solutions thereto.

B. Corporal Punishment of Pupils

No person employed or engaged in a school or educational institution, whether public or private, shall inflict or cause to be inflicted corporal punishment upon a pupil attending such school or institution; but any such person may, within the scope of his employment, use and apply such amounts of force as is reasonable and necessary:

- (1) to quell a disturbance, threatening physical injury to others;
- (2) to obtain possession of weapons or other dangerous objects upon the person or within the control of a pupil;
- (3) for the purpose of self-defense; and
- (4) for the protection of persons or property;

and such acts, or any of them, shall not be construed to constitute corporal punishment within the meaning and intendment of this section. Every resolution, bylaw, rule, ordinance, or

other act or authority permitting or authorizing corporal punishment to be inflicted upon a pupil attending a school or educational institution shall be void.

ARTICLE XVIII

VOLUNTARY TRANSFERS AND REASSIGNMENTS

A. Date

No later than April 15 of each school year, the administrator shall deliver to the Association and post in the school building a list of the known vacancies which shall occur during the following school year.

B. Filing Requests

Teachers who desire a change in grade and/or subject assignment may file a written statement of such desire with the administrator. Such statements shall include the grade and/or subject to which the teacher desires to be assigned. Such requests for transfers and reassignments for the following year shall be submitted not later than May 1.

C. Posting

As soon as practicable, and no later than June 1, the administrator shall post and deliver to the Association a schedule showing the names of all teachers who have been reassigned or transferred and the nature of such reassignment or transfer.

D. Criteria for Assignment

In the determination of requests for voluntary reassignments, the wishes of the individual teacher shall be honored to the extent that the reassignment does not conflict with the instructional requirements. If more than one teacher has applied for the same position, the determination as to which teacher shall receive it shall be made by the administrator.

ARTICLE XIX

INVOLUNTARY TRANSFERS AND REASSIGNMENTS

A. Notice

Notice of an involuntary transfer or reassignment shall be given to teachers as soon as practicable.

B. Criteria

When an involuntary transfer or reassignment is necessary, the following criteria shall comply with the following order:

- (1) state and/or federal laws, rules, regulations
- (2) teachers' area of competence
- (3) major or minor field of study
- (4) length of service in the Hamburg School System
- (5) administrative directives and
- (6) other relevant factors

C. Meeting and Appeal

An involuntary transfer or reassignment shall be made only after a meeting between the teacher involved and the administrator at which time the teacher shall be notified of the reason therefore. In the event that a teacher objects to the transfer or reassignment, the teacher may request a meeting with the administrator with an Association representative present at such meeting.

D. Priority in Reassignment

A teacher being involuntarily transferred or reassigned shall be placed only in an equivalent position; i.e., one

of which, among other things does not involve reduction in total compensation.

ARTICLE XX

COMPLAINT PROCEDURE

A. Procedural Requirement

Any complaints regarding a teacher made to any member of the administration by any parent, student, or other person which does or may influence evaluation of a teacher shall be processed according to the procedure outlined below.

B. Meeting with Principal or Immediate Supervisor

The principal shall meet with the teacher to appraise the teacher of the full nature of the complaint and they shall attempt to resolve the matter informally.

C. Right to Representation

The teacher shall have the right to be represented by the Association at any meetings or conferences regarding such complaint, after the initial meeting with the administrator.

D. Procedure

In the event a complaint is unresolved to the satisfaction of all parties, the teacher may request a formal conference of all parties with the administrative principal to attempt to resolve the complaint. If the complaint is unresolved, the teacher may request a private meeting of all parties with the Board. Any complaint unresolved by the Board may be processed by the teacher under the Grievance Procedure.

E. File

All documents, communications, and records dealing with the complaint procedure shall be filed in a separate file and shall not be kept in the personnel file of any teacher.

ARTICLE XXI

BOOKS AND OTHER INSTRUCTIONAL MATERIALS AND SUPPLIES

Each teacher may make recommendations on instructional materials for his class.

ARTICLE XXII

DEDUCTIONS FROM SALARY

The Board agrees to deduct from the salaries of its teachers dues for associations such as are mandated by law.

ARTICLE XXIII

MISCELLANEOUS PROVISIONS

A. The cost of printing copies of the Agreement shall be shared equally by the Board of Education and the Hamburg Education Association.

B. No Reduction

The intention of the Board of Education is that the number of teachers employed at the beginning of the 1970-71 school year shall not be reduced during the term of this agreement.

ARTICLE XXIV

SALARIES

A. Salary Schedule

1. The salary of each teacher covered by this agreement is set forth in Schedule "A" which is attached hereto and made a part hereof.
2. Any teacher who has or shall achieve 30 credits beyond the M.A. Degree shall receive \$600.00 above the appropriate step of the M.A. scale of Schedule A.
3. Teachers employed during school year 1970-71 on the B.A. scale, and who have earned 15 credits beyond the B.A. Degree, will qualify for adjustment to the B.A. plus 15 scale of Schedule A regardless of credit qualifications. Credits earned after July 1, 1971, will be subject to review by the administrative principal and will be toward an advance degree.

B. Method of Payment

1. Ten (10) Month

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

2. Exceptions

When a pay day falls on or during a school holiday, vacation, or week-end, teachers shall receive their pay checks on the last previous working day.

3. Final Pay

Each teacher shall receive his final pay and the pay schedule for the following year on his last working day in June.

C. Non-Degree Teachers

Non-degree teachers will be placed upon their proper step on the B.A. scale and will continue to progress on the B.A. scale upon presentation of evidence of the following:

- (1) Matriculation for a B.A. degree at an accredited college or university.
- (2) Progress toward a B.A. degree at a rate of 8 semesters hours credit per year.
- (3) The Board will assume the full cost of tuition for the 8 credits required by teachers, presently employed, to maintain their position on the B.A. scale.

SCHEDULE A

<u>Step</u>	<u>Non-Degree</u>	<u>B.A.</u>	<u>B.A.+15</u>	<u>M.A.</u>
1	6,400	7,700	8,000	8,400
2	6,700	8,000	8,300	8,700
3	7,000	8,300	8,600	9,000
4	7,300	8,600	8,900	9,300
5	7,600	8,900	9,200	9,600
6	7,900	9,200	9,500	9,900
7	8,200	9,500	9,800	10,200
8	8,500	9,800	10,100	10,500
9	8,800	10,100	10,400	10,800
10	9,100	10,400	10,700	11,100
11	9,400	10,700	11,000	11,400
12	9,700	11,000	11,300	11,700
13	10,000	11,300	11,600	12,000

The Board agrees to establish the following salary guide for additional services. Modifications in co-curricular positions shall be negotiated.

Ass't to the Principal & Reading Co-ordinator Kdgn. & 1st Grade	\$535
Reading Co-ordinator - Primary Grades	435
Reading Co-ordinator - Intermediate Grades	435
AVA Co-ordinator	435
Stipend for music teacher for time spent supervising Memorial Day Parade & Halloween Parade, if held..	50
Coach & supervisor for soccer program (boys).....	235
Coach & supervisor for wrestling program (boys).....	335
Coach & supervisor for field & track program (boys & girls).....	335

ARTICLE XXV

A. As of the beginning of the school year, the Board shall provide the health-care insurance protection designated below:

1. Full New Jersey Blue Cross, Blue Shield, and Rider J benefits to be paid in full for all employees and eligible dependents.

ARTICLE XXVI

DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 1971 and shall continue in effect until June 30, 1973, exclusive of salary negotiations, subject however, to all of the provisions and requirements of Chapter 303 of the Laws of 1968. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions and applications shall continue in full force and effect.

IN WITNESS WHEREOF, the Association has caused this Agreement to be signed by its representative and the Board has caused this Agreement to be signed by its President, attested by its Secretary, and its corporate seal to be placed hereon, all on the day and year first above written.

HAMBURG EDUCATION ASSOCIATION

By: _____
President

BOARD OF EDUCATION OF THE
BOROUGH OF HAMBURG

By: _____
President