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THIS BOOK DOES
NOT CIRCULATE

MEMORANDUM of AGREEMENT

Between

THE BOARD OF EDUCATION OF THE

BOROUGH OF WASHINGTON

and

THE WASHINGTON EDUCATION ASSOCIATION

1972 - 1973

I certify the foregoing to be a true copy of the original contract executed by the parties and in effect for the School Year 1972-73.

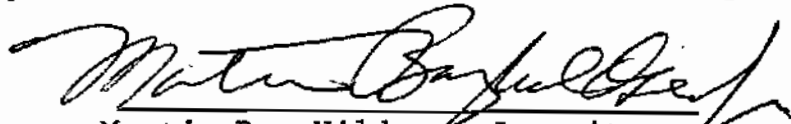

Martin Bry-Nildsen, Jr., Attorney

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PREAMBLE

This Agreement entered into this day of
November, 1972, by and between the BOARD OF EDUCATION OF THE
BOROUGH OF WASHINGTON, Warren County, New Jersey, hereinafter
called the "Board"; and THE WASHINGTON EDUCATION ASSOCIATION,
hereinafter called the "Association".

WITNESSETH:

WHEREAS, the Board and the Association, pursuant
to "The New Jersey Employer-Employee Relations Act" (N.J.S.A.
34:13A1 et seq. C. 303 L. 1968 as amended and supplemented),
have engaged in negotiations as a result of which the parties
have reached understanding;

NOW, THEREFORE, in consideration of the covenants
herein set forth, is hereby agreed as follows:

ARTICLE I

RECOGNITION

A. For the term hereof the Board recognizes the
Association as the exclusive representative for collective
negotiation concerning the terms and conditions of employment

for all the certificated personnel employed or to be employed by the Board, including:

Classroom Teachers
Special Teachers
Reading Teachers
Nurses
Librarians

but excluding: Principals

Administrative Assistants

Psychologists

Social Workers — SPEECH THERAPIST

Learning Disabilities Specialists

Clerical Workers

Building Service Workers

Unless otherwise specifically provided herein the term "teacher" used in this Agreement, shall refer to all professional employees included in the negotiating unit represented by the Association as above defined, and shall include both male and female and singular and plural, except when the context clearly indicates that only one sex is intended.

ARTICLE II

NEGOTIATION OF SUCCESSOR AGREEMENT

A. During negotiation, the Board and the Association shall present relevant data, exchange points of view and make proposals and counterproposals. Each party agrees to consider the proposals of the other in good faith. Negotiations for the contract covering the 1973-1974 school year shall commence not later than October 15, 1972, provided a contract for the school year 1972-1973 has been executed by the parties.

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

C. For the duration of this Agreement, the Board agrees not to negotiate concerning Teachers in the negotiating unit as defined in ARTICLE I of this Agreement, with any organization other than the Association.

D. 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.

ARTICLE III

GRIEVANCE PROCEDURE

I. Definitions

A. Grievance shall mean a complaint by a teacher, or group of teachers, alleging (1) a violation, misinterpretation or inequitable application of any of the provisions of this agreement; or (2) that such teacher has received unfair or inequitable treatment by reason of any act by the administration in a manner contrary to established board policy. However, the term "Grievance" shall not apply to any matter concerning the resolution of which: (a) a method of review is prescribed by law, or by a State Board Rule having the force and effect of law; (b) the Board of Education is without authority or jurisdiction; or (c) any complaint of a non-tenure teacher which arises by reason of his not being re-employed.

II. Procedure

A. Grievances shall be set forth in written complaints, and filed with the teacher's immediate supervisor within two weeks following the occurrence of the act, treatment, or condition. Such complaint shall set forth all of the facts forming the basis of the complaint, so that the nature of the grievance clearly appears and the affected parties have a fair opportunity to meet the allegations;

B. The teacher may appeal a decision of his immediate supervisor which shall be rendered within three school days from the date the complaint is filed with him through successive administrative levels as follows: building principal, superintendent, an arbitrator for advisory arbitration (if desired) and, finally, to the Board. Prior to any appeal, the teacher shall give written notice of his intention to appeal, to the person who rendered the decision from which the appeal is taken.

C. If a teacher wishes to appeal beyond the level of the building principal, he shall present his full

complaint in writing to the building principal, and the building principal shall render his decision in writing within three school days after receiving the written complaint. The employee shall then within one week on the date of the principal's decision, submit to the Superintendent of Schools, the teacher's original written complaint, the appeal papers, the building principal's written decision, and the teacher's written statement stating the reasons for the appeal.

D. The superintendent shall review the documents so submitted to him, may discuss the issue with the parties involved, and shall render a written decision within ten days after the appeal, was filed with him.

E. If the teacher is not satisfied with the decision of the Superintendent of Schools, the matter may be referred to The Professional Rights and Responsibilities Committee, hereinafter referred to as the "Committee", for review. If the Committee considers the grievance to have merit, it may recommend that the grievance be presented to the Board for hearing or to non-binding arbitration as provided in subparagraph I below.

F. If the Committee determines that the grievance is without merit, it will so advise the employee and a copy of its findings shall be sent to the building principal, the Superintendent of Schools, and the Board of Education.

G. A teacher, whose grievance has been determined to be without merit by the Committee, may, nevertheless, appeal in writing to the Board of Education.

H. Nothing herein contained shall be construed as requiring that a teacher refer his grievance to the Committee, and the right of the employee to appeal directly and independently to the Board shall be preserved. But in the event a teacher desires to appeal to the Board independently, such teacher shall give notice to the Association.

I. If the teacher's grievance has not been resolved to his satisfaction by the Superintendent of Schools or the Committee, the teacher may elect to submit his grievance to advisory, non-binding arbitration by personnel furnished through the Public Employee's Relations Commission; the American Arbitration Association; or the Federal Mediation

and Conciliation Service. Notice of the employee's intention to utilize such non-binding advisory arbitration service must be filed with the Board within two weeks following the receipt of the decision by the teacher of the Superintendent and a copy of said notification shall be served upon the Superintendent of Schools or the Board Secretary. The expense for the advisory arbitration shall be borne equally by the Association and/or teacher and the Board. Following the receipt of the report and recommendation of the arbitrator, the Board shall render its decision within 40 days of the decision of the arbitrator. The Board may hear additional testimony in the presence of the grievant and/or his representative and make further investigation before reaching its decision.

J. If the grievance is not resolved to the teacher's satisfaction by the Superintendent of Schools, the teacher may request a direct review by the Board. 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. The Board, or a committee thereof, shall review the grievance, hold a hearing with the employee, if requested by the employee, and render a decision in writing within thirty calendar days.

K. At no time prior to an official hearing or meeting before a duly constituted quorum of the Board, shall the teacher discuss with any members of the Board, or any one of them, the subject of the teacher's complaint or matters relating to the substance thereof.

L. A teacher may have a representative and/or witnesses of his choice in attendance at any level of the procedure above the Building Principal.

M. All provisions of this grievance procedure are to apply equally to all teachers within the Washington Borough school system whether or not such teachers are members of the Washington Education Association.

N. Nothing herein contained shall be construed as limiting or discouraging the right of any teacher to discuss any grievance informally with any appropriate member of the

administration, and having the grievance adjusted informally.

O. The Association, with the concurrence of the immediate supervisors and building principal, or in any case, where such supervisor and/or building principal is unable to act due to illness or absence, or whenever such immediate supervisor and/or building principal would be disqualified from hearing the grievance by reason of a conflict of interest, may submit a grievance in writing directly to the Superintendent of Schools without first presenting that grievance to the immediate supervisor or building principal involved, provided all immediate supervisors and building principals are served with copies of the grievance.

P. Meeting and hearings under this procedure shall not be conducted in public and shall include only the parties in interest and their designated or selected representatives and witnesses.

ARTICLE IV

ASSOCIATION RIGHTS AND PRIVILEGES

A. The Board agrees that the following

information shall be made available to the Association whenever reasonably requested: annual financial reports and audits, names and addresses of certificated personnel; and when available, tentative budgetary requirements and allocations, agendas and minutes of Board meetings; and school census data.

B. Representatives of the Association and its affiliates shall be permitted to transact official Association business on school property at such times as are determined to be reasonable by the administration. Such activities shall not interrupt or interfere with normal school operations, nor be conducted during normal working hours. If absolutely necessary, a signed routing slip may be employed by the Association.

C. No teacher or any representative of the Association, who, participates in negotiations, grievance proceedings, conferences or meetings, during working hours shall suffer any loss in pay, for the time so spent, when such participation is mutually scheduled by the parties during normal working hours.

D. The Association and its representatives

shall be permitted to use school buildings at all reasonable hours for meetings provided that the reasonableness of the hours shall be determined by the administrator. Meetings called by the administrator shall take precedence. No meetings shall be held unless building service workers are available at the requested times and the Association shall compensate janitors for overtime services. Requests for the use of school buildings shall be made at least forty-eight (48) hours in advance, except in the cases of emergency.

E. The Association shall be permitted to use the school facilities and equipment, including typewriters, mimeographing machines, other duplicating equipment, calculating machines, and audio-visual 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 any damages or repairs for which they are responsible. All equipment shall be operated by persons deemed by the administrator to be qualified to do so.

F. The Association shall have, in each school building, the use of a bulletin board in each faculty lounge. The Association shall also be assigned reasonably adequate space on the bulletin board in the central office for Association notices, subject to the principal's permission, which shall not be unreasonably withheld. Copies of all materials to be posted on such bulletin board shall be given to the building principal. In the event it has not been feasible to file a copy of the material, such material shall be exhibited to the building principal for inspection prior to posting.

G. The Association shall be permitted to use the interschool mail facilities and school mail boxes for official Association business.

H. The Association is not expected to assume the cost of speakers, consultants, and services normally considered an appropriate professional in-service training activity by a board of education.

I. The Association agrees to be bound by Board policy as set out in The Administrative Guide, provided such policy shall not violate any specific terms of this agreement.

ARTICLE V

TEACHER RIGHTS

A. Pursuant to Chapter 303, Public Laws 1968, as Amended and Supplemented, 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 other professional activities.

B. 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. Whenever any teacher is required to appear

before the Board or any committee thereof concerning any matter which could adversely affect the continuation of that teacher in his office, position or employment or the salary or any increments pertaining thereto, then he shall be given prior written notice of the reasons 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.

D. Any teacher who is suspended other than by reason of indictment, pending any investigation, hearing or trial or any appeal therefrom, shall receive his full pay or salary during such period of suspension, except that in the event of charges against such employee or officer brought before the Board of Education or the Commissioner of Education pursuant to law, such suspension may be with or without pay or salary as provided below. Upon certification of any charge to the commissioner, the board may suspend the person against whom such charge is made, with or without pay, but, if the determination of the charge by the Commissioner of Education

is not made within 90 calendar days after certification of the charges, then the full salary (except for said 90 days) of such person shall be paid beginning on the ninety-first day until such determination is made. Should the charge be dismissed, the person shall be reinstated immediately with full pay from the first day of such suspension. Should the charge be dismissed and the suspension be continued during an appeal therefrom, then the full pay or salary of such person shall continue until the determination of the appeal. However, the Board of Education shall deduct from said full pay or salary any sums received by such employee or officers by way of pay or salary from any substituted employment assumed during such period of suspension. Should the charge be sustained on the original hearing or an appeal therefrom, and should such person appeal from the same, then the suspension may be continued unless and until such determination is reserved,

in which event he shall be reinstated immediately with full pay as of the time of such suspension.

E. The teacher shall maintain the exclusive right and responsibility to determine grades within the grading policy of the Washington Borough School District based upon his professional judgment of available criteria pertinent to any given subject area or activity to which he is responsible.

F. No teacher shall be prevented from wearing pins or other identification of membership in the association or its affiliates.

G. Prior to the filing of any evaluation report of any teacher, the teacher shall have the right to comment upon the report in writing, and such comment shall be attached to and filed with the report. Upon request, the teacher, at her own expense, shall be entitled to a copy of any non-confidential material from his professional file.

ARTICLE VI

NONTEACHING DUTIES

A. In an effort to relieve teachers of nonteaching duties the Board agrees:

- (a) to, under present facilities, continue employing the present number of aides to provide supervision in lunchrooms and on the playground.
- (b) to extend the duty time of aides for one half ($\frac{1}{2}$) hour on inclement days.
- (c) to relieve presently assigned lunchroom teachers of the function of supervising aides.
- (d) to machine score the following standardized tests or their equivalent:

California achievement

California maturity

Iowa basic skills.

B. Teachers shall not be required to drive students

to activities which take place away from the school building. A teacher may do so voluntarily, however, with the advance approval of his principal or immediate supervisor. He shall be compensated for the use of his own automobile, if approved by the superintendent, at a rate of 10¢ per mile.

ARTICLE VII

TEACHER WORK YEAR

A-1. The in-school work year for teachers employed on a ten (10) month basis shall not exceed one hundred eighty-seven (187) days.

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

3. Teachers shall receive their final pay check in June upon completion of assigned duties and close-out requirements on the first or second day of teacher check-out.

B. The school calendar for 1972-73 shall be as set forth in Schedule B. No changes in the calendar shall be made without the consent of both the Association and the Board.

ARTICLE VIII

SICK LEAVE

A. As of September 1, 1972, all teachers employed shall be entitled to ten (10) sick leave days each school year as of the first official day of said school year. Unused sick leave days shall be accumulated from year to year with no maximum limit.

B. Teachers shall be given a written accounting of accumulated sick leave days no later than October 1 of each school year.

ARTICLE IX

TEMPORARY LEAVES OF ABSENCE

A. Commencing with the beginning of the 72-73 school year, teachers shall be entitled to the following temporary non-accumulative leaves of absence with full pay each school year:

1. Two (2) days leave of absence for personal, legal, business, household or family matters which require absence during school hours. All requests for absences shall be subject to the approval of the Superintendent or in his absence, his

appointed designee. Each personal business is defined as that business of a personal nature which cannot be transacted at other than school time. Requests must be submitted three (3) days in advance except in the case of emergencies. Except in cases of emergencies, no personal days shall be permitted on any school day immediately preceding or following a vacation period or holiday upon which the school is closed.

2. Up to four (4) school days at any one time in case of death of member of the immediate family (which as used herein, shall include parent, husband, wife, brother, sister, own children and grandparent) of any teachers, or the death of any relative or close friend who has lived in the home of the teacher for some time preceding death. Such teacher shall be excused, without loss of pay for the above stated period. Additional leave may be granted at the discretion of the Board.

3. Up to two (2) school days in case of illness of spouse or child requiring the presence of the teacher.

4. Time necessary for appearance in any legal proceeding connected with the teacher's employment or with the school system.

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

ARTICLE X

EXTENDED LEAVES OF ABSENCE

A. A tenure teacher shall notify the Superintendent of her pregnancy as soon as it has been medically confirmed, after which, at her own risk insofar as her health is concerned, the teacher may continue to teach. The teacher may request a maternity leave without pay at any time following the confirmation of her pregnancy and such leave shall be granted. Before returning to work, the teacher shall present a physician's certificate of physical fitness to resume her teaching duties.

B. A leave of absence without pay of up to two (2) years shall be granted to a tenure teacher for the purpose of caring for a sick member of the teacher's immediate family.

Additional leave may be granted at the discretion of the Board.

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

D. 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 from an extended leave.

E. All extensions or renewals of leaves shall be applied for and granted in writing.

ARTICLE XI

TEACHER FACILITIES

A. Each school shall have the following facilities:

1. Space in each classroom in which teachers may store instructional materials and supplies;
2. A teacher work area containing adequate equipment and supplies to aid in the preparation of instructional materials;
3. In addition to the aforementioned teacher work area, an appropriately furnished room which shall be

reserved for the exclusive use of teachers as a faculty lounge. Although teachers shall be expected to exercise reasonable care in maintaining the appearance and cleanliness of said lounge, it shall be regularly cleaned by the school's custodial staff.

4. A serviceable desk, chair for the exclusive use of each teacher;

5. A communication system so that teachers can communicate with the main building office from their classrooms;

6. Well-lighted and clean teacher rest rooms, separate for each sex and separate from the student's rest rooms;

7. Suitable closet space for each teacher's use, to store coats, overshoes and personal articles;

8. Copies, exclusively for each teacher's use, of all texts used in each of the courses he is to teach;

9. Chalkboard space in every classroom;

10. Dictionary in every classroom;

11. Adequate books, paper, pencils, pens, chalk erasers and other such material required in daily teaching responsibility.

ARTICLE XII

TEACHER EVALUATION

A-1. All monitoring or observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher.

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

3. 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 report shall be filed until a teacher has had an opportunity to confer concerning the same, which conference shall occur within five (5) days of receipt by the teacher of a copy of the report.

ARTICLE XIII

INSURANCE PROTECTION

A. As of the beginning of the 1972-1973 school year, the Board shall provide the health-care insurance protection designated below:

1. Individual regular Blue Cross-Blue Shield, Major Medical and the equivalent of Rider J.

2. The Board shall pay 25% of the total monthly premium of a \$1000 life insurance policy. The teachers shall pay the balance.

3. The Board shall provide each teacher with such a description of the health-care insurance coverage provided under this article (including conditions and limits of coverage as detailed above) as may be furnished by the carrier.

ARTICLE XIV

PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

A. The Board agrees to pay \$20.00 per credit up to a maximum of \$100.00 per year for under-graduate courses which have been approved by the Superintendent in advance of enrollment.

B. The Board agrees to pay up to \$30.00 per credit up to a maximum of ^{270.00}~~\$180.00~~ maximum of nine (9) credits per year for graduate courses taken as part of a Master's Degree program which has been approved by the Superintendent in advance of

enrollment. Not more than six (6) of such graduate credits, however, may be taken during the school year as set forth in Schedule B hereto annexed.

C. The Board agrees to pay full cost of tuition and other reasonable expenses incurred in connection with any courses, workshops, seminars, conferences, in-service training sessions, or other such sessions which a teacher is required and/or requested by the administration to take. (Said teacher shall also be compensated for all time spent in actual attendance at said sessions beyond his regular working day and year at the pro rata rate of his salary.) This provision does not apply to those courses that are required for permanent certification.

D. The Board agrees to pay \$10.00 to each teacher who attends the NJEA Convention, upon submission of a voucher therefor and evidence of attendance.

E. At the discretion of the Superintendent, teachers may attend educational meetings without loss of pay. Requests shall be filed with the Building Principal two weeks

in advance. Approval shall be obtained in writing from both the Building Principal and the Superintendent of Schools, two weeks in advance of the meeting.

ARTICLE XV

DEDUCTIONS FROM SALARY

A. The Board agrees to deduct from the salaries of its teachers dues for the Washington Education Association, the Warren 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 such rules as may be established by the State Department of Education.

ARTICLE XVI

SALARIES

A. The salaries of all teachers covered by this

Agreement are set forth in Schedule "A" which is attached hereto and made a part hereof.

B-1. Teachers may individually elect to have withheld from their pay ten percent (10%) of their monthly salary which withheld sum the Board shall deposit monthly for the account of the teacher making such election in Tri-Co Federal Credit Union. Upon payment of such sum for the teacher's account to Tri-Co Federal Credit Union the Board's obligation shall terminate.

B-2. Teachers shall be paid in twenty (20) equal semi-monthly installments to be received on the fifteenth and final days of each month during the school year except that the final check shall be delivered as provided in B-3 below. When a pay day falls on or during a school holiday, vacation or weekend, teachers shall receive their pay checks on the last previous working day.

B-3. Teachers shall receive their final checks and the pay schedule for the following year on the last working day in June, as specified in Article VII, Paragraph A-3.

C. Employment or adjustment increments may be withheld by the Board, in whole or in part, for inefficiency or other just cause relating to the teacher's performance of duties, in accordance with the following terms:

1. That the procedures outlined in Article XII "Teacher Evaluation" be followed;

2. The immediate superior and/or the principal shall not forward any recommendation to withhold a teachers' increment or a portion thereof through the Superintendent to the Board unless at least thirty (30) calendar days prior thereto, and in no case later than April 1 preceding the school year in which such withholding would be effective, the principal has given to the teacher in question, written notice of the alleged cause (s) for the recommendations, specifying the nature thereof with such particulars as to furnish the teacher an opportunity to respond to the charge (s) alleged;

3. Once a recommendation is forwarded to the Superintendent, the teacher may, within ten (10) school days from receipt of the notice file a grievance commencing

at level one as prescribed in Article III of this Agreement. The Board shall not take final action on the recommendation until it shall have reviewed the teacher's grievance.

4. The Board, at its discretion, shall have the right to restore any increment, adjustment, or portion thereof which may have been withheld, or any part of such withheld increment, adjustment, or both, in any subsequent year.

5. The effective period of any such withheld increment and/or adjustment shall be limited to the teacher contract in and for which the increment and/or adjustment was withheld, and the teacher shall not be entitled to reinstatement or reimbursement for such withheld increment or adjustment for such effective period.

ARTICLE XVII

MISCELLANEOUS PROVISIONS

A. Copies of this Agreement shall be reproduced at the expense of the Board within thirty (30) days after the

Agreement is signed. The Agreement shall be presented to all employed teachers or those considered for employment by the Board.

ARTICLE XVIII

BOOKS AND OTHER INSTRUCTIONAL MATERIALS

A-1. Teachers purchasing materials and/or supplies with advance written approval of the Superintendent or his designee, shall be reimbursed upon submission of a receipted invoice for the purchase of such items.

A-2. All teachers will have a reasonable opportunity to review text books and materials proposed by the administration and to submit to the principal comments and recommendations regarding the same.

ARTICLE XIX

TEACHING HOURS AND TEACHER LOAD

A. On school days preceeding holidays or vacations reasonable effort shall be made to end the teachers'

day five (5) minutes after the close of the pupils day.

B-1. Teachers may be required to remain at the end of the regular work day for the purpose of attending faculty or other professional meetings on two (2) days each month, and at other times of emergency. Such meetings shall begin not later than ten minutes after student dismissal time and shall run for not more than sixty minutes, except in emergency, such emergency to be determined at the discretion of the administration.

B-2. Except in cases of emergency declared by the administration, such meetings shall not be called on Fridays, or any work day immediately preceeding a holiday, or on any day in which the teachers are required or requested to return in the evening.

B-3. Except in cases of emergency, notice of the general agenda for any such meeting shall be given to all teachers involved on the day prior to the date such meeting is scheduled. Teachers shall have an opportunity to suggest additional items for the agenda.

B-4. An association representative at his request,

may speak to the teachers at the termination of any such meeting.

C. The classroom teacher normally engaged in regular academic instruction, in addition to their regular lunch periods, shall have at least five preparation periods per week during which they may not be assigned to other duties, except in cases of emergency. For the sake of clarification, kindergarten teachers are excluded from this provision. Librarians, physical education instructors, remedial reading instructors, and other special area teachers shall have preparation periods as time and conditions permit, but in no case less than one preparation period per week, except in cases of emergency.

D. On the school day immediately preceding the Christmas holiday as set out in the annexed Schedule B, pupils shall be excused at 1:00 o'clock and teachers may leave the building at 1:15 o'clock p.m., at which hour their school day shall terminate.

ARTICLE XX

DURATION

A. This Agreement shall be effective as of

July 1, 1972, and shall continue in effect until June 30, 1973, subject to the Association's right to negotiate a successor Agreement as provided in Article V.

B. This Agreement, having been approved by the Board and ratified by the members of the Association, is executed the day and year first above written, by the appropriate officers and under the respective seals of the parties.

BOARD OF EDUCATION OF THE
BOROUGH OF WASHINGTON

ATTEST:

By

(sgd.) Robert L. Detrick
(Robert L. Detrick)

(sgd.) Frank A. Saubier
(Frank A. Saubier)

THE WASHINGTON EDUCATION ASSOCIATION

ATTEST:

By

(sgd.) M. Craig Fallen
(M. Craig Fallen)

(sgd.) Mrs. Elaine Carmen
(Elaine Carmen)

SCHEDULE A

WASHINGTON BOROUGH PUBLIC SCHOOLS
Washington, New Jersey

1972-73 SALARY GUIDE

Yrs.	*Non-Degree	I	II	III	IV
1	6300	7725	8025	8325	8625
2	6565	8025	8325	8625	8925
3	6830	8325	8625	8925	9225
4	7095	8625	8925	9225	9525
5	7360	8925	9225	9525	9825
6	7625	9225	9525	9825	10125
7	7890	9525	9825	10150	10450
8	8190	9850	10150	10450	10750
9	8490	10175	10475	10775	11075
10	8790	10500	10800	11100	11400
11	9090	10825	11125	11425	11725
12	9390	11150	11450	11750	12050
13	9690	11475	11775	12075	12375
14	9990	11800	12100	12400	12700

CLASSIFICATIONS: * - Without Bachelor's Degree (adopted by Bd. of Ed. 5/23/72)
 I - Bachelor's Degree
 II - " " + 30 graduate credits
 III - Master's Degree
 IV - " " + 30 graduate credits or Doctorate

25 yrs. service - 20 yrs. in district - \$300
 20 " " - 15 " " " - \$200
 15 " " - 10 " " " - \$100

SCHEDULE B

WASHINGTON BOROUGH SCHOOLS
Washington, New Jersey

SCHOOL CALENDAR 1972-73

- Sept. 5 - Orientation Day - Teachers report
Sept. 6 - Schools open
- Nov. 2-3 - N.J.E.A. Convention, schools closed
Nov. 7 - Election Day, schools closed
Nov. 23-24 - Thanksgiving Holiday, schools closed
- Dec. 22 - 1 p.m. dismissal for pupils
1:15 p.m. dismissal for staff members
schools close for Christmas Holiday
- Jan. 2 - Schools reopen
- Feb. 19 - Presidents' Holiday, schools closed
- Apr. 20 - Good Friday, schools closed
Apr. 23-27 - Easter Holiday, schools closed
- May 28 - Memorial Day Holiday, schools closed
- June 14 - Last day of school
June 15 - Teacher Check-out Day
June 18 - Teacher Check-out Day

September	18
October	22
November	18
December	16
January	22
February	19
March	22
April	15
May	22
June	10
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	184