

NEGOTIATIONS CONTRACT

between

LOWER CAPE MAY REGIONAL  
BOARD OF EDUCATION

and

LOWER CAPE MAY REGIONAL  
EDUCATION ASSOCIATION

for school years

1974-1977

## TABLE OF CONTENTS

PREAMBLE

<u>ARTICLE</u>		<u>PAGE</u>
I	RECOGNITION	1
II	NEGOTIATION PROCEDURE	2
III	GRIEVANCE PROCEDURE	4
IV	TEACHER RIGHTS	8
IV a	MANAGEMENT RIGHTS	10
V	ASSOCIATION RIGHTS and PRIVILEGES-DUTIES	12
VI	SCHOOL CALENDAR and SCHEDULE	13
VII	TEACHING HOURS and TEACHING LOAD	14
VIII	CLASS SIZE	16
IX	NON-TEACHING DUTIES	17
X	TEACHER EMPLOYMENT	18
XI	SALARIES and SCHEDULE Guide	20 20 a
XII	TEACHER ASSIGNMENT	21
XIII	TEACHER EVALUATION	22
XIV	SICK LEAVE and LEAVES of ABSENCE	25
XV	SUBSTITUTES	28
XVI	PROTECTION of TEACHERS	30
XVII	MAINTENANCE of CLASSROOM CONTROL and DISCIPLINE	31
XVIII	INSURANCE PROTECTION	32
XIX	PERSONAL and ACADEMIC FREEDOM	33
XX	BOOKS and OTHER INSTRUCTIONAL MATERIALS and SUPPLIES	34

XXI	DUES DEDUCTION and AUTHORIZATION FORM	35
XXII	MISCELLANEOUS PROVISIONS	36
XXIII	DEDUCTION FROM SALARY	37
XXIV	DURATION OF AGREEMENT	38
	SCHEDULE "A"	39
	SCHEDULE "B"	40
	SCHEDULE "C"	41
	SCHEDULE "D"	43

PREAMBLE

This Agreement entered into this 17<sup>th</sup> day of October 1974, by and between the Board of Education of Lower Cape May Regional School District, Cape May, New Jersey, hereinafter called the "Board", and the Lower Cape May Regional Education Association, hereinafter called the "Association".

Whereas, the parties have reached certain understandings which they desire to confirm in this Agreement.

In consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE I  
RECOGNITION

A. The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiation concerning the terms and conditions of employment for all certificated personnel whether under contract, on leave, on per diem basis, employed or to be employed by the Board, including:

Classroom Teachers, Nurses, Librarians, Reading Teacher, Principal, Vice-Principal, Co-Curricular Sponsors, Guidance Personnel, and Permanent Substitutes.

B. Unless otherwise indicated, 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, and references to male teachers shall include female teachers.

ARTICLE II

NEGOTIATION PROCEDURE

- A. The parties agree to enter into collective negotiations over a successor Agreement in accordance with Chapter 303, Public Laws of 1968 in a good-faith effort to reach agreement on all matters concerning the terms and conditions of teachers employment. Such negotiations shall begin not later than during the first week of October of the calendar year preceding the calendar year in which this Agreement expires. Any Agreement so negotiated shall apply to all teachers, be reduced in writing, be signed by the Board and the Association, and be adopted by the Board.
- B. During negotiation, the Board and the Association shall present relevant data exchange points of view and make proposals and counterproposals.
- C. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party. The parties mutually pledge that their representatives shall be clothed with all necessary power and authority to make proposals, consider proposals, and make counterproposals in the course of negotiations.
- D. Should a mutually acceptable amendment to this Agreement be negotiated by the parties, it shall be reduced to writing, be signed by the Board and the Association, and be adopted by the Board and Association.
- E. Except as this Agreement shall hereinafter otherwise provide, all terms and conditions of employment applicable on the effective date of this Agreement to employees covered by this Agreement as established by the rules, regulations and/or policies of the Board in force on said date, shall continue to be so applicable during

the term of this Agreement.

F. The Board agrees not to negotiate concerning said employees in the negotiating unit as defined in ARTICLE I of this Agreement; with any organization other than the Association for the duration of this Agreement.

G. The Board agrees to notify the Association at regular Board meetings of any state or federal funds made available and consider recommendations relative to its disposal.

H. 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

1. Purpose

It is the policy of the Board and the Association that all grievances be resolved informally or at the earliest possible state of this grievance procedure. However, both parties recognize that the procedure must be available without any fear of discrimination because of its use. Informal settlements at any stage shall bind the immediate parties to the settlement but shall not be precedents in the later grievance proceeding.

2. Definitions

- a. A "grievance" is any alleged violation of this Agreement or any dispute with respect to all matters concerning the terms and conditions of teachers employment.
- b. A "teacher" is any person in the unit covered by this Agreement.
- c. An aggrieved party is the teacher or group of teachers who submit a grievance or on whose behalf it is submitted, the Association and (when it submits a grievance) the Board.

3. Submission of Grievances

- a. Before submission of a written grievance the aggrieved party must attempt to resolve it informally.
- b. Each grievance shall be submitted in writing on a form approved by the Board and the Association and shall identify the aggrieved party, the provision of this Agreement involved in the grievance, the time when and the place where the alleged events or conditions constituting the



the grievance existed and, if known, the identity of the person responsible for causing such events or conditions and a general statement of the grievance and redress sought by the aggrieved party.

c. A grievance shall be deemed waived unless it is submitted within thirty (30) days after the aggrieved party knew or should have known of the events or conditions on which it is based.

d. 1) A teacher or group of teachers may submit grievances which effect them personally and shall submit such grievances to the Principal.

2) The Association may submit any grievance. If it is limited in effect to one (1) school, the grievance shall be submitted to the Principal. Otherwise, it shall be submitted directly to the Superintendent of Schools.

3) The Board or Association may present potential grievances to a committee composed of five (5) members; two (2) Board members; two (2) Association members and Superintendent of Schools.

#### 4. Grievance Procedures

a. The Principal shall respond in writing to each grievance received. If, at any time, an aggrieved party is not satisfied with the response of the Principal or if no response is received within one (1) calendar week after the submission of a grievance, such aggrieved party may submit a copy of the grievance to the Superintendent of Schools.

b. The Superintendent or his designated representative shall, upon

request, confer with the aggrieved parties with respect to the grievance and shall deliver to the aggrieved parties a written statement of his position with respect to it no later than two (2) weeks after it is received by him.

c. Within two (2) weeks after receiving a grievance from the Board, the Association shall deliver to the Superintendent a detailed statement of its position with respect to the grievance.

d. In the event the Association or the Board is not satisfied with the statement of the other with respect to a grievance, it may, within thirty (30) days after receiving the statement, refer the grievance to arbitration by requesting that an Office of the American Arbitration Association propose the names of seven (7) arbitrators. A copy of such request shall be forwarded to the Superintendent of Schools or the President of the Association.

5. Arbitration

a. Upon receipt of the names of the proposed arbitrators, a designee of the Superintendent and of the Association shall strike names from the list until one (1) ultimately is designated as the arbitrator.

b. The arbitrator's decision will be in writing and will set forth his findings, reasonings and conclusions on the issues submitted. The arbitrator will be without power or authority to make any decision 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 final and binding on both parties. The arbitrator shall have no power to alter, add to or detract from the provisions of this Agreement.

c. The cost for the services of the arbitrator will be borne equally by the School Board and the Association.

d. The election to submit a grievance to arbitration shall automatically be waiver of all other remedies or forums which otherwise could be available.

ARTICLE IV

TEACHER RIGHTS

A. Pursuant to Chapter 303, Public Laws of 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 other concerted activities for mutual aid and protection. As a duly selected body exercising governmental power under color of law of the State of New Jersey, the Board undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by Chapter 303, Public Laws of 1968 or other laws of New Jersey or the Constitutions of New Jersey and the United States; that it shall not discriminate against any teacher with respect to hours, wages, or any terms or conditions of employment by reason of his membership in the Association and its affiliates, his participation in any activities to the Association and its affiliates, collective negotiations with the Board, or his institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

B. Nothing contained herein shall be construed to deny or restrict to any teacher such rights as he may have under New Jersey School Laws or other applicable laws and regulations. The rights granted to teachers hereinunder shall be deemed to be in addition to those provided elsewhere.

C. No teacher shall be disciplined, reduced in rank or compensation 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.

D. Whenever any teacher is required to appear before the Board or any

committee or member thereof concerning any matter which could adversely affect the continuation of that teacher in his office, position 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. Any suspension of a teacher pending charges may be with pay within the discretion of the Board.

E. Teachers shall not use their institutional privileges for private gain at the expense of the students.

F. Teachers should refrain from unprofessional criticism of their colleagues and supervisors and should abide by the accepted code of ethics of the Education profession.

G. Nothing in this Agreement shall be construed to alter the obligation and duties of persons in public employment under ARTICLE I, paragraph 19, of the Constitution of the State of New Jersey as the same has been interpreted by the Courts of this State.

ARTICLE IV a  
MANAGEMENT RIGHTS

The Lower Cape May Regional Board of Education, on its own behalf and on behalf of the electors of the said Board, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of New Jersey, and of the United States, including the right:

(1) To exercise executive management and administrative control of the school system and its properties and facilities, and the activities of its employees while in the performance of their teaching duties for the good of the school and the pupils.

(2) To hire all employees and subject to the provisions of law to determine their qualifications, or their dismissal or demotion ; and to promote, and transfer all such employees;

(3) To establish grades and courses of instruction, including special programs, and to provide for athletic, recreational and social events for students.

(4) To decide upon the means and methods of instruction, and the selection of textbooks and other teaching materials, and the use of teaching aids of every kind and nature;

(5) To determine class schedules, the hours of instruction, and the duties, responsibilities, and assignments of teachers and other employees with respect thereto, and extra curricular activities, and the terms and conditions of employment.

The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations and

practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and Laws of the State of New Jersey, and the Constitution and Laws of the United States.

Nothing contained herein shall be considered to deny or restrict, the Board of its rights, responsibilities, and authority under the New Jersey School laws or any other national, state, county, district or local laws or regulations as they pertain to education.

## ARTICLE V

### ASSOCIATION RIGHTS AND PRIVILEGES - DUTIES

A. Whenever any representative of the Association or any teacher is mutually scheduled by the parties to participate during working hours in negotiations, grievance proceedings, conferences, or meetings, he shall suffer no loss in pay.

B. Representatives of the Association, the New Jersey Education Association, and the National Education Association shall be permitted to transact official Association business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations and the Superintendent shall be notified on the time and place of such official's presence.

C. The Association and its representatives have the right to use school buildings at all reasonable hours for meetings, within the discretion of the Superintendent. The Superintendent shall be notified in advance of the time and place of all such meetings.

D. The Association has the right to use school facilities and equipment, including typewriters, mimeographing machines, other duplication equipment, calculating machines, and all types of audiovisual equipment at reasonable times, when such equipment is not otherwise in use, within the discretion of the Superintendent.

E. All expenses of the Association in the conduct of its business and its organization shall be borne by the Association through its members.

F. The Association shall assist the Administration in the orientation of new teachers and designated teachers will assist new teachers during the new teachers first year of employment.

G. All business conducted on behalf of the Association relating to negotiations shall be conducted after those hours generally designated as the normal school day.



## SCHOOL CALENDAR

A. The proposed school calendar for 1974-1975, shall be set forth in Exhibit B attached hereto and made a part hereof. 1975-1976 and 1976-1977 shall be supplied when available.

B. The Association may make recommendations concerning the school calendar for the consideration of the Board.

C. For the school years 1974-1975, 1975-1976, and 1976-1977 the in-school work year of teachers shall conform to the official calendar approved by the Board.

D. Final approval of the school calendar shall rest with the Board.

## ARTICLE VII

### TEACHING HOURS AND TEACHING LOAD

A. As professionals, teachers are expected to devote to their assignments the time necessary to meet their responsibilities.

Any teacher who performs homebound instruction will be compensated at \$10.00 per hour.

B. The Principal shall be charged with scheduling yearly and daily teaching load in the Junior and Senior High School so that there may be six (6) teaching periods which should not exceed five (5) hours of pupil contact per day. Assignment to a supervised study period shall be considered a teaching period for the purpose of this Article. In such scheduling the Principal shall in his discretion comply with such provisions for yearly scheduling.

C. 1. Teachers shall have a daily duty-free lunch period of at least the following lengths (or equal to students):

- a. Junior High School - 40 minutes
- b. Senior High School - 25 minutes

2. Teachers may leave the building with administrative permission during the scheduled duty-free periods, but will sign in and out at such time.

D. 1. Building-based teachers may be required to remain after the end of the regular workday, without additional compensation, for the purpose of attending faculty or other professional meetings.

2. The notice of and agenda for any meetings shall be given to the teacher involved at least one (1) day prior to the meeting. Teachers shall have the opportunity to suggest items for the agenda.

E. Classroom teachers shall, in addition to their lunch period, have daily preparation time during which they shall not be assigned to any other duties as follows:

1. Junior High School - one (1) unassigned period
2. Senior High School - one (1) unassigned period
3. Other members of the negotiating unit who are not regular classroom teachers shall be provided with preparation time to the same extent as other teachers.
4. The Administration may require a teacher to perform a necessary task.

F. Exceptions to the provisions of Sections A. B. C. and E. above, may be made only in cases of emergency.

G. Teacher participation in extra-curricular activities, as set forth in Schedule C. shall be voluntary, and shall be compensated according to the rate of pay and/or release time in Schedule C.

Extra curricular activities other than those set forth in Schedule C, shall be voluntary and carried on without compensation.

H. Teachers shall adequately and daily prepare for instruction and will make such instruction preparation available to designated Supervisors or Administrators.

I. Teachers shall be punctual in reporting to school, at meetings and to all of their assignments.

ARTICLE VIII

CLASS SIZE

A. It is agreed between the parties that in the interest of the educational process, and the school system, the maximum number of pupils for a six (6) period teaching day for each teacher should be in the range of 150 to 180 pupils or 25 to 30 pupils per class. The Board agrees that such range shall be sought to be maintained within the capacity of teaching facilities, the number of adequate teaching stations, the number of adequate pupil stations available in the respective teacher's room, the appropriateness of the room to the content of the course, the methods of instruction to be employed, the prior preparation of teachers, the availability of equipment for adequate teacher demonstration and student use, and any other conditions which affect the health, safety and supervision of the pupils.

Such class sizes within the range agreed upon shall be determined within the foregoing guidelines by the Administrator within his discretion.

ARTICLE IX

NON-TEACHING DUTIES

A. A teacher may voluntarily drive students to activities which take place away from the school building, with the advance approval of the principal.

He shall be compensated at the rate of fifteen (15) cents per mile for the use of his own automobile.

B. Extra-curricular activities - Each teacher should generally and voluntarily sponsor some one extra-curricular activity as a natural outcome or interest of their subject matter preparation.

C. Teachers shall accept reasonable non-teaching duties as assigned when the Administration deems such duties are necessary for the proper conduct of the school.

D. Teachers shall regularly serve on committees approved by the Administration for the improvement of the school.

ARTICLE X

TEACHER EMPLOYMENT

A. The Board agrees to hire only certificated teachers holding standard certificates issued by the New Jersey State Board of Examiners for every regular teaching assignment.

B. 1. Each teacher shall be placed on his proper step of the salary schedule as of the beginning of the 1974-1975 school year, and each subsequent school year of this contract in accordance with paragraph 2 below.

2. Full credit shall be given for previous outside teaching experience in a duly accredited public, private or parochial school upon initial employment in accordance with the provisions of Schedule A; such teachers as are presently employed shall be brought up to scale over a two year period. Full credit not to exceed four (4) years for military experience or alternative civilian service required by the Selective Service System and credit not to exceed two (2) years for Peace Corps, VISTA or National Teacher Corps work and time spent on a Fulbright Scholarship shall be given upon initial employment.

C. Teachers with previous teaching experience in the Lower Cape May Regional School District shall upon returning to the system receive full credit on the salary schedule for all outside teaching experience, military experience or alternative civilian service required by the Selective Service System, Peace Corps, VISTA or National Teacher Training Corps work and time spent on a Fulbright Scholarship up to the maximum set forth in Section B above.

D. Previously accumulated unused sick leave days will be restored to all returning teachers, as specified in paragraphs B and C. Teachers formerly employed in the school system may have all accumulated sick days credited to

to them upon return within the discretion of the Board.

E. Teachers shall be notified of their contract and salary status for the ensuing year no later than April 30th in each year.

F. Contractual Obligations - Those who fail to fulfill their contractual obligations as the contract has come to mean through prior decisions and history shall be subject to appropriate action by the Board, and/or Association and /or Superintendent.

G. Teachers Handbook - All teachers shall abide by and refer to the teachers handbook which is declaratory of Administrative policy or Board policy in matters not included in this contract.

ARTICLE XI

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

2. Teachers employed on a ten (10) month basis shall be paid in twenty (20) equal semi-monthly installments. Pay days shall be the fifth and twentieth of each month.

3. Teachers may individually elect to have a percentage of their monthly salary deducted from their pay. These funds shall be paid to the teacher on the final pay day in June. This must be an annual commitment.

4. When a pay day falls on or during a school or legal holiday, vacation or weekend, teachers shall receive their pay checks on the last previous working day.

5. Teachers shall receive their final checks on the last working day in June.

6. Salary increases for present administrative personnel (excluding Superintendent) shall be computed for the principal at 1.60 times the average increase given to teachers and for the vice principals at 1.35 times the average increase given to teachers. Super maximum increases only when allowed, shall be added to existing salaries. The teacher enrollment will be computed as of June 30th of the preceeding year. The increase will be added to the administrators salary as of June 30th of the preceeding year.



7. Super maximum shall apply only to those teachers who have been employed in the district at least five years at maximum salary. Additional super maximum increases shall apply after every fifth year at a given super-maximum level.

8. Commencing September 1, 1976, all employees covered hereunder will receive a salary increase to the extent that the Cost of Living Index on April 1, 1976, is greater than the average salary increase for all personnel covered herein plus two points, over the Cost of Living Index on April 1, 1975. Such Cost of Living increment shall be determined for the 1976-1977 School Year by subtracting the amount in the "ALL ITEMS" column in the Consumer Price Index for the Philadelphia Area for the month of April, 1976, from the corresponding average Index number for April, 1975. The sum of the average salary increase for all personnel hereunder plus two points shall then be subtracted from the resulting number and the employee shall receive as an increment the resulting figure as a percentage of their salary. The consumer price index referred to herein is the Revised Consumer Price Index -- Philadelphia Area (19      - 19      equals 100 - New Series beginning with January 19      ) reflecting the changes in the price of goods and services purchased by wage earners and clerical worker families to maintain their level of living as published by the Bureau of Labor Statistics, U.S. Department of Labor. If the Bureau of Labor Statistics changes the form of the basis of calculating any Consumer Price Index the parties agree to request the Bureau to make available for the life of this Agreement a monthly price index in its present form and calculated on the same basis as the Index for April 1974.

ARTICLE XII

TEACHER ASSIGNMENT

A. 1. All teachers shall be given written notice of their salary schedules, tentative class and/or subject assignments, and room assignments for the forthcoming year, at the discretion of the Administrator and not later than ten (10) days before the beginning of school, except in an emergency.

2. The Superintendent shall assign all newly-appointed personnel to their specific positions within that subject area and/or grade level for which the Board has appointed the teacher. The Superintendent shall give notice of assignments to new teachers as soon as practicable.

3. Teachers should attend general, special and Parent Teachers Association meetings as designated by the Administration.

4. Teachers shall regularly participate in curricular development individually and in committee to provide an on-going educational program to serve the needs of the students in the school district.

5. Teachers shall seek supervisory assistance when needed and accept supervisions as provided by the school system.

## ARTICLE XIII

### TEACHER EVALUATION

- A.           1.       All evaluation of the work performance of a teacher will be conducted openly and with full knowledge of the teacher.
2.       Teachers will 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 evaluator at the conclusion of the conference, which shall be one (1) week after the evaluation. No such evaluation shall be placed in the teacher's file or otherwise acted upon without prior conference with the teacher.
- B.           1.       A teacher shall have the right, upon request, to review his evaluation material at least once a year, and to receive one copy at Board expense of any material contained therein. A teacher may be entitled to have a representative of the Association accompany him during such interview. A teacher shall have the right to indicate those materials which he believes to be obsolete or otherwise inappropriate to retain. Said materials shall be reviewed by the Superintendent or his designee and if, in fact, they are obsolete or otherwise inappropriate to retain, they shall be destroyed. The Superintendent or his designee shall make the final decision.
2.       No material derogatory to a teacher's conduct, service, character or personality shall be placed in his evaluation material unless the teacher has had an opportunity to review the material. The teacher shall acknowledge that he has had the opportunity to review such material by affixing his signature to the copy to be filed with the express understanding that such signature in no way indicates 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 superintendent or his designee and attached to the file copy. Superintendent or a member of his staff shall acknowledge receipt of said answer by initialing, dating and returning to teacher a duplicate of said answer, which duplicate shall be supplied by teacher.

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

C. 1. Prior to any annual evaluation report, the immediate supervisor of a nontenure teacher shall have had appropriate communication, including but not limited to all steps in Section 2 below, with said teacher regarding his performance as a teacher.

2. Supervisory reports shall be presented to nonsupervisory personnel by the principal or counterpart supervisor periodically in accordance with the following procedures:

a. Such reports shall be issued in the name of the appropriate supervisor based upon a compilation of reports, of observations, and of discussions with any or all supervisory personnel who come into contact with the teacher in a supervisory capacity.

b. Such reports shall be addressed to the teacher.

c. Such reports shall be written in narrative form and shall include, when pertinent:

1. Strengths of the teacher as evidenced during the period since the previous report.

2. Weaknesses of the teacher as evidenced during the period since the previous report.

3. Specific suggestions as to measures which the teacher might take to improve his performance in each of the areas wherein weaknesses have been indicated.

d. Such supervisory reports are to be provided for non-tenure teachers at least three (3) times each year.

D. 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 evaluative file of such teacher after severance or otherwise than in accordance with the procedure set forth in this article.

ARTICLE XIV

SICK LEAVE

AND LEAVES OF ABSENCE

A. As of September 1, 1974, 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 whether or not they report for duty on that day. Unused sick leave days shall be accumulated from year to year with no maximum limit, except for permanent substitutes who shall have 10 non-accumulative sick leave days each year. After three (3) consecutive days, a doctor's certification is required.

B. 1. Three (3) days emergency leave of absence for personal, legal, business, household or family matters which require absence during school hours. Application to the teacher's principal or other immediate superior for personal leave shall be made at least one (1) day before taking such leave and the applicant for such leave shall not be required to state the reason for taking such leave other than that he is taking it under this Section. No personal day shall precede or follow a holiday or vacation period (except in case of an emergency).

2. Time necessary for appearances in any legal proceedings connected with the teacher's employment or with the school system or in any other legal proceeding connected with the teacher's employment or with the school system or in any other legal proceeding if the teacher is required by law to attend.

3. In cases where quarantine is enacted there shall be no loss of pay.

4. Critical illness or death in immediate family such as a spouse, children, mother, father, sister, brother, grandfather, grandmother, grandson, and granddaughter, shall constitute an excused absence up to five (5) days per year. Such absence shall not result in loss of personal days.

5. Other leaves of absence with or without pay, may be granted by the Board for good reason. Upon return employee shall have all benefits normally accrued during his absence.

6. Misuse of leaves shall result in forfeiture of pay and/or professional censure for violation of school policy and the Code of Ethics.

C. Two (2) sabbatical leaves of absence for any school year may be granted by the Board of Education to any professional employee on written request for study, travel for the purpose of study, or reasons of health, upon the following conditions:

1. Recommendation of the superintendent and approval of the Board.

2. The applicant must have completed at least seven (7) years of satisfactory service in the Lower Cape May Regional School District.

3. Application in writing therefore must be filed with the Superintendent not later than March 1 of the preceding school year. This application shall state fully the purpose or purposes for which leave is requested. Board of Education shall notify applicant in writing of approval or disapproval, no later than the 1st week of April, following filing of said application.

4. Upon receiving permission and upon termination of said leave, the applicant shall resume his service at the opening of the ensuing school year and continue for not less than two years. (A professional employee shall receive no compensation while on sabbatical leave in any outside employment without prior written approval of the Board of Education.)

5. An application for leave of absence for improvement of health must be accompanied by a certificate from the attending physician as to the necessity therefor.

6. The period of sabbatical leave shall count as regular employment in this school district.

7. Such professional employee during the period of a one year sabbatical leave shall receive 1/2 salary therefor.



ARTICLE XV

SUBSTITUTES

A. 1. Beginning with the 1974-1975 school year and each of the contract ~~years~~ thereafter, the Board agrees to try to maintain an adequate list of substitute teachers. Teachers who are going to be absent from school must notify the vice-principal not later than 7:00 a. m. on the day they will be unavailable for work. Once a teacher has reported unavailability, it shall be the responsibility of the administration to arrange for a substitute.

2. Pay for substitutes shall be established as follows:

- a. A certified (degree) teacher, teaching in his certified field - \$30.00
- b. A certified teacher, teaching out of his certified field - \$25.00
- c. Non-certified teachers - \$20.00

3. Beginning with the 1974-1975 and each of the contract years thereafter, the Board agrees to hire two (2) permanent substitutes, each of which shall be employed full time to serve in positions to which assigned from day to day. Such teachers shall be required to work each school day in the particular position and school to which he is assigned for that day, and may be assigned to fill positions of teachers who are temporarily absent. All rights and privileges of the contract except as otherwise specifically state here, shall apply to said permanent substitute, subject to the statutes of the Sate of New Jersey and rules of the State Board of Education.

B. It is desirable for each teacher to have an uninterrupted preparation period each day. The practice of using a regular teacher as a substitute, thereby depriving him of his preparation period, is undesirable and shall be discouraged. In those cases where regular substitutes are not available, regular teachers who

volunteer may be used as substitutes during their nonteaching time. In the absence of volunteers, a teacher may be assigned to serve as substitute.

C. In case of emergencies, teachers shall substitute during their planning periods. This shall be kept to an absolute minimum by the administration.

ARTICLE XVI

PROTECTION OF TEACHERS

A. When absence arises out of or from an assault or injury to a teacher received while acting in the discharge of his duties, the teacher shall not forfeit any sick leave or personal leave.

Benefits derived under this or subsequent agreements shall continue beyond the period of any workmen's compensation until the complete recovery of any teacher, as determined by a doctor, when absence arises out of or from assault or injury.

B. A school nurse shall be scheduled for the entire school day.

## ARTICLE XVII

### MAINTENANCE OF CLASSROOM CONTROL AND DISCIPLINE

- A. It is understood that the maintenance of classroom control is considered to be the responsibility of each individual teacher.
- B. However, if in the judgment of a teacher, a student is by his behavior seriously disrupting the instructional program to the detriment of other students, the teacher may exclude the student from the classroom with a written note, and refer him to the next higher authority, namely the Vice-Principal and Principal.
- C. If within three (3) days of presentation to the Principal, the matter is not resolved to the satisfaction of all concerned, the Superintendent, within three (3) days shall render a written decision concerning the case. If still not resolved, it may be presented by the PR & R committee of the Association to the Board.
- D. Teachers shall be responsible for the supervision of school property and for school materials assigned to them and for maintenance and completion of all requirements of the Administration.

ARTICLE XVIII

INSURANCE PROTECTION

A. For the school years 1974-1975, 1975-1976, and 1976-1977, the Board of Education will assume the full cost for the coverage as set forth in the Public and School Employees Health Benefits Program for the entire family.

B. The Board shall provide to each teacher upon employment, a description of the health-care insurance coverage provided under this Article which shall include a clear description of conditions and limits of coverage as listed above.

ARTICLE XIX

PERSONAL AND ACADEMIC FREEDOM

A. Teachers shall be entitled to full rights of citizenship, and no religious or political activities of any teacher or the lack thereof shall be grounds for any discipline or discrimination with respect to the professional employment of such teacher, providing said activities do not violate any local, state or federal law.

B. The Board and the Association agree that academic freedom is essential to the fulfillment of the purpose of the Lower Cape May Regional School District, and they acknowledge the fundamental need to protect teachers from censorship or restraint which might interfere with their obligations to pursue truth in the performance of their teaching functions. Accordingly, they agree as follows:

1. Teachers shall be guaranteed full freedom in classroom presentations and discussions and may introduce politically, religiously or otherwise controversial material provided only that said material is relevant to the course content and does not run counter to expressed Board policy.

In performing their official teaching functions, teachers shall be guaranteed full freedom in expressing their personal opinions on all matters relevant to the subject matter of the course they are teaching, provided, however, that when they do so they shall make every effort to indicate that they are speaking personally and not on behalf of the school, its Administration, or the Board and subject to Board policy.

ARTICLE XX

BOOKS AND OTHER INSTRUCTIONAL

MATERIALS AND SUPPLIES

A. The Board shall allocate sufficient funds to provide for the purchase and/or replacement of textbooks, library books, instructional materials, supplies, and equipment of sufficient quantity and quality to enable teachers to properly fulfill their teaching responsibilities. Teachers purchasing materials and/or supplies with the advance approval of their Principal or immediate supervisor shall be reimbursed upon submission of an appropriate receipt of purchase.

B. Textbooks and instructional materials in all subject areas and at all grade levels shall be selected so as to best show the cultural diversity and pluralistic nature of American society in both textual and illustrative material and reflect the most recent authoritative scholarship on the history and contributions of various racial, ethnic, and religious groups and their prominent representatives in American life.

C. Teachers shall be a part of all textbook selection.

ARTICLE XXI

AUTHORIZATION

TO DEDUCT ASSOCIATION MEMBERSHIP DUES

Name \_\_\_\_\_ Soc. Sec. No. \_\_\_\_\_

School Building \_\_\_\_\_ District \_\_\_\_\_

To Disbursing Officer \_\_\_\_\_ Board of Education:

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



ARTICLE XXII

MISCELLANEOUS PROVISIONS

A. 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 of application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

B. Any individual contract between the Board 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 this Agreement, this Agreement, during its duration, shall be controlling.

C. Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provision(s) of this Agreement, either party shall do so by contacting either the President of the Association or the President of the Board.

D. Whenever a teacher vacancy occurs or a new position is created, within three (3) days after receipt of the official resignation (Schedule D) or designation by the Board that a new position has been created, a Notice shall be given to the President of the Teachers Association, said Notice stating that such a vacancy exists.

Nothing herein contained in this Article precludes the Board from filling any staff vacancy with a person not presently employed in this System. All qualified staff members making application for said vacancy should be granted the courtesy of an interview for so long as said vacancy exists.

E. For the purpose of binding the Board of Education, notwithstanding the provisions of Article XXII, paragraph D, a vacancy shall not exist until the resignation in the form provided in Schedule D is submitted in proper form and said resignation is formally accepted by the Board of Education.

ARTICLE XXIII

DEDUCTION FROM SALARY

- A. 1. I designate the Lower Cape May Regional Education Association to receive dues and distribute according to the organization(s) indicated :

Lower Cape May Regional Education Association \_\_\_\_\_

Cape May County Education Association \_\_\_\_\_

New Jersey Education Association \_\_\_\_\_

National Education Association \_\_\_\_\_

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

3. Additional authorizations for dues deduction may be received after August 1 under rules established by the State Department of Education.

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

B. The Board agrees to deduction from teacher's salaries money for Local, State and for National Association services and programs as said teachers individually and voluntarily authorize the Board to deduct and transmit the monies promptly to such Association or Associations. Any teacher may have such deductions discontinued at any time upon sixty (60) days written notice to the Board and the appropriate Association.

ARTICLE XXIV

DURATION OF AGREEMENT

A. This Agreement shall be effective as of July 1, 1974, and shall continue in effect until June 30, 1977, subject to the Association's right to negotiate over a successor Agreement as provided in ARTICLE II. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

B. Association shall for the school year 1976-1977 only have the right to negotiate items as follows:

- (1) Athletic Extra Curricular Compensation
- (2) Non-Athletic Extra Curricular Compensation
- (3) Health and/or Retirement Benefits

IN WITNESS WHEREOF the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective secretaries, and their corporate seals to be placed hereon, all on the day and year written above.

LOWER CAPE MAY REGIONAL  
EDUCATION ASSOCIATION

Donald L. Eick  
President

Lenie Neise  
Secretary

LOWER CAPE MAY REGIONAL  
BOARD OF EDUCATION

John R. Armour  
President

Jane S. Turkington  
Secretary

SCHEDULE "A"  
LOWER CAPE MAY REGIONAL SCHOOL DISTRICT

1.

Salary Schedule  
1974-1975

<u>Years of Employment</u>	<u>Non-Degree</u>	<u>Bachelors Degree</u>	<u>Bachelors +30</u>	<u>Masters Degree</u>	<u>Masters +30</u>	<u>Doctorate</u>
1	8,250	8,850	9,150	9,450	10,050	10,350
2	8,600	9,200	9,500	9,800	10,400	10,700
3	8,950	9,550	9,850	10,150	10,750	11,050
4	9,300	9,900	10,200	10,500	11,100	11,400
5	9,650	10,250	10,550	10,850	11,450	11,750
6	10,025	10,625	10,925	11,225	11,825	12,125
7	10,400	11,000	11,300	11,600	12,200	12,500
8	10,775	11,375	11,675	11,975	12,575	12,875
9	11,150	11,750	12,050	12,350	12,950	13,250
10	11,575	12,175	12,475	12,775	13,375	13,675
11	12,000	12,600	12,900	13,200	13,800	14,100
12	12,425	13,025	13,325	13,625	14,225	14,525
13	12,850	13,450	13,750	14,050	14,650	14,950
13A	13,100	13,700	14,000	14,300	14,900	15,200
18	300	300	300	300	300	300
23	300	300	300	300	300	300
28	300	300	300	300	300	300
33	300	300	300	300	300	300
38	300	300	300	300	300	300

SCHEDULE "A"  
LOWER CAPE MAY REGIONAL SCHOOL DISTRICT

Salary Schedule  
1975-1976

<u>Years of Employment</u>	<u>Non-Degree</u>	<u>Bachelors Degree</u>	<u>Bachelors +30</u>	<u>Masters Degree</u>	<u>Masters +30</u>	<u>Doctorate</u>
1	8,900	9,500	9,800	10,100	10,700	11,000
2	9,250	9,850	10,150	10,450	11,050	11,350
3	9,600	10,200	10,500	10,800	11,400	11,700
4	9,950	10,550	10,850	11,150	11,750	12,050
5	10,300	10,900	11,200	11,500	12,100	12,400
6	10,650	11,250	11,550	11,850	12,450	12,750
7	11,025	11,625	11,925	12,225	12,825	13,125
8	11,400	12,000	12,300	12,600	13,200	13,500
9	11,775	12,375	12,675	12,975	13,575	13,875
10	12,150	12,750	13,050	13,350	13,950	14,250
11	12,575	13,175	13,475	13,775	14,375	14,675
12	13,000	13,600	13,900	14,200	14,800	15,100
13	13,425	14,025	14,325	14,625	15,225	15,525
13A	13,850	14,450	14,750	15,050	15,650	15,950
13B	14,050	14,650	14,950	15,250	15,850	16,150
18	300	300	300	300	300	300
23	300	300	300	300	300	300
28	300	300	300	300	300	300
33	300	300	300	300	300	300
38	300	300	300	300	300	300

SCHEDULE "A"  
LOWER CAPE MAY REGIONAL SCHOOL DISTRICT

Salary Schedule  
1976-1977

<u>Years of Employment</u>	<u>Non-Degree</u>	<u>Bachelors Degree</u>	<u>Bachelors +30</u>	<u>Masters Degree</u>	<u>Masters +30</u>	<u>Doctorate</u>
1	9,550	10,150	10,450	10,750	11,350	11,650
2	9,900	10,500	10,800	11,100	11,700	12,000
3	10,250	10,850	11,150	11,450	12,050	12,350
4	10,600	11,200	11,500	11,800	12,400	12,700
5	10,950	11,550	11,850	12,150	12,750	13,050
6	11,300	11,900	12,200	12,500	13,100	13,400
7	11,650	12,250	12,550	12,850	13,450	13,750
8	12,025	12,625	12,925	13,225	13,825	14,125
9	12,400	13,000	13,300	13,600	14,200	14,500
10	12,775	13,375	13,675	13,975	14,575	14,875
11	13,150	13,750	14,050	14,350	14,950	15,250
12	13,575	14,175	14,475	14,775	15,375	15,675
13	14,000	14,600	14,900	15,200	15,800	16,100
13A	14,425	15,025	15,325	15,625	16,225	16,525
13B	14,850	15,450	15,750	16,050	16,650	16,950
14	15,150	15,750	16,050	16,350	16,950	17,250
19	300	300	300	300	300	300
24	300	300	300	300	300	300
29	300	300	300	300	300	300
34	300	300	300	300	300	300
39	300	300	300	300	300	300

**SCHEDULE "B"**  
**SCHOOL CALENDAR 1974-75**

**SEPTEMBER 1974**

M	T	W	T	F
	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

20 Days  
Sept. 3 Teacher  
Orientation  
Sept. 4 School Opens

**FEBRUARY 1975**

M	T	W	T	F
3	4	5	6	7
10	11	12	13	14
X	18	19	20	21
24	25	26	27	28

19 Days  
  
Presidents Day  
February 17

**OCTOBER 1974**

M	T	W	T	F
	1	2	3	4
7	8	9	10	11
X	15	16	17	18
21	22	23	24	25
X	29	30	31	

21 Days  
Oct. 14 Columbus Day  
Oct. 28 Veterans  
Day

**MARCH 1975**

M	T	W	T	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	X
24	25	26	27	X
X				

18 Days  
Professional Day  
March 21 -

**NOVEMBER 1974**

M	T	W	T	F
				1
4	5	6	7	8
11	12	13	X	X
18	19	20	21	22
25	26	27	X	X

17 Days  
Nov. 14, 15 NJEA  
Early Dismissal  
Nov. 27, Nov. 28,  
29 Thanksgiving

**APRIL 1975**

M	T	W	T	F
X	X	X	X	X
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

18 Days  
School Reopens  
April 7

**DECEMBER 1974**

M	T	W	T	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
X	X	X	X	X
X	X	X		

15 Days

**MAY 1975**

M	T	W	T	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
X	27	28	29	30

21 Days  
May 26 Memorial  
Day

**JANUARY 1975**

M	T	W	T	F
			2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

22 Days  
Jan. 2 School  
Reopens

**JUNE 1975**

M	T	W	T	F
2	3	4	5	6
9	10	11	12	13

10 Days  
School Closes  
Early Dismissal

MONTH	PUPIL DAYS	TEACHER DAYS
September	19	20
October	21	21
November	17	17
December	15	15
January	22	22
February	19	19
March	18	19
April	18	18
May	21	21
June	10	10
	<hr/> 180	<hr/> 182

SCHEDULE "C"

LOWER CAPE MAY REGIONAL SCHOOL DISTRICT

EXTRA CURRICULAR COMPENSATION

ATHLETIC

	<u>1974-1975</u>	<u>1975-1976</u>	<u>1976-1977</u>
ATHLETIC DIRECTOR	1,300.	1,400.	Referenced
Athletic Business Manager	650.	700.	
Athletic Equipment	650.	700.	Article
FOOTBALL			XXIV
Head Coach	1,200.	1,300.	
Assistants (3)	600.	650.	Section B
BASKETBALL			
Head Coach	1,200.	1,300.	
Assistants (2)	600.	650.	
BASEBALL			
Head Coach	900.	975.	
Assistants (1)	450.	488.	
TRACK			
Head Coach	900.	975.	
Assistants (1)	450.	488.	
WRESTLING			
Head Coach	900.	975.	
Assistants (1)	450.	488.	
GOLF	600.	650.	
CROSS COUNTRY	600.	650.	
GIRLS ATHLETICS	600.	650.	
(To a maximum of two (2) sports)			
SEVENTH and EIGHTH GRADE SEASONAL COACHES	2,400.	2,400.	
(Maximum of \$300. per sport)			



SCHEDULE "C"

LOWER CAPE MAY REGIONAL SCHOOL DISTRICT

EXTRA CURRICULAR COMPENSATION

NON-ATHLETIC

	<u>1974-1975</u>	<u>1975-1976</u>	<u>1976-1977</u>
CHEERLEADERS			Reference
Junior Varsity and Varsity	400.	450.	
Seventh and Eighth Grade	200.	250.	Article
MARCHING BAND-Majorettes, Color Guards, Drill Team			XXIV
Director	400.	450.	Section B
Assistants (1)	200.	250.	
DANCE BAND	150.	200.	
Vocal Music (Traveling Choir)	350.	400.	
SUMMER BAND	700.	750.	
STUDENT COUNCIL			
Senior High School	250.	300.	
Junior High School	150.	200.	
YEARBOOK	350.	400.	
STAGE CREW DIRECTOR	350.	400.	
SCHOOL PLAYS			
Senior High School	350.	400.	
Junior High School	350.	400.	
AUDIO VISUAL	400.	450.	
DEPARTMENT CHAIRMEN			
Certified	450.	500.	
Non-Certified	300.	350.	
CLASS SPONSORS			
Senior	200.	200.	
Junior	200.	200.	
Sophomore	100.	100.	
Freshman	100.	100.	
SCHOOL PAPER			
Senior High School	350.	400.	
Junior High School	150.	200.	

SCHEDULE 'D'

LOWER CAPE MAY REGIONAL SCHOOL DISTRICT  
Cape May, New Jersey

RESIGNATION

TO: Lower Cape May Regional Board of Education

SUBJECT:

This letter is to serve as formal notice of my resignation  
as \_\_\_\_\_  
from the Lower Cape May Regional School District effective  
\_\_\_\_\_, 197\_\_.

\_\_\_\_\_  
Signature of Resignee

I certify that this Resignation was  
submitted to the Superintendent and  
executed on \_\_\_\_\_, 197\_\_  
before \_\_\_\_\_  
who witnessed same.

\_\_\_\_\_  
Signature of Resignee

\_\_\_\_\_  
Signature of Witness