

4-0008
12-19

STATE BOARD OF EDUCATION
TREASURY

AGREEMENT
BETWEEN
BOARD OF EDUCATION
SAYREVILLE, NEW JERSEY
AND
SAYREVILLE EDUCATION ASSOCIATION
DATED: MAY 15, 1969
FOR THE SCHOOL YEAR
1969 - 1970

RECEIVED
MAY 21 1969
N. J. P. E. C.

PREAMBLE

This Agreement entered into this 15th day of May, 1969, by and between the Board of Education of Sayreville, the Borough of Sayreville, New Jersey, hereinafter called the "Board," and the Sayreville 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 children of the Sayreville School District is their mutual aim, and

WHEREAS, the members of the teaching profession may advise in the formulation of policies and programs designed to improve educational standards, and

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 the duration of this agreement for the personnel listed below:

- | | |
|--|---|
| 1. Classroom teachers | 13. Reading specialists |
| 2. Permanent classroom substitutes | 14. Learning disability specialists |
| 3. Substitute teachers | 15. Speech therapists |
| 4. Nurses | 16. Special education teachers |
| 5. Athletic trainers | 17. Home instruction teachers |
| 6. Guidance counselors | 18. Evening school teachers |
| 7. Librarians | 19. Summer school teachers |
| 8. Department chairmen | 20. Supplementary instruction teachers |
| 9. Teachers of co-curricular activities | 21. Mathematics coordinators and federal program coordinators |
| 10. Social workers | 22. Reading supervisor |
| 11. Resource teachers | |
| 12. Visiting teachers | |
| 23. Director of Athletics--Director of Guidance and Special services | |
| 24. Assistant teaching principals | |

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. 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.

B. Negotiations on a successor agreement shall begin on or before October 15, 1969.

ARTICLE III
GRIEVANCE PROCEDURE

A. Definitions

1. A "grievance" is a claim based upon an event or condition which affects the terms and conditions of employment of a teacher or group of teachers and/or the interpretation, meaning or application of any of the provisions of this Agreement.

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

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

B. Purpose

1. The purpose of this procedure is to secure, at the lowest possible level, proper solutions to the problems which may from time to time arise under this agreement and as set forth in Paragraph A above. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

2. Nothing herein contained shall be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the administration, and having the grievance adjusted without intervention of the Association, provided the adjustment is not inconsistent with terms of this Agreement and that the Association has been given the opportunity to be present

at such adjustment and to state its views.

C. Procedure

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.

2. In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year and, if left unresolved until the beginning of the following school year, could result in irreparable harm to a party in interest the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.

3. Level One

A teacher with a grievance shall first discuss it with his principal or immediate superior, with the objective of resolving the matter informally.

4. Level Two

If the aggrieved person is not satisfied with the disposition of his grievance at Level One, or if no decision has been rendered within five (5) school days after presentation of the grievance, the aggrieved person may file his grievance in writing with the Association, which shall, within five (5) school days of such filing refer same to Superintendent who may at his discretion refer it to the Assistant Superintendent, but the Superintendent shall render the final decision at this level.

5. Level Three

(a) If the aggrieved person is not satisfied with the disposition of his grievance at Level Two, or if no decision has been rendered within ten (10) school days after the grievance was delivered to the Superintendent, he may, within five (5) school days after the decision by the Superintendent or fifteen (15) school days after the grievance was delivered to the Superintendent, whichever is sooner, request in writing that the Association submit his grievance to the Board of Education. The Board of Education, within 20 school days after receipt of said grievance, will set forth in writing, its decision.

D. Rights of Teachers to Representation

1. Any aggrieved person may be represented from Level Two 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 at all stages except Level One (1) of the grievance procedure.

E. Miscellaneous

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

2. All documents, communications and records dealing with the processing of a grievance shall be filed with the Board, Association, aggrieved person, the affected Principal and the Superintendent.

3. Forms for filing grievances, making reports and recommendations, and other necessary documents to process a grievance shall be prepared by the Association and approved by the Superintendent and given appropriate distribution so as to facilitate operation of the grievance procedure. Cost of these documents shall be shared equally by the parties.

4. During the processing of any grievance the aggrieved person shall continue his normal duties until said grievance has had a proper solution.

5. All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives, heretofore referred to in this ARTICLE.

6. All meetings and hearings under this procedure shall be held at a time mutually agreeable to all parties concerned exclusive of class time.

ARTICLE IV

TEACHER RIGHTS

A. 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 hereunder shall be deemed to be in addition to those provided above.

ARTICLE V

ASSOCIATION RIGHTS AND PRIVILEGES

- A. The Board agrees to furnish to the Association one copy of the names and addresses of all Board Employees.
- B. Representatives of the Association, the Middlesex County Education Association, the New Jersey Education Association, and the National Education 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 it meets with the approval of the Superintendent and the Board.
- C. The Association and its representatives shall be permitted to use school buildings at all reasonable hours for meeting with the approval of the Building Principal.
- D. The Association shall be permitted to use school facilities and equipment, including typewriters, mimeographing machines, other duplicating equipment, calculating machines, and all types of audio-visual equipment at times approved by the Building Principal. The Association shall pay for the reasonable cost of all materials and supplies incident to such use.
- E. The Association shall have, in each school building, the use of a bulletin board in each faculty lounge and teachers' dining room. Copies of all materials to be posted on such bulletin boards must be approved by the Association and given to the building principal and Superintendent.
- F. The Association shall have the right to use the inter-school mail facilities and school mail boxes as it deems necessary and without the approval of building principals or other members of the administration. The Association building representative shall be responsible for the distribution.

ARTICLE VI

SCHOOL CALENDAR

A. The school calendar shall be prepared by the Superintendent who shall elicit the participation of the Association prior to the final adoption of said calendar by the Board.

B. The in-school work year shall consist of at least 180 pupil days plus orientation days and any other days on which teacher attendance is required.

School calendar shall be as set forth in Schedule B.

ARTICLE VII

SCHOOL DAY

A. Teachers shall indicate their presence for duty by filling out their appropriate time card.

B. Except in an emergency, Department heads shall not be assigned more than four (4) student instruction periods each day, and shall be excused from regular study hall duties and homeroom assignments.

C. Teachers may leave the building during their scheduled duty-free lunch periods, provided they sign in and out. However, the total number allowed to leave during any lunch period shall not exceed the number of building staff divided by the number of building lunch periods.

D. 1. Teachers will be required to attend all faculty and department meetings called by their respective building Principals and department heads.

2. The notice of an agenda for any meetings shall be given to teachers involved at least one (1) day prior to the meeting, except in an emergency. Teachers shall have the opportunity to suggest items for the agenda.

E. 1. Classroom and resource 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:

- a. Junior High School - 1 period
- b. Senior High School - 1 period

F. Teacher participation in field trips which extend beyond the teacher's in-school workday, and overnight or week-end trips, shall be voluntary. If no volunteers are forthcoming, assignment will be made by the building principal.

ARTICLE VIII

NON-TEACHING DUTIES

1. The Board will attempt to employ not less than two (2) teacher aides in each elementary school daily when school is in session. Their duties will normally include assisting in the supervision of cafeteria and playground between the hours of 11:00 A.M. and 1:00 P.M.

2a. 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 the Board of Education. He shall be compensated at the rate of ten (10¢) cents per mile for the use of his own automobile.

2b. By the beginning of the 1969-70 school year, the Board shall arrange for and maintain appropriate insurance to cover all damages, losses, and expenses incurred by a teacher against whom any action shall be brought for any act or omission arising out of the authorized use of his own automobile in the performance of school duties.

ARTICLE IX

TEACHER EMPLOYMENT

A. No teacher shall be employed unless he is the holder of a valid certificate.

B. 1. Each teacher may be placed on his proper step of the salary schedule as of the beginning of the 1969-70 school year in accordance with Paragraph 2 below.

2. Up to five years credit may be given for previous outside teaching experience in a duly accredited school upon initial employment in accordance with the provisions of Schedule A. In lieu of the aforementioned, credit may be given for military experience and/or alternative civilian service required by the Selective Service System and/or for Peace Corps, VISTA or National Teacher Corps work and/or for time spent on a Fulbright Scholarship. However this credit shall not be retroactive for personnel hired prior to September 1, 1969. Nor can the total credit allotted for reasons stated in this paragraph exceed 5 years.

C. 1. To procure teachers of special qualifications and/or in areas of short supply, unlimited prior service, based on school or on non-school experience may be allowed by the Superintendent with the approval of the Board.

2. Teachers entering the armed forces of the United States from the Sayreville Public Schools will, when reemployed, be given a salary equal to that which they were receiving at the time they entered the armed forces, plus all increments received by the teachers of the district during the period of service in the armed forces.

The
... ..
... ..
... ..

... ..
... ..

... ..
... ..

... ..
... ..
... ..
... ..
... ..
... ..
... ..

ARTICLE X

SALARIES

A. The Salaries of all teachers covered by the Agreement are set forth in Schedule A which is attached hereto and made a part hereof.

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

2. Teachers may individually elect to have ten (10%) percent of their monthly salary deducted from their pay. These funds shall be paid to the teacher on the final pay day in June.

3. 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.

4. Teachers shall receive their final pay checks no later than June 30, provided the building principal certifies that they have completed duties for which they are responsible.

B. Supplemental and Bedside Tutoring will be paid at the rate of \$5.00 per hour plus the current mileage rate approved by the Board of Education. Mileage is to be calculated on a round trip basis from the teacher's base school to the student's home when applicable.

C. Increments

Teachers are eligible for the annual increment if:

1. They are rehired.
2. They taught more than half the teaching days during the preceding year.
3. The Superintendent does not recommend that the increment be withheld.

D. Adjustments:

1. Teachers are "off guide" if their present contract salary is different from that provided by this guide, computed in terms of local service, plus prior service credit.

2. Teachers changing their salary classification by reason of obtaining a higher degree during any school year shall be placed on their proper place on this Guide for the following year.

3. Teachers desiring adjustments in salary, as described in No. 2 must make written application to the Superintendent prior to April 1 of each year. The Board of Education shall have the final authority in granting adjustments.

4. Teachers must notify the Superintendent of any degree change prior to the first regular Board meeting in September.

ARTICLE XI

TEACHER ASSIGNMENT

A. 1. All teachers shall be given written notice of their tentative class and/or subject assignments and building assignments for the forthcoming year not later than June 1.

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

3. In the event that changes in such schedules, class and/or subject assignments or building assignments, are proposed after June 1, the teacher affected shall be notified in writing as soon as possible. This paragraph does not apply to those teachers assigned to Oak Tree School for 1969-70 after June 1.

B. 1. Teachers who may be required to use their own automobiles in the performance of their duties and shall be reimbursed for all such travel at the rate of ten cents (10¢) per mile.

ARTICLE XII

TEACHER FACILITIES

A. By the beginning of the 1969-70 school year, each school shall have the following facilities:

1. Space in each classroom in which teachers may store instructional materials and supplies:

2. A desk, chair, and filing cabinet for each classroom:

3. A separate dining area for the use of the teachers, wherever possible:

4. Space for each teacher to store coats, overcoats, and personal articles:

5. Chalkboard space in every classroom:

6. A dictionary in every classroom:

7. Books, paper, pencils, pens, chalk and erasers shall be provided in every classroom.

ARTICLE XIII
EDUCATIONAL COUNCIL

- A. A joint Educational Council shall be established as soon as possible after the effective date of this Agreement. It shall consist of up to three (3) Board members, the Superintendent of Schools, two designees appointed by the Board and up to five (5) Sayreville teachers appointed by the Association. The Council shall meet at least three times a year and advise the Board of Education on matters of mutual concern dealing with the day to day operation of the system and the advancement of the educational goals of the district.
- B. The function of the Educational Council is to recommend for Board of Education consideration the establishment of policies and practices pertinent to the items in Paragraph A. The Council in preparing their recommendations for Board of Education consideration shall at all times avail itself of the most up-to-date research pertinent to such recommendations. In addition, it shall provide for majority reports and minority reports, if any, pertaining to its recommendations.
- C. All reports and recommendations outlined above in Paragraph B shall be in writing.
- D. Meetings shall generally be held during evening hours, usually beginning at 7:30 P.M.

ARTICLE XIV

SICK LEAVE

- A. All teachers employed as of September 1, 1969 shall be entitled to ten (10) sick leave days each school year. Unused sick leave days shall be accumulated from year to year with no maximum limit.
- B. Teachers with more than three years' experience in the Sayreville School System who require sick leave in excess of the number of days accumulated, will receive the difference between their salary and that of a daily replacement up to 90 days. The Board reserves the right to deny sick leave under the provision of this paragraph for cause.
- C. Tenure teachers requiring sick leave in excess of that provided for above may be granted a sick leave without pay, up to two years, unless the Board of Education acts otherwise in a specific case.

ARTICLE XV

TEMPORARY LEAVES OF ABSENCE

A. As of the beginning of the 1969-70 school year, teachers shall be entitled to the following temporary nonaccumulative leaves of absence with full pay each school year.

1. Three (3) days for personal business which require absence during school hours. The applicant need not be required to state the reason for taking such leave other than that he is taking it under this Section. The applicant must submit and receive approval from both the building principal and the Superintendent three (3) days before taking such leave. Teachers shall not request personal days immediately before and after a holiday. Regulations in this paragraph may be waived in case of an emergency.

2. Up to two (2) days per year for the purpose of attending meetings or conferences of an educational nature, upon the recommendation of the Superintendent, and approval of the Board of Education.

3. An allowance of up to three school days will be granted without deduction in pay in case of death of father, mother, sister, brother, husband, wife, son, daughter, father-in-law, mother-in-law, provided these days can be taken within seven (7) calendar days of the aforementioned death.

4. Teachers absenting themselves and failing to comply with the procedures delineated above will be deducted 1/200 of the annual salary for each such days absence.

5. Other leaves of absence with pay may be granted by the Board for good reason. Leaves taken pursuant to Section A above shall be in addition to any sick leave to which the teacher is entitled.

ARTICLE XVI

EXTENDED LEAVES OF ABSENCE

A. Maternity Leave - Employees requiring time off for reasons of Maternity, are required to request such leave of the Board in writing through the Superintendent not more than two months after the necessity for such leave is established. This leave is to be effective at the end of the school month nearest to the fifth month of pregnancy unless the physical condition of the employee requires an earlier effective date. Such earlier leave shall be granted either on the request of the employee or that of the Superintendent, with the approval of the Board of Education. A normal maternity leave of absence shall end on the first school day in September which is not less than six nor more than fifteen months after the effective date of the leave. Six months prior to the termination of such leave, the teacher must submit in writing to the Superintendent her intention of returning to the system. If no intention is submitted it will be assumed that the party desires to terminate her employment. Maternity leaves, as described above, are granted only to employees protected by the various tenure of service acts which may be applicable to them. Upon mutual consent, the Superintendent may recommend for Board approval that said employee may be retained until a suitable replacement may be obtained. Salary will be continued as previously contracted.

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

C. 1. All benefits to which a teacher was entitled at the time his leave of absence commenced, including unused accumulated sick leave and credits toward sabbatical eligibility, shall be restored to him upon his return.

2. All extensions or renewals of leaves shall be applied for in writing.

Sabbatical Leaves

A. A sabbatical leave may be granted to a teacher by the Board for educational purposes. To be eligible, one must show proof of matriculation in an advanced degree program subject to the following conditions:

1. If there are sufficient qualified applicants, sabbatical leaves shall be limited to two (2) teachers at any one time.

2. Requests for sabbatical leave must be received by the Superintendent in writing no later than February 1st, and action must be taken on all such requests no later than May 1st, of the school year preceding the school year for which the sabbatical leave is requested.

3. Tenure teachers who have completed at least seven (7) full school years of service in the Sayreville School District.

4. A teacher on sabbatical leave for a full school year shall be paid by the Board at 50 percent of the salary rate which he would have received if he had remained on active duty.

Upon return from sabbatical leave, a teacher shall retain salary, seniority, retirement and tenure rights as if they were in regular employment.

5. The recipients of sabbatical leaves shall agree in writing, to return to the Sayreville School District for a period of at least two years after the leave. Failure to comply with this section will require reimbursement of salary received during said leave.

6. Final selection of recipients shall be made by the Superintendent of Schools and require approval by the Board of Education.

8. The recipients of sabbatical leaves shall prepare and submit written reports for evaluations of the education work or

research undertaken during the leave. Number and frequency of written reports submitted by the candidate to the Board of Education will be determined by the Superintendent and will depend on the course of study being pursued by the candidate.

SUBSTITUTE TEACHERS:

1. Class A: Replacement Teachers: A properly qualified teacher holding an appropriate certificate, having had experience in the field to which he is assigned, who replaces a regular teacher during an extended absence, carrying out regular teaching procedures, and preparing and following lesson plans, shall be paid at the minimum salary for his classification in the Guide.

2. Class B: Substitute Teachers: A teacher who is assigned for one or more days with varying assignments and who is not normally expected to do more than actually cover the class to which he is assigned shall be hired on a daily basis at the rate of \$18.00 a day.

3. Class C: Substitute Teachers: Same as Class B, except with appropriate certificate, at a rate of \$21.00 a day.

PERMANENT SUBSTITUTES:

1. The Board of Education will employ six fully certified teachers to serve as permanent substitutes in the Sayreville School System. Of these, three will be placed in the High School and three in the Junior High School.

Nothing herein shall be construed to prohibit use of these personnel for other school assignments when their services are unnecessary in their primary assignment.

Persons employed in the position of permanent substitute in the Sayreville Public Schools are subject to the following interpretation of their assignment.

and the permanent substitute will be required to attend all school board meetings, as well as all school board meetings.

b. The permanent substitute will be required to attend all faculty meetings and participate fully in all professional activities of the school. This is interpreted as including curricular and co-curricular activities both during and after school.

c. When not substituting, the permanent substitute may be required to perform non-teaching, supervisory or co-curricular duties at the discretion of the principal.

d. When serving as a substitute in his major field, the permanent substitute will be expected to assume full responsibility for ensuring continuity and depth of the subject matter as necessary.

e. The permanent substitute will comply fully with the instructions left by the teacher or principal and adhere to the prevailing policies and practices of the school.

ARTICLE XIX

PROFESSIONAL DEVELOPMENT AND
EDUCATIONAL IMPROVEMENT

A. The Guide provides for reimbursement up to \$125.00 for courses taken during a school year. Such courses must be in the teacher's specific field and shall be approved by the Superintendent before registration is made. Reimbursement shall be made when evidence of courses taken and successfully completed are submitted to the Superintendent for payment.

ARTICLE XI

INSURANCE PROTECTION

A. As of the beginning of the 1969-70 school year, the Board shall provide the health-care insurance protection designated below. The Board shall pay the full premium for each teacher and in cases where appropriate for family-plan insurance coverage.

1. For each teacher who remains in the employ of the Board for the full school year, the Board shall make payment of insurance premiums to provide insurance coverage for the full twelve (12) month period commencing September 1st and ending August 31st.

Insurance coverage includes:

- a. Blue Cross
- b. Blue Shield
- c. Rider J.
- d. Major-medical

B. The Board shall provide to each teacher a description of the health-care insurance coverage provided under this ARTICLE, and as provided by the carrier.

ARTICLE XXI
DEDUCTION FROM SALARY

A. 1. The Board agrees to deduct from the salaries of its teachers dues for the Sayreville Education Association, the Middlesex 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 1957 (NJSA 52:14-15.9e) and under rules established by the State Department of Education. Said monies together with records of any corrections shall be transmitted to the treasurer of the Sayreville Association by the 15th of each month following the monthly pay period in which deductions were made. The Association treasurer shall disburse such monies to the appropriate association or associations. Teacher authorizations shall be in writing in the form set forth below:

AUTHORIZATION

TO DEDUCT ASSOCIATION MEMBERSHIP DUES

Name _____ Soc. Sec. No. _____
 School Building _____ District of Sayreville

TO: Disbursing Officer Sayreville Board of Education

I hereby request and authorize the above-named disbursing officer to deduct from my earnings an amount sufficient to provide for the payment of those yearly membership dues as certified by the organizations indicated in equal monthly payments for all or part of the current school year and for succeeding school years. I understand that the disbursing officer will discontinue such deductions only if I file such notice of withdrawal as of the 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 of its officers from any liability therefor.

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

Sayreville Education Association	<input type="checkbox"/>
Middlesex County Education Association	<input type="checkbox"/>
New Jersey Education Association	<input type="checkbox"/>
National Education Association	<input type="checkbox"/>

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 halt deductions as of January 1 next succeeding the date on which notice of withdrawal is filed.

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 or application shall not be deemed valid or 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. Copies of this Agreement shall be reproduced at the expense of the Board within reasonable time not to exceed 60 days after the Agreement is signed and then presented to all teachers now employed.
- D. Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provisions of this Agreement, either party shall do so by telegram or registered letter at the following addresses:
1. If by Association, to Board at
425 Main Street, Sayreville, New Jersey
 2. If by Board, to Association at
P.O. Box 70, Parlin, New Jersey

ARTICLE XXIII

DURATION OF AGREEMENT

A. This Agreement shall be effective as of July 1, 1969 and shall continue in effect until June 30, 1970 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. 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.

SAYREVILLE EDUCATION ASSOCIATION

BY

Robert H. Decker
President Robert H. Decker

BY

Ann Mount
Secretary Ann Mount

SAYREVILLE BOARD OF EDUCATION

BY

Joseph A. Kupsch
President Joseph A. Kupsch

BY

R. J. Fleming
Secretary R. J. Fleming

SCHEDULE A

#1

SALARY GUIDE

A. Fact Finder's Report:

<u>STEP</u>	<u>NO DEGREE</u>	<u>BA DEGREE</u>	<u>BA+30</u>	<u>MA DEGREE</u>	<u>MA+30</u>	<u>DOCTORATE</u>
0	6,450.	6,850.	7,150.	7,550.	7,850.	8,250.
1	6,800.	7,200.	7,500.	7,900.	8,200.	8,600.
2	7,150.	7,550.	7,850.	8,250.	8,550.	8,950.
3	7,500.	7,900.	8,200.	8,600.	8,900.	9,300.
4	7,850.	8,250.	8,550.	8,950.	9,250.	9,650.
5	8,175.	8,575.	8,875.	9,275.	9,575.	9,975.
6	8,500.	8,900.	9,200.	9,600.	9,900.	10,300.
7	8,825.	9,225.	9,525.	9,925.	10,225.	10,625.
8	9,150.	9,550.	9,850.	10,250.	10,550.	10,950.
9	9,475.	9,875.	10,175.	10,575.	10,875.	11,275.
10	9,800.	10,200.	10,500.	10,900.	11,200.	11,600.
11	10,125.	10,525.	10,825.	11,225.	11,525.	11,925.
12	10,700.	11,100.	11,400.	11,800.	12,100.	12,500.

LONGEVITY

B. Fact Finder's Report:

Longevity increment shall be calculated on the basis of \$50. for every five (5) years of continuous service in the Sayreville school system, to be included in the teacher's salary following his 20th year of continuous service.

SCHEDULE A

#2

DEPARTMENT CHAIRMAN SALARY

Fact Finder's Report:

<u>No. of Teachers in the Department</u>	<u>Additional Compensation over Guide</u>	<u>Maximum Number of Teaching Periods</u>
1-4	\$400.	4
5-10	400.	2
11-20	500.	2
21-30	600.	2
31 or more	700.	2

SCHEDULE A

#3

GUIDANCE COUSELORS

1. The salary for guidance counselors shall be salary guide plus \$100. in both the junior and senior high schools.

SCHEDULE A

#4

SPECIAL SERVICE PERSONNEL

Special service personnel -- speech therapists, reading specialists, and special education teachers -- shall receive salaries on guide.

SCHEDULE A

#5

ATHLETIC TRAINER

To be salaried at \$8,575. for 1969-70 school year.

SCHEDULE A

#6
CO-CURRICULAR ACTIVITIES

I. COACHES SALARIES

A. FOOTBALL	<u>1969-70</u>
Head Coach	\$850.00
1st. Asst.	---
Head Fresh.	500.00
Asst. Coach	350.00
Asst. Coach	350.00
Asst. Coach	---
Asst. Coach	---
B. BASKETBALL	
Head Coach	\$700.00
Asst. Coach	350.00
Fresh. Coach	350.00
C. BASEBALL	
Head Coach	\$700.00
Asst. Coach	350.00
Fresh. Coach	350.00
D. TRACK	
Head Coach	\$ ---
Asst. Coach	---
Fresh. Coach	---
E. WRESTLING	
Head Coach	\$ ---
Asst. Coach	---
Fresh. Coach	---
F. SOCCER	
Head Coach	\$500.00
Asst. Coach	300.00
Fresh. Coach	---

G. BOYS GYMNASTICS	
Head Coach	\$500.00
H. CROSS COUNTRY	
Head Coach	\$250.00
I. WINTER TRACK	
Head Coach	\$250.00
J. GIRLS BASKETBALL	
Head Coach	\$450.00
Asst. Coach	300.00
K. GIRLS GYMNASTICS	
Head Coach	\$ ---
L. GIRLS FIELD HOCKEY	
Head Coach	\$300.00
M. ATHLETIC DIRECTOR	
Director	\$800.00

II. The salaries of Athletic Coaches shall be as shown in Schedule "A" I during the term of this contract or until a change or changes in the personnel presently holding the various coaching positions is made by the Sayreville Board of Education or by any other event whereupon the said salaries shall be fixed by the Sayreville Board of Education.

EXTRA CURRICULAR ACTIVITIES

BAND DIRECTOR - HIGH SCHOOL	\$500.00
JUNIOR HIGH	200.00
VOCAL DIRECTOR & PIANIST FOR PLAYS	\$200.00
CHEERLEADERS	\$400.00
COLOR GUARD & TWIRLERS	\$200.00
CUSTODIAN OF SCHOOL FUNDS	\$200.00 High School 200.00 Junior High
CLASS ADVISORS - 12th Grade	\$200.00 Advisor 100.00 Assistant 100.00 Assistant 100.00 Assistant
JUNIOR-SENIOR MUSICAL	\$300.00 Director 150.00 Assistant
DRAMA DIRECTOR - JUNIOR PLAY	\$150.00
SCHOOL NEWSPAPER	\$250.00
STAGE PRODUCTIONS	\$200.00 Art Director 100.00 Set Construction 100.00 Make-up Director 100.00 Costuming Director 100.00 Technical Director
STUDENT COUNCIL	\$200.00 Advisor 100.00 Assistant
YEAR BOOK	\$250.00

SCHEDULE A

#7

ASSISTANT TEACHING PRINCIPALS

1. To be compensated at the rate of \$400. per year over and above his appropriate salary under the Salary Guide.

SCHEDULE A

#8

SUMMER SCHOOL PERSONNEL

A. Summer School Directors	
High School	\$720.
Elementary	
Reading	\$900.
Math	\$900.
B. High School Teachers	
1 session	\$360.
2 sessions	\$720.
C. Elementary School Teachers	
session	\$800.

SCHEDULE A

#9

ADULT SCHOOL PERSONNEL

Adult School Director - \$400. per semester

Teachers - \$120. per course per semester

SCHEDULE A

#10

1. The roles listed in paragraph #2 will be more clearly defined in the line and staff functioning of the administrative structure of the Sayreville Public School System.
2. The salaries of the personnel performing the following functions shall be as follows:
 - a. Director Pupil Personnel Services - Guide + \$1,400.00
 - b. Language Arts Coordinator - Guide + 700.00
 - c. Mathematics Coordinator - Guide + 700.00
 - d. Director of Child Study Team - Range of \$11,000.00 to 14,000.00
 - e. School Social Worker - Salary Guide
 - f. Learning Disability Specialist - Range from Guide to \$12,000.00
 - g. Federal Projects Coordinator - Guide + \$2,000.00
 - h. School Psychologist - Range of \$11,000.00 to \$14,000.00

SCHOOL CLOSING DAYS

SEPTEMBER	2 - Tuesday	- All New Teachers Report	
	3 - Wednesday	- All Teachers Report	
	4 - Thursday	- First Day of School - All Pupils Report	12
OCTOBER	None		27
NOVEMBER	4 - Tuesday	- Election Day - Schools Closed	
	6 - Thursday	- N.J.E.A. Convention - Schools Closed	
	7 - Friday	- N.J.E.A. Convention - Schools Closed	
	11 - Tuesday	- Veteran's Day - Schools Closed	
	26 - Wednesday	- 1:00 P.M. Dismissal	
	27 - Thursday	- Thanksgiving Day - Schools Closed	
	28 - Friday	- Thanksgiving Vacation - Schools Closed	14
DECEMBER	23 - Tuesday	- 1:00 P.M. Dismissal - Christmas Vacation Begins	17
JANUARY	5 - Monday	- School Reopens	20
FEBRUARY	12 - Thursday	- Lincoln's Birthday - Schools Closed	
	23 - Monday	- Washington's Birthday - Schools Closed	16
MARCH	26 - Holy Thursday	- Schools Closed	
	27 - Good Friday	- Schools Closed	
	31 - Tuesday	- Schools Reopen	19
APRIL	None		22
MAY	29 - Friday	- Memorial Day - Schools Closed	20
JUNE	2 - Tuesday	- Primary Day - Schools Closed	
	18 - Thursday	- Last Day of School	11

186

Above calendar does not include snow days