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A G R E E M E N T

TEANECK BOARD OF EDUCATION - TEANECK ASSOCIATION OF ADMINISTRATORS AND SUPERVISORS

EFFECTIVE JULY 1, 1969

NEGOTIATING PARTIES

BOARD OF EDUCATION

Dr. A. Milton Bell, President  
Dr. Henry McCanna, Vice-President  
Mr. Boris Bierstein  
Mr. Andrew Fraser  
Mr. David Kapell  
Mrs. Dorothy Belle Pollack  
Mr. Robert Thomann  
Mr. Reginald Walton  
Mr. Peter Zeleny  
Mr. Irving C. Evers, Attorney

ADMINISTRATORS ASSOCIATION

Mr. Frank D'Ambra, President  
Mr. John Simmons, Vice-President  
Mr. Donald Kouba, Vice-President  
Mr. William Harrison, Secretary  
Mr. Arthur Lewis, Treasurer

Mr. Joseph Killory, Supt. of Schools  
Mr. Aubrey Sher, Asst. Supt. of Schools  
Mr. Jac Gnrrep, Recorder

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AGREEMENT made this        day of                    , 1969  
between TEANECK ASSOCIATION OF ADMINISTRATORS AND SUPERVISORS, hereinafter  
referred to as "Association"

and        TEANECK BOARD OF EDUCATION, hereinafter referred to as "Board".

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

ARTICLE 1 - RECOGNITION

The Board of Education hereby recognizes the Association of Administrators  
and Supervisors as the exclusive and sole representative for collective  
negotiations concerning the terms and conditions of employment for all  
administrative and supervisory personnel, excepting the Superintendent and  
Assistant Superintendent, whether under contract or on leave.

Unless otherwise indicated, the term "administrator" when used hereinafter  
in this agreement, shall refer to all professional employees represented by  
the Association in the negotiating unit as above defined.

In the case of employees declared by the Association to be supervisory  
but contended by the Board not to be properly includable in the negotiating  
unit, when there has been a final determination as to the proper classification  
of said employees, said final determination shall be conclusive and binding  
upon the parties and the employee shall be dealt with based upon such a final  
determination.

The term "final determination" shall mean a determination by the final  
appellate body or court to which either party may apply in accordance with  
legal proceedings.

The term "supervisory employee" is hereby defined as meaning an employee  
having the power to hire, discharge, discipline or effectively recommend the  
same.

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ARTICLE 2 - ADVISORY COMMITTEE

Board and Association recognize a mutual concern on the part of each for the maintenance and development of quality education. Both parties agree that teachers, administrators, students, parents and community members should be consulted in connection with the development of policies and regulations which will address themselves to the education of children and youth. Board and Association agree to the establishment of an advisory committee consisting of the Superintendent of Schools, the Assistant Superintendent of Schools, the President of the Teaneck Teachers' Association, five other members of the Teachers' Association, the President of the Teaneck Association of Administrators and Supervisors, and three other members of the Association of Administrators and Supervisors, and one member of the Board of Education.

This Committee shall submit to the Board for its consideration, procedures to be followed in connection with the development of recommendations relative to those policies and regulations which the Board should include in the "Policy Manual" and/or "General Bulletin."

ARTICLE 3 - NEGOTIATIONS PROCEDURES

(a) Parties agree to enter into collective negotiations pursuant to Chapter 303, Public Law of 1968, in a good faith offer to reach agreement on all matters concerning the terms and conditions of employment for all employees for whom Association is authorized to negotiate. Such negotiations shall begin as soon as practicable after September 1st of each calendar year. Any agreement so negotiated shall be applicable to all personnel for whom the Association is authorized to negotiate, shall be reduced to writing and shall be signed by the Board and Association and shall be adopted by appropriate resolution of the Board. The signature of Association on the contract shall be pursuant to authorization received from the membership and Board reserves the right to request proof of authorization of the membership before

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appending its signature to any agreement.

(b) Either party shall upon written request, convene meetings for the purpose of conducting negotiations. Requests for meetings when made by either party shall contain, insofar as possible, a listing of all requests to be included for discussion at the meeting requested.

(c) Either side shall have the right to utilize the services of consultants in their deliberations.

(d) Either party shall have the right to have its attorney present without prior notification.

(e) The Superintendent of Schools and Assistant Superintendent of Schools shall have the right to be present at all negotiating sessions as a resource person and shall not be construed to be a member of either negotiating team. The Board secretary shall also have the right to be present. A recorder may be selected to keep minutes of the proceedings. He shall not be a member of either negotiating team.

(f) It is understood and agreed between the parties that negotiations contemplate a complete agreement to be signed by the respective parties and in the event either of the parties do not receive authorization to execute the agreement negotiated by the members of the negotiating team, then and in such event the clauses which have been agreed upon between the representatives of the negotiating parties shall not be deemed to have any binding effect.

#### ARTICLE 4 - GRIEVANCE PROCEDURE

##### DEFINITIONS

The term "grievance" means a complaint by any administrator or group of administrators that there has been an inequitable, improper, or unjust application, interpretation, or violation of a policy, agreement, or administrative decision affecting the terms and conditions of employment of said administrator or group of administrators.

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The term "grievance" and the procedure relative thereto shall not be deemed applicable in the case of the failure or refusal of the Board to renew the contract of a non-tenure employee. Neither shall the grievance procedure be invoked by any individual claiming tenure under the provisions of R.S. 18A:28-5 where charges have been brought against such individual pursuant to the provisions of the Tenure Employees Hearing Law, R.S.18A:6-10 et seq. In such cases, the procedure to be followed shall be that set forth in R.S. 18A:6-10 et seq.

In cases involving the withholding of increments pursuant to the provisions of R.S.18A:29-14, an individual affected by such action shall have the right to invoke the grievance procedure through the hearing before the Board. From the final determination by the Board the method of review shall be that set forth in R.S.18A:29-14.

The term "administrator" shall have the meaning as set forth in Article 1 - Recognition.

The term "representative" shall include any organization, agency, or person authorized or designated by any administrator or by any group of administrators, or by a public employees association, or by the Board to act on its or their behalf and to represent it or them. The determination of the organization shall be as outlined in Chapter 303 P.L.of 1968.

The term "immediate" superior shall mean the person to whom the aggrieved administrator is directly responsible under the Table of Organization of the Teaneck School System.

The term "party" means an aggrieved administrator, his immediate superior, or any staff member below the Superintendent who may be affected by the determination of the Superintendent in connection with the procedure herein established.

PURPOSE

Nothing herein contained shall be construed as limiting the right of any administrator having a grievance to discuss the matter informally, and having the grievance adjusted without the intervention of the Association.

PROCEDURE

1. An aggrieved employee shall institute action under the provision hereof within thirty (30) calendar days of the occurrence complained of or within thirty (30) calendar days after he would reasonably be expected to know of its occurrence. Failure to act within said thirty (30) day period shall be deemed to constitute an abandonment of the grievance.

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

3. 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.

4. Level One - An administrator shall first discuss his grievance orally with his immediate superior. A decision shall be rendered within five (5) days of said hearing.

5. Level Two - If the grievance is not resolved to the administrator's satisfaction within five (5) days, or if no decision is forthcoming in five (5) days, within five (5) days from the determination referred to in Paragraph 4 above, the administrator shall submit his grievance to the Superintendent of Schools in writing, specifying:

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- A. The nature of the grievance,
- B. The results of the previous discussion,
- C. The basis of his dissatisfaction with the determination.

If the immediate superior is the Superintendent of Schools, and the Superintendent fails to act within the time set forth above, the appeal moves to setp No. 8.

A copy of the writing called for in Paragraph 5 above shall be furnished to the immediate superior of the aggrieved administrator, if other than the Superintendent, and the Association.

6. Within ten (10) days from the receipt of the written grievance the Superintendent shall hold a hearing at which all parties in interest shall have the right to be heard. This time may be extended by mutual consent.

7. Within ten (10) days of said hearing (unless a different period is mutually agreed upon) the Superintendent shall, in writing, advise the employee and his representative, if there be one, of his determination and shall forward a copy of said determination to the immediate superior of the aggrieved employee.

8. In the event of the failure of the Superintendent to act in accordance with the provisions of Paragraphs 5, 6 and 7 or, in the event a determination by him in accordance with the provisions thereof, is deemed unsatisfactory by either party, the dissatisfied party, within ten (10) days of the failure of the Superintendent to act, or within ten (10) days of the determination by him, may appeal to the Board of Education, unless a different period is mutually agreed upon.

9. Where an appeal is taken to the Board, there shall be submitted by the administrator:

The writing set forth in Paragraph 5, and a further statement in writing setting forth the administrator's dissatisfaction with the Superintendent's action. A copy of said statement shall be

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furnished to the Superintendent, the adverse party and the Association.

10. If the administrator, in his appeal to the Board, does not request a hearing, the Board may consider the appeal on the written record submitted to it, or the Board may, on its own, conduct a hearing; or it may request the submission of additional written material. Where additional written materials are requested by the Board, copies thereof, shall be served upon the adverse parties who shall have the right to reply thereto. Where the administrator requests in writing, a hearing before the Board, a hearing shall be held.

11. The Board shall make a determination within twenty (20) days from the receipt of the grievance and shall in writing, notify all parties of its determination. This time period may be extended by mutual agreement of the parties.

12. In the event an administrator is dissatisfied with the determination of the Board he shall have the right to request advisory arbitration pursuant to rules and regulations established by Public Employment Relations Commission, under the Provisions of Chapter 303, Laws of 1968. Where both parties consent, the arbitration may be binding instead of advisory.

The authority of any arbitrator shall be limited solely to the interpretation of the Agreement to which this procedure is annexed and he shall have no authority to add to, subtract from, or modify any of said provisions.

13. A request for advisory arbitration shall be made no later than twenty (20) days following the determination of the Board. Failure to file within said time period shall constitute a bar to such arbitration unless the aggrieved administrator and the Board shall mutually agree upon a longer period of time within which to assert such a demand.

14. In the event of arbitration, the costs of the arbitrator's services shall be shared by the Board and the administrator, or if represented by the Association, by the Board and the Association, Each of the parties shall bear their own costs.

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15. In any case, where a grievance is based upon the direct order, ruling, or determination of the Superintendent, the aggrieved employee may appeal directly to the Board within fifteen (15) days of the issuance of said order, ruling or directive, or within fifteen (15) days of the time when same have been brought to the administrator's attention, by filing with the Secretary of the Board a written statement setting forth:

- A. The order, ruling or determination complained of
- B. The basis of the complaint
- C. A request for a hearing if a hearing is desired.

A copy of the writing set forth above shall be served upon the Superintendent, who shall have the right to reply in writing thereto. A copy of such reply shall be served upon the aggrieved employee.

16. Upon receipt of a grievance filed under the provisions of Paragraph 18 the procedure shall be as set forth in Paragraphs 10 and 11.

17. No reprisals of any kind shall be taken by the Board against any party in interest, any building representative, or any participants in the grievance procedure by reason of such participation.

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

19. Forms for filing grievances, serving notices, taking appeals, making reports and recommendations and other necessary documents shall be prepared jointly by the Superintendent and the Association and given appropriate distributions so as to facilitate operation of the grievance procedure.

20. 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.

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ARTICLE 5 - SCHOOL CALENDAR

(a) The annual school calendar will be adopted by the Board after consultation between the Superintendent of Schools, the Administrators Association, Teachers' Association, and parents and students representatives.

(b) The calendar shall provide for no less than the number of days required attendance established pursuant to rules and regulations of the State Board of Education.

(c) Whenever a calendar may have been agreed upon but because of unforeseen circumstances the minimum days established by rules and regulations of the State Board of Education and cannot be met, the school year shall be adjusted by Board after consultation with Association.

(d) The school calendar for the year 1969-70 shall consist of one hundred eighty-two school days.

ARTICLE 6- SICK LEAVE

(a) Sick leave is hereby defined to mean the absence from his or her post of duty, of any person because of personal disability due to illness or injury, or because he or she has been excluded from school by the school district's medical authorities on account of a contagious disease or being quarantined for such a disease in his or her immediate household.

The term "sick leave" as above defined shall not include maternity leave.

(b) During the year 1969-70 the personnel covered by this agreement shall be entitled to unlimited sick leave.

The following provisions shall apply to the 1969-70 contract.

1. All administrators will be on unlimited sick leave through October 17, 1969. Unlimited sick leave will continue for all administrators except those employed effective during the period September 1 - October 17, 1969.
2. Unlimited sick leave may be granted to newly employed administrators only after 90 working days of employment. For those administrators employed effective during the period September 1 - October 17, 1969

the 90 working day period shall be modified to end on December 23, 1969.

3. Administrators employed effective on or after October 20, 1969 will be entitled to one day a month sick leave during the first 90 working days of employment
4. At the end of 90 working days (including the 90 working day period in #2 above) the Superintendent of Schools, in consultation with the T.A.A.S. must, on the basis only of the employee's absence record, indicate whether the employee shall be entitled to unlimited sick leave or whether the initial 90 working day period shall be extended for the balance of the contract year with a sick leave benefit of one day per month. The term contract year means a full 10 month working year and starts from the date of employment.
5. Any administrator re-employed after the termination of the 10 month period of service shall automatically be entitled to unlimited sick leave, provided unlimited sick leave is continued in the new contract.

(c) The granting of unlimited sick leave for the school year 1969-1970 shall not be intended to entitle any employee, in the event extensive sick leave is not required, to accumulate more than twelve (12) days of unused sick leave in accordance with the provisions of R.S.18A:30-7. In the event less than twelve (12) days of sick leave are utilized by any employee covered by this agreement, there shall be credited to the employee in his sick leave account, the difference between the number of days actually used and twelve (12) days.

(d) This unlimited sick leave provision shall be on a probationary period for the 1969-1970 school year.

(e) No doctor's certificate shall be required in the event of an absence due to illness, unless, in the opinion of the Superintendent of Schools, an abuse is taking place in an individual situation, a doctor's certificate may be required of the individual in order to receive salary for the period of such absence.

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(f) The Association shall assist in investigating and controlling alleged abuses of this policy.

ARTICLE 7 - LEAVES OTHER THAN SICK LEAVES

A. Pregnancy

Effective July 1, 1964, when an employee has used all of her sick leave benefits at full compensation, she shall be allowed unused days of absence up to ten days per year, for each year of employment with the Teaneck school system prior to July 1, 1964, if the current illness exceeds a period of ten (10) consecutive school days. An additional ten (10) days may be used, but with substitute's minimum daily salary deduction from the regular compensation. (For those employed for less than a full year, the number of days will be prorated on the basis of one (1) day for each month or major fraction that she is employed.

If at the end of that time the employee is unable to return to perform her duties as prescribed, she should then either tender her resignation, or if eligible for an official leave of absence, immediately submit her request for same to the Superintendent of Schools, in writing.

Employees are requested to inform the Superintendent of Schools, in writing, when pregnancy is known and plan to terminate their duties no later than the fifth month.

B. Death in the Immediate Family

Staff members may be granted a leave of absence, without loss of pay, for death in the immediate family, for a period not exceeding three (3) working days, within five (5) calendar days beginning with the day after death.

Immediate family would include wife, husband, son, daughter, mother, father, mother-in-law, father-in-law, sister, brother, grandmother, grandfather, and grandchildren. If it is found necessary to exceed the allotment indicated, an additional three (3) days will be allowed, but with a deduction of the substitute's minimum daily salary.

C. Death in the Non Immediate Family

In case of the death of a relative not mentioned in Part "A" above, the staff member may be granted a one (1) working day leave of absence, without loss of pay, to attend the funeral. If it is found necessary to exceed the allotment indicated, an additional two (2) days will be allowed, but with a deduction of the substitute's minimum daily salary.

D. Death - Other than Relatives

A staff member may be granted a one (1) working day leave of absence with the deduction of the substitute's minimum daily salary to attend the funeral.

E. Illness in Immediate Family

A total of three (3) days per year will be allowed without loss of pay for serious illness in the immediate family.

F. Quarantine

No deduction will be made for an employee who is well but quarantined in the home. When submitting reimbursement application for quarantine, satisfactory evidence must appear on or accompany the application.

G. Personal Business

One day with no deduction, the second day with substitute's minimum pay deducted. Superintendent's written approval (copy to be filed with Business Office) is necessary if request is for a day or days prior to, or subsequent to a holiday or vacation.

H. Religious Holidays

A substitute's minimum daily salary will be deducted for any absence for the purpose of observing religious holidays not provided for by the Board of Education.

I. Non Attendance at Lawfully Assigned Duty

A substitute's minimum daily salary will be deducted for non-attendance of any lawfully assigned duty or meeting, unless approved by the Principal or Superintendent of Schools.

J. Absence During Regularly Scheduled Day

A full daily salary deduction will be made whenever an employee, for personal reasons, leaves his/her work during the school year, prior to a holiday or vacation, or subsequently returns a day or more late after the expiration thereof.

K. Witness in Court

Educational staff members may be absent without loss of pay when the absence is in obedience to legal process. "Legal Process" shall mean summons to appear as a witness in a court in the State of New Jersey or in a court of the United States in a case to which the person summoned is not a party and also such that the individual has no option but to appear. When submitting reimbursement application for court compliance, satisfactory evidence must appear on, or accompany the application.

L. September and June Regulations

Whenever an administrator fails to report at the opening of school in September or leaves before the close of school in June, his/her salary (for September or June) will be based on the actual number of days of service.

M. Workmen's Compensation Injury

Staff members must inform the Business Office immediately of any absences due to an on-the-job injury for which a Workmen's Compensation claim is filed.

ARTICLE 8 - REPORTING ABSENCES AND REIMBURSEMENT REGULATIONS

A. REPORTING ABSENCE

1. When absence is necessary, all personnel must notify the designated person no later than 7:00 A.M. on the day of such absence.

2. If an unusual situation prompts an infraction of the above regulation, it should be promptly discussed with the Superintendent of Schools as soon as the individual's duties are resumed.

3. When reporting absences individuals will report on the reason for the absences and the approximate durations thereof.

4. If illness necessitates leaving the building during the day, individuals will report this to the office of the Superintendent of Schools.

B. REIMBURSEMENT REGULATIONS

1. In order to secure salary reimbursement on account of absence, all personnel will be required to fill out properly a "Report of Absence" which may be obtained from the principal or the Main Office of the School.

2. Absence Report applications shall be submitted to the Board Secretary not later than noon on or before the first day of each calendar month. Failure to do so will necessitate an automatic deduction and a loss of the reimbursement privileges. If absent on the first day of the month, the application must be submitted immediately upon return.

ARTICLE 9 - SABBATICAL LEAVE

ELIGIBILITY

Any administrator who has completed seven (7) or more years of continuous satisfactory service in the Teaneck Public Schools may, provided such applicant has not reached his/her fifty-ninth (59) birthdate, be granted leave for one academic year for study including study in another area of specialization outside of the administrator's field, with the approval of the Sabbatical Leave Committee of Review and the Superintendent, for research leading to professional growth which would be beneficial to the Teaneck School System and is in an area directly connected with his or her work in the Teaneck Public Schools.

NUMBER OF LEAVES AUTHORIZED

Not more than 3% of the teachers of the system shall be granted sabbatical leaves during the same academic year. Administrators shall be included in the determination of the eligible 3% of the teachers.



APPLICATION FOR LEAVE

Application for sabbatical leave shall be made on or before February 1st of any year in which the sabbatical is to take place. If approved, such leave shall officially begin the following September and shall be on a one year basis only.

Applications shall be made to the Superintendent upon the appropriate form and shall include the program to be followed by the administrator during the period of leave.

A Sabbatical Leave Committee of Review appointed by the Superintendent of Schools, the President of the Teaneck Teachers Association, and the President of the Teaneck Association of Administrators and Supervisors shall review all applications and advise the Superintendent. The Superintendent shall present all applications for consideration to the Board of Education.

Each applicant shall be notified promptly by the Superintendent in writing of the decision of the Committee of Review concerning his/her application.

PHYSICAL EXAMINATION

If an applicant for sabbatical leave is favorably considered, the applicant will then present to the Superintendent a statement of condition of health from a licensed physician.

SUBSEQUENT SERVICE

As a condition to being granted leave, the administrator shall enter into a contract, as prescribed by the Board to continue in the service of the Teaneck Board of Education for a period of not less than two (2) years after the expiration of the leave of absence.

If an administrator fails to continue in service after such leave of absence, the administrator shall repay to the Board of Education of the Township of Teaneck, in the County of Bergen, a sum of money bearing the same ratio to the amount of salary received while on leave of absence that the unperformed part of the two subsequent years service bears to the full two years, unless

such administrator is incapacitated, has been discharged, or has been released for good and sufficient reasons by the Board of Education from this obligation.

STATUS OF TENURE AND PENSION

The period of sabbatical leave shall count as regular service for the purpose of retirement planning and contributions by the administrator to the retirement fund shall continue as usual during such period. Tenure rights shall not be impaired.

ILLNESS OR ACCIDENT

Should the program of study or itinerary being pursued by an administrator on sabbatical leave be interrupted by serious accident or illness (established by evidence satisfactory to the Superintendent) this fact shall not constitute a breach of the conditions of such leave not prejudice the administrator against receiving all the rights and benefits provided for under the terms of sabbatical leave, providing the Superintendent is notified of such accident or illness by registered letter within ten (10) days of its occurrence. Arrangements may be made, subsequently to carry out the intent of the sabbatical leave contract.

FORFEITURE OF LEAVE

The administrator to whom sabbatical leave has been granted shall accept responsibility for providing evidence (transcript or comparable document) that the purpose of the leave is being fulfilled, bearing in mind that an ethical relationship exists between the recipient and the Committee of Review and a contractual agreement with the Superintendent of Schools and the Board of Education.

If the Superintendent is convinced that an administrator on sabbatical leave is not fulfilling the purpose for which the leave of absence was granted, he shall report this fact to the Board of Education and the Board may terminate the leave of absence as of the date of its abuse after giving the administrator an opportunity to be heard.

SABBATICAL TO MATERNITY LEAVE

If an administrator on sabbatical leave shall ascertain that she is pregnant, she shall report this fact to the Superintendent immediately. She may continue the sabbatical leave until the fifth month of pregnancy providing she meets all of the sabbatical requirements during that period of time. At the beginning of the fifth month, she must accept a leave of absence under the maternity leave regulations of the General Bulletin policy.

REINSTATEMENT

At the expiration of sabbatical leave, the certificated employee shall be reinstated in the position held by such employee at the time such leave was granted, unless he/she shall agree otherwise. This pre-supposes, however, that conditions have not arisen which would have changed such employee's location and type of work had he/she remained in active service. This is further conditioned by the presentation of a written report to the Superintendent of Schools in which is stated the activities engaged in while on sabbatical leave and the subsequent benefits expected therefrom.

SALARY

The salary granted to an administrator on sabbatical leave for a full year shall be one-half of the regular salary.

Salary shall be paid in accordance with the general time schedule for payment of salaries in the Teaneck Public Schools.

ARTICLE 10 - MEDICAL INSURANCE

A. As of the beginning of the 1969-1970 school year, the Board shall provide the health-care insurance protection designated below. The Board shall pay the full premium for each administrator and in cases where appropriate, according to the contract, for family and for other dependent plan insurance coverage.

1. For each administrator who remains in the employ of the Board for the full school year, the Board shall make payment of insurance premiums to provide

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insurance coverage for the full twelve (12) month period. When necessary premiums in behalf of the administrator shall be made retroactively or prospectively to assure uninterrupted participation and coverage, subject to the regulations of New Jersey Blue Cross, Blue Shield and Prudential Insurance Company of America.

2. Provisions of the health-care insurance program shall be detailed in master policies and contracts with New Jersey Blue Cross, Blue Shield with Rider J and Major Medical Coverage with Prudential Insurance Company.

B. Wherever material is made available by Blue Cross, Blue Shield and/or Prudential Insurance Company of America, describing the provisions of the policies and such material is made available to the Board, the Board shall, in turn, distribute said materials to the administrators.

#### ARTICLE 11 - SALARY GUIDE AND SALARY REGULATIONS

During the year 1969-1970 Board covenants and agrees to pay to the staff the salaries in accordance with the Administrators and Teachers Salary Guides as hereinafter set forth.

The regulations covering the payment of salaries shall be as set forth in Salary Regulations and made a part hereof.

ADMINISTRATIVE SALARY GUIDE  
1969 - 1970

<u>POSITION</u>	<u>RATIO *</u>
Director of School Buildings and Grounds	.05
Elementary Assistant Principals (10 Mos.)	.10
Elementary Principals (10 Mos.)	.25
O.C.T.	.28
Early Childhood Specialist	.28
Federal Program	.28
Secondary Vice-Principals	.35
Elementary Principals (12 Mos.)	.38
Elementary Principal-Central Sixth (12 Mos.)	.40
Junior High School Principals	.48
Director of Guidance	.49
Director of Special Services	.50
Secondary Curriculum Coordinator	.50
Director of Elementary Education	.53
High School Principal	.60

\* The salary paid to administrators is determined by multiplying the six year maximum of the teachers guide by the above ratio, and adding the resulting differential to the appropriate salary on the teachers guide. The latter amount is determined by the individual's level of training and years of professional experience.

Merit payment may be made in addition to the above.

Adopted by the Teaneck Board of Education  
February 12, 1969

TEANECK TEACHERS SALARY GUIDE

1969 - 1970

<u>YEAR</u>	<u>4 YEAR LEVEL</u>	<u>5 YEAR LEVEL</u>	<u>6 YEAR LEVEL</u>	<u>DOCTORATE</u>
	<u>1969-70</u>	<u>1969-70</u>	<u>1969-70</u>	<u>1969-70</u>
1	\$ 7,000	7,500	\$ 8,000	\$ 8,500
2	7,287	7,808	8,328	
3	7,586	8,128	8,670	
4	7,897	8,461	9,026	
5	8,221	8,808	9,396	
6	8,558	9,169	9,781	
7	8,909	9,545	10,182	
8	9,274	9,936	10,600	
9	9,654	10,343	11,035	
10	10,050	10,767	11,487	
11	10,462	11,209	11,958	
12	10,891	11,669	12,448	
13	-	12,147	12,958	
14	-	12,645	13,489	
15	-	13,164	14,042	
16	-	-	14,618	15,532

Effective - September 1, 1969

SALARY REGULATIONS

1. Upon entering the system, the step on the guide will be determined by degree of training and length of experience.
2. Military service will be credited up to a maximum of four years.
3. Salary increments and/or adjustments shall be awarded on the basis of satisfactory service and shall not be considered automatic.
4. Salary increments will be granted for personnel on leave of absence for overseas teaching, military service or sabbatical leaves.

RE-EMPLOYMENT

The salaries for all active members of the Teaneck administrative staff, based upon their educational training, experience, and administrative ratio, shall be at the proper step for each training level as indicated in the Administrators Salary Guide and Teaneck Teachers Salary Guide and adopted by the Teaneck Board of Education for the ensuing school year.

One-half year experience steps shall be eliminated by moving personnel to the next higher step.

The salary for an individual member of the administrative staff may vary from the proper amount for the individual's training and experience as indicated on the "Guide", only when he is affected by the criteria as hereinafter specified.

Effective July 1, 1969, the In-Service Credit and Recurring Study Plans will no longer be a part of the policies of the Teaneck Board of Education. However, present staff will be protected in this policy change as indicated in the criteria.

CRITERIA

The following criteria will apply to those members of the administrative staff in the employ of the Teaneck Board of Education as of June 30, 1969 who have been re-employed and report for active duty for the school year 1969-70 (unless granted a leave of absence or extension of a leave.)

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These criteria will not apply to new members of the administrative staff employed effective for the school year 1969-70, or re-employed after a break in continuous service.

1. An individual who has received salary credits under the Board's recurring study plan and/or In-Service plan and, as a result of these credits would receive a salary other than the salary indicated at his proper step and training level, will have one of the following apply:

a. Less than Sixteen Credits

This person will have the choice of continuing to receive the salary credit for a period not to exceed three (3) years (June 30, 1972) or until enough additional credits have been obtained to move to the next training level; the cost of the additional credits to be borne by the individual. (Option A - memo of 2/21/69)

The alternate choice for this person is to waive this additional salary credit, in which case he would qualify for payment for educational credits, under the Board of Education, Educational Credit Payment Plan, for those additional credits needed to qualify him for the next training level. (Option B - memo of 2/21/69)

b. Sixteen or More Credits

This person will receive, in lieu of the salary credit, one additional year of experience. That is, an additional step on guide in addition to any credited experience (salary increment) that may be earned. This person will qualify for the Educational Credit Payment Plan. (NOTE: This additional experience is a one-time permanent movement on the guide.)

Staff members who are at the maximum salary step and are receiving an additional salary amount as a result of the Recurring

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Study and/or In-Service Credit Plan, will continue to receive this amount of additional salary for a period not to exceed three (3) years (June 1972), or until enough additional credits have been obtained to move to the next training level. This person will also qualify for payment for educational credits under the Educational Credit Payment Plan.

(Purpose: to eliminate "off guide" situations resulting from salary credits granted under the Recurring and In-Service Programs.)

#### SUPER-MAXIMUM

A member of the administrative staff who has reached maximum on the sixth year training level may present his years of teaching experience and teaching qualifications (educational training and on-the-job record) for review and evaluation by a committee established for this purpose, in order to qualify for additional salary above the maximum. Such additional salary shall not be permanent, but must be approved at periodic intervals.

#### NEW EMPLOYEES

The following will apply to members of the teaching staff employed for and after the 1969-70 school year.

1. Minimum educational training required shall be a bachelors degree.
  2. At the time of employment, the step on the salary guide will be determined by the degree of training and length of experience.
  3. No person will be employed off-step or off-training level.
  4. Administrators with military training will be given credit, not to exceed four years for their service as though it were teaching experience. Ten months of active duty shall equal one year of experience.
  5. Qualification for placement on the Fifth Year Training level will be based on possession of a masters degree from an accredited institution.
  6. Super-maximum, In-Service and Educational Credit Payman Plan policy will be available and applicable to all new employees.
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TRAINING LEVELS

1. The present staff members shall possess a masters degree from an accredited institution before being placed on the sixth year level (except those on the fifth year level prior to September 1, 1964).
2. Courses required for certification in the field for which the individual is hired may not be applied for movement from one level to another except as part of an advanced degree program.
3. The In-Service Committee shall assist in the development of criteria for course approval.
4. Commencing June 30, 1970, all requirements for movement from one training level to another must be completed by June 30.

EXCEPTION CLAUSE

If any member of the administrative staff feels that he will be unable to comply with any section of these regulations or, that any section works an undue hardship upon him, he may present his case to the Superintendent of Schools for consideration. This presentation may be via the Association if the administrator so desires. Upon recommendation of the Superintendent of Schools, the Board of Education may make individual exceptions to these regulations.

ARTICLE 12 - EDUCATIONAL CREDIT PAYMENT PLAN

The Teaneck Board of Education, in order to implement its philosophy of encouraging educational improvement, will pay the cost of approved educational credits taken at an accredited institution, subject to the following:

1. Courses to be taken and institutions to be attended must be approved by the Superintendent of Schools prior to registering for these courses.
  2. Upon completion of a course(s), a transcript must be submitted to the office of the Superintendent of Schools indicating satisfactory completion of the course. Failure to achieve a passing grade shall not negate the
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payment, unless in the judgment of the Superintendent, with the advice of the In-Service Committee, it is the result of excessive absence. A second failure during the administrator's service in Teaneck shall not be reimbursed.

3. Payment will not include books, registration or student fees, laboratory fees, etc., but is limited to payment for credits only.

4. Payment will be limited to no more than six (6) credits per semester during the school year (September 1 - June 30). There is no limitation imposed on the number of credits taken during the summer period.

5. The cost of courses not completed shall be borne by the individual who shall reimburse the Board or have an equivalent payroll deduction.

#### ARTICLE 13 - IN-SERVICE

Hereafter, in-service courses shall refer to those courses offered by the Teaneck School System.

The fundamental purpose of these courses is to encourage professional improvement as it applies to the immediate and future needs of the Teaneck schools.

In order to qualify for salary increment and/or adjustment, all members of the administrative staff will be required to take a minimum of one in-service course every three years. An administrator may request the approval of a college, university, or other outside course in lieu of the in-service requirement, if he believes the course will serve his and Teaneck's best interests. The request will be to the Superintendent of Schools who shall seek the advice of the In-Service Committee.

In-Service courses will carry no educational credit values with the following exception: in determining equivalency for movement from the fifth to the sixth year training level on the salary guide, a member of the administrative staff may apply up to eight (8) in-service credits. Present staff members may apply a maximum of eight (8) in-service credits for movement from the fourth to fifth year training level until June 30, 1972.

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The value of these in-service credits will be determined from the number of course hours taken by the individual, with one credit granted for each course hour.

The in-service courses to be offered each semester will be recommended by the In-Service Committee. The cost of conducting these courses will be borne by the Board of Education.

The requirement will be effective July 1, 1969. In-service courses taken prior to this date will not qualify to satisfy this requirement, except as indicated for the purpose of guide movement.

#### ARTICLE 14 - DURATION OF AGREEMENT

This Agreement shall become effective July 1, 1969, and it shall remain in full force and effect until June 30, 1970.

Negotiations on a successor contract shall commence as provided for in the provisions of Article 3 - NEGOTIATIONS PROCEDURE.

#### ARTICLE 15 - DEDUCTIONS FROM SALARY

1. The Board agrees to deduct from the salaries of its administrators dues for the Teaneck Association of Administrators and Supervisors, the Bergen County Education Association, the New Jersey Education Association or the National Education Association, or any one or any combination of such Associations as said administrators individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 310, Public Laws of 1967 (NJSA 52:14-15.9e) and under rules established by the State Department of Education. Said monies together with records of any corrections shall be transmitted to the Treasurer of the Teaneck Teachers 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.

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2. If during the life of this Agreement there shall be any change in the rate of membership dues, Association shall furnish to the Board written notice prior to the effective date of such change and shall furnish to the Board new authorizations from its members showing the individual deduction authorizations and the total authorized deductions for each employee, it being understood that the only obligation of the Board shall be to remit to Association the total deduction and not the individual deductions. It shall be the obligation of the Association from the total deduction to make the further individual deductions authorized by the members.

3. The program now in force for payroll deductions with the Teaneck School Employees Federal Credit Union shall remain.

#### ARTICLE 16 - VACATIONS

Twelve month administrative personnel shall be entitled to vacation according to the following schedule:

During the first five (5) complete years of employment and less than a complete first year of employment as an administrator in Teaneck, administrative personnel shall be entitled to earned vacation at the rate of 1.7 days for each month or major fraction thereof worked, not to exceed a fiscal year (July 1 - June 30) total of 20 days earned vacation.

Starting with the sixth complete year of employment as an administrator in Teaneck, administrative personnel shall be entitled to earned vacation at the rate of 2.1 days for each month or major fraction thereof worked, not to exceed a fiscal year total of 25 days earned vacation.

Administrative personnel schedules for the taking of earned vacation time is subject to the approval of the Superintendent of Schools. The Superintendent of Schools shall base his approval or disapproval on taking such time as shall be consistent with the needs and best interests of the Teaneck schools.

Earned vacation time not taken by the end of the second fiscal year after it was earned shall be deemed to be lost and unrecoverable, except that in no

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case shall an administrator lose earned vacation time as the result of disapproval by the Superintendent of Schools.

ARTICLE 17 - ELEMENTARY ASSISTANT PRINCIPAL

Effective with the 1969-70 school year, the Board of Education shall take such action as shall be appropriate to establish the position and title of Elementary Assistant Principal. The Board of Education shall have the exclusive right to establish the position in those elementary schools which, in the best judgment of the Board, it determines shall have need of this position. The Parties recognize that the ultimate responsibility for making all appointments to this or any other position rests with the Board of Education and agree that it is the obligation of the Board to fill all vacancies with the best qualified personnel.

ARTICLE 18 - EVALUATION

The Association shall designate a committee of Association members to work with the Superintendent of Schools to develop a procedure for evaluation of job performance of administrative personnel. Said procedure shall be presented to the Board of Education by the Superintendent of Schools for approval.

ARTICLE 19 - ELEMENTARY PRINCIPALS CONTRACT TERM

Effective with the 1969-70 school year, the position of ten-month elementary school principal shall be abolished subject to the following:

1. Present personnel shall have the option of continuing on the ten-month contract basis, or choosing the twelve-month contract. Such choice shall be final for the term of the individual's employment as an elementary principal in Teaneck.

2. The salary to be paid in each contract classification shall be according to the guides and regulations in Article 11.

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3. For ten-month personnel choosing the twelve-month contract, vacation time shall be earned effective July 1, 1969. No vacation shall be earned or taken for the 1968-69 school year except as follows:

- a. Ten-month administrative personnel who have completed five years as an administrator in Teaneck shall be considered to have earned five vacation days for the 1968-69 school year, and shall be entitled to take these days subject to the approval of the Superintendent of Schools.
- b. There may be borrowed, against future earned time, ten days from 1969-70 earned vacation to be used in the summer of 1969 and five days from 1970-71 earned vacation to be taken in the summer of 1970.

ARTICLE 20 - NEGOTIABLE RIGHTS

The Association reserves the right to present at some future time, for negotiation with the Board, any Articles or items which the Board has agreed to negotiate with other bargaining units representing Teaneck school system personnel.

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President  
Teaneck Board of Education

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President  
Teaneck Association of Administrators  
and Supervisors

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Secretary  
Teaneck Board of Education

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Date

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Date