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SCHEDULE A

B O A R D - - E P A F I N A L A G R E E M E N T

1969 - 74 School Years

PREAMBLE

This Agreement entered into this 13<sup>th</sup> day of ~~September~~<sup>October</sup>, 1969, by and between the Board of Education of the School District of The Township of Edison, in the County of Middlesex, a Municipal Corporation of the State of New Jersey, hereinafter called the "Board", and the Edison Principals Association and the Edison Special Services 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 the finest possible education for the children of the School District is their mutual aim and that the character of such education is dependent in part upon the quality and morale of the Associations members, and

WHEREAS, the members of the Association are particularly qualified to advise the formulation of policies and programs designed to improve educational standards, and

WHEREAS, the members of the Association shall faithfully devote themselves to their constant improvement in manner, morale, deportment, and by exemplary conduct, and

WHEREAS, the Board is required, pursuant to Chapter 303, Public Laws 1968 to negotiate with the Association as the representative of employees hereinafter designated with respect to the terms and conditions of employment, and

WHEREAS, the Board and the Association have reached certain understandings, this agreement witnesseth:

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## ARTICLE I

### RECOGNITION

- A. The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiations concerning the terms and conditions of employment for all ratio personnel, represented by the Association, whether under contract, on leave, on a per diem basis, employed or to be employed by the Board.
- B. Unless otherwise indicated, the term "member", when used hereinafter in this Agreement, shall refer to all professional employees represented by the Association in the negotiating unit as defined above.

## ARTICLE II

### NEGOTIATION PROCEDURE

- A. The parties agree to enter into collective negotiations over a successive agreement in accordance with Chapter 303 Public Laws 1968 in a good faith effort to meet agreement on all matters concerning the terms and conditions of employment for all members. Such negotiations shall begin not later than October 1 of the calendar year preceeding the calendar year in which this agreement expires. Any agreement so negotiated shall apply to all members, be reduced to writing, be signed by the Board and Association and be adopted by the Board and the Association.
- B. During negotiations, the Board and the Association shall present relevent data, exchange points of view, and make proposals and counter proposals. The Board shall make available to the Association for inspection all of its pertinent records, data, and information for the district which the Association requests for the purpose of collective negotiations. The Board shall make available to the Association preliminary budget proposals for the next fiscal year.
- C. Neither party in any negotiations shall have any control over the selection of the negotiation representatives of the other party. The parties meeting pledge that their representatives be empowered to make proposals, consider proposals, and make counter proposals in the course of negotiations. However, the representatives of Association shall not be empowered to enter into a binding agreement with Board without first obtaining the consent of the members of Association in accordance with the by-laws of the Association.
- D. Representatives
  - 1. Representatives of the Board and the Association's negotiation Committee shall meet upon the request of either party for the purpose of reviewing the administration and/or the amending of the agreement, and to resolve problems that may arise. These meetings are not intended to bypass the grievance procedure.
  - 2. Each party shall submit to the other at least three days prior to the meeting an agenda covering matters they wish to discuss.
  - 3. All meetings between the parties shall be regularly scheduled whenever possible to take place when the members involved are free from assigned responsibilities unless otherwise agree.

4. Should a mutually acceptably 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 the 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 applicable during the term of this agreement. Unless otherwise provided in this agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce nor otherwise detract from any member's benefits existing prior to its effective date.
- F. The Board shall make available to the Association the amounts of state and federal funds as they are received.
- G. 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

- A. Definition: "A grievance" is a claim based upon an event or condition which effects the welfare and/or terms and conditions of employment of a member and/or the interpretation, meaning, or application of any of the provisions of this agreement.
- B. Purpose  

The purpose of this procedure is to secure equitable solutions to the problems which may from time to time arise effecting the welfare or terms and conditions of employment of members. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.
- C. Procedure
  1. Since it is important that a grievance 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 limit specified may, however, be extended by mutual agreement.
  2. Level I - A member with a grievance shall first discuss it with his immediate superior either directly or through the Association's designated representative with the objective of resolving the matter informally.
  3. Level II - If the aggrieved person is not satisfied with the disposition of his grievance at Level I, he may file the grievance in writing within three(3) days to the Association's Committee responsible for grievances. Within three (3) days after receiving the written grievance the

committee shall refer it to the Superintendent of Schools. The disposition of the unresolved grievance at Level I shall be submitted in writing to the Committee and the Superintendent of schools.

4. Level III

- (a) If the aggrieved person is not satisfied with the disposition of his grievance at Level II, or if no decision has been rendered within seven (7) school days after the grievance was delivered to the Superintendent, the aggrieved person shall request that the Superintendent refer the grievance to the Board.
- (b) If the grievance has not been resolved within ten(10) school days after such written notice from the Superintendent to the Board, the Board and the Association Grievance Committee shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators may be made to the American Arbitrations Association by either party. The parties shall then be bound by the rules and procedures of the AAA and the selection of an arbitrator.
- (c) The arbitrator so selected shall confer with the representatives of the Board and the Grievance Committee and hold hearings properly and shall issue his decision not later than twenty (20) days from the date of the close of the hearing, or if oral hearings have been waived, then from the date of final statements and proofs on the issues that are submitted to him. The arbitrator's decision shall be in writing and shall set forth his findings of fact, reasoning and conclusion on the issues submitted. The arbitrator shall 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 submitted to the Board and the Association and shall be final and binding on the parties.  
Unless otherwise mutually agreed to , all grievence hearings shall be at some appropriate conference room in Edison Township and provided at the Board's expense.
- (d) The cost of the services of the arbitrator including perdiem expenses, if any, and the actual and necessary travel, subsistence expenses and the cost of the hearings shall be borne equally by the Board and the Association.

D. Rights of members to representation.

1. Any party in interest may be represented at all stages of the grievance procedure by himself or at his option by a representative elected or approved by the Association. When a member is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance procedures.
2. No reprisals of any kind shall be taken by the Board or by any member of the administration against any party in interest, any member of the Grievance Committee or any other participant in the grievance procedure by reason of such participation.

E. Miscellaneous

1. If in the judgement of the Grievance Committee a grievance affects a group of members, the Grievance Committee may submit such grievance in writing to the Superintendent directly and the processing of such grievance shall be commenced at Level II. A Grievance Committee may process such a grievance through all levels of the grievance procedure even though the aggrieved person does not wish to do so.
2. Decisions rendered at Level II and III which are unsatisfactory to the aggrieved person shall be in writing and made available to the parties in interest and to the Grievance Committee.
3. Unless otherwise mutually agreed, all meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and the designated or selected representatives heretofore referred to in this article.
4. Any employee in the Edison Township School System or any other persons under the supervision or control of the Edison Township Board of Education required by the Association and the Board shall be made available for appearance at any arbitration or grievance hearing as requested by the Association without any loss of pay while attending such hearings.
5. 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 distribution so as to facilitate operation of the grievance procedure.

ARTICLE IV

RIGHTS & PRIVILEGES

- A. Pursuant to Chapter 303, Public Laws 1968, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Association and its affiliates for the purpose of engaging in collective negotiations. The Board undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce any member in the employment of

any rights conferred by Chapter 303, Public Laws 1968 or other laws of New Jersey or the Constitution of New Jersey and the United States; that it shall not discriminate against any member 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 of 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 of conditions of employment.

- B. No member shall be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage or be denied renewal of contract, without just cause. Any such action asserted by the Board, or any agent or representative thereof, shall be subject to the grievance procedure within set forth.
- C. Whenever any member is required to appear before the Superintendent, Board or any committee or member thereof concerning any matter which could adversely effect the continuation of that member in his office, position or employment or the salary or any increments pertaining thereto, he may request a 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 if he so desires. Any suspension of a member pending charges shall be with pay.

#### ARTICLE V

##### ASSOCIATION RIGHTS AND PRIVILEGES

- A. The Board agrees to furnish to the Association in response to reasonable requests from time to time all available information concerning the financial resources of the district, annual financial reports and audits, register of certificated personnel, tentative budgetary requirements and allocations and all other information that is a matter of public record.
- B. When any representative of the Association or any member is mutually scheduled by the parties to participate during working hours in negotiations, grievance proceedings, conferences or meetings they will suffer no loss in pay.
- C. Representatives of any Association, which is representative of member groups shall be permitted to transact official association business on school property at all reasonable times with official approval, provided that there is no interruption of the normal school program.
- D. The Association and its representatives shall have the right to use school buildings at all reasonable hours for meetings upon the approval of the principal and Superintendent.



- E. The Association shall have the right to use school facilities and equipment at such reasonable times when such equipment is not otherwise in use. The Association shall pay for the reasonable cost of all materials and supplies incident to such use.
- F. The Association shall have the right to use the inter-school mail facilities and school mail boxes as it deems necessary.
- G. The rights and privileges of the Association and its representatives as set forth in this agreement shall be granted only to the Association as the exclusive representative of its members and to no other organizations.

## ARTICLE VI

### EMPLOYMENT

- A. Each member shall be placed on his proper step of the salary schedule at the beginning of the 1971 - 72 school year. At the beginning of the 1969 - 70 school year, 10 years credit for previous experience shall be given to any presently employed member who has not heretofore received it.
- B. Members previously employed in the Edison school district shall, upon returning to employment, receive full credit on the salary schedule for all experience received while not employed in the District and up to four (4) years of military experience.
- C. Members presently employed shall receive notification of their contract of renewal by April 1 of each year.
- D. Credit up to ten (10) years for accumulated sick leave will be granted to members who are returning to or transferring into the district if they were employed in the preceding year.
- E. Salaries
  - 1. Members shall be paid in twenty-four equal semi-monthly installments.
  - 2. Members may individually elect to have 10 percent of their monthly salary deducted from the pay for summer savings. Said deductions shall be deposited in a bank mutually agreeable to the Board and the Association.
  - 3. Members shall be paid on the last work day before the 15th of each month and the last working day before the end of the month.
  - 4. When a pay day falls on or during a school holiday, vacation, or weekend, members shall receive their pay checks on the last working day prior to the holiday.
  - 5. The Board and the Association will continue the present bond program.

ARTICLE VII

ASSIGNMENT

- A. All members shall be given written notice of their salary schedules, assignments, and building assignments for the forthcoming year not later than June 1 of each year. (Emergencies excepted) If later changes in assignment are necessary, members must be so informed prior to the start of the new school year.
- B. Members who are assigned to more than one school shall be given ample amount of inter-school travel time. Those members who may be required to use their own automobiles in the performance of their duties shall be reimbursed at the standard rate of 10¢ per mile.
- C. Married members will not be permitted to work in the same building. Exceptions due to extenuating circumstances may be approved by the Superintendent.

ARTICLE VIII

TRANSFERS AND RE-ASSIGNMENTS

- A. By April 1st of each year, the Superintendent shall make available to the Association and post in all school buildings a list of the known vacancies which shall occur during the following school year. As vacancies occur during the school year said notification and posting will be made.
- B. A member who desires a change in assignment or who desires to transfer to another building shall file a written statement of such desire with his immediate superior and the Superintendent not later than March 1st. Such statement shall include the assignment to which the member desires to be assigned, and the school or schools to which he desires to be transferred in order of preference. Preference will be given to those within the system.
- C. Determination of transfers, both voluntary and involuntary, will be made after the best interests of the member and the school system are taken into consideration.

ARTICLE IX

PROMOTIONS AND VACANCIES

- A. Promotional positions are defined as follows:

Such positions are positions on the administrator-supervisory levels of responsibility. All vacancies in promotional positions including those programs funded by the federal government shall be adequately publicized in accordance with the following procedure:

A notice shall be posted in each school as far in advance as is practicable, ordinarily at least thirty days before the final date when applications must be submitted and in no event less than fifteen (15) days before such date. A copy of said notice shall be made available to the Association at the time of posting. Members who desire to apply for such vacancies shall submit their applications in writing to their immediate superior and to the Superintendent within the time limit specified in the notice and acknowledgement shall be given to all such applications. Applications shall be kept on file in the Superintendent's office for continual consideration for future vacancies until the office is notified, in writing, by an applicant that the application is withdrawn.

- B. Qualifications for any position, its duties and the rate of compensation shall be clearly set forth. Any change of qualifications set forth for a particular position shall be similarly posted and made available to the Association.
- C. All qualified members shall be given adequate opportunity to make applications, and no positions shall be filled until all properly submitted applications have been considered. The Board agrees to give due consideration to the professional background and attainments of all applicants and other relevant factors. In such vacancies, preference shall be given to qualified members already employed by the Board, if it is in the best interest of the school district. Announcements of appointments shall be made by posting a list in the central administrative office and in each school building and a list made available to the Association.

#### ARTICLE X

##### ADULT AND HOME INSTRUCTION AND FEDERAL PROGRAMS

- A. Openings for positions.

All openings for positions in the adult school, Saturday enrichment courses, home instruction, federal projects, and other programs shall be publicized in accordance with the procedure as set forth in this agreement. Members applying for adult school positions shall be notified of the action taken not later than October 15. Saturday enrichment course openings shall be publicized by November 1st. Home instruction openings will be publicized as they occur.

- B. Filling of positions.

In filling such positions, consideration shall be given to a member's area of competence, major and/or minor field of study, attendance record and length of service in the district. When all other factors are substantially equal, preference shall be given to members with experience in the school district.

- C. State and Federal Programs.

The Board shall make available to the Association a list of all

State and Federal Programs applicable to this school district, along with a list of positions needed to implement these programs.

ARTICLE XI

EVALUATION

- A.
1. All monitoring or observation of the work performance of a member shall be conducted openly and with the full knowledge of the member.
  2. Members shall be evaluated only by personnel certified by the New Jersey State Board of Examiners to supervise instruction, using such forms as are agreed upon by the Association and approved by the administration.
  3. A member will be given a copy of formal observation or of evaluation reports prepared by his evaluators, preferably before the day of the scheduled conference. No such report shall be placed in the member's file or otherwise acted upon without prior conference with the member unless the member's decision to meet is to the contrary.
- B.
1. A member shall have the right, upon request, to review personally, the contents of his personal file in the presence of the Superintendent or his designated representative.
  2. No material derogatory to a member's conduct, service, character or personality shall be placed in his personal file, unless the member has had an opportunity to review the material. At least once every year, until tenure and every two years thereafter, a member shall have the right to indicate those documents and/or other materials in his file which he believes to be obsolete or otherwise inappropriate to retain. Said documents shall be reviewed by the Superintendent or his designee and at the discretion of the Superintendent they shall be either destroyed or retained. The member 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.
- C.
- Any complaints regarding a member made to the administration by any teacher, parent, student or other person which are used in any manner in evaluating a member shall be promptly investigated and called to the attention of the member. The member shall be given an opportunity to respond to and/or rebut any such complaint.

ARTICLE XII

LEAVES OF ABSENCE

A. Sick Leave

1. Members shall be allowed twelve (12) days of sick leave in

any school year without loss of pay. All days of sick leave not utilized shall be accumulative.

2. An additional thirty (30) days beyond the total number of accrued days shall be granted with deductions from the members pay for the cost of a substitute.
3. Sick leave is defined as absence from duty because of personal illness or quarantine for communicable disease.
4. It shall be the obligation of the members to certify that the absence resulted from personal illness. Upon request, the member shall present a physician's certificate of illness to the Superintendent.

B. Personal Leave

1. Personnel may be absent from school duties for two (2) days without loss of pay. Formal notification to the member's immediate supervisor for personal leave shall be made at least two to five days before taking such leave (except in case of emergency).

C. Leave Due to Death in Family

1. Death in the immediate family.
  - a) Members may be absent from school without loss of pay for a period not to exceed four (4) days.
  - b) Definition: Immediate family is construed to mean: parents, spouse, child, sister, brother, grandparents, in-laws.
2. Members may be absent from school duties without loss of pay for a period of one(1) day because of the death of a near relative. Definition: A near relative shall be construed to mean an uncle, aunt, niece, nephew.
3. In the event of the death of a member, teacher or student in the Edison Township School System, the Superintendent, principal or immediate superior of said member, teacher or student shall grant to an appropriate number of members sufficient time off to attend the funeral.

D. Maternity Leave

1. Any member under tenure who is an expectant mother shall be required to apply by the end of the third month of pregnancy for a leave of absence not to exceed eighteen months without salary, the leave to begin not later than the end of the fifth month of pregnancy.
2. Any member not under tenure shall be required to submit her resignation by the end of the third month of pregnancy, effective not later than the end of the fifth month of pregnancy.
3. Upon the recommendation of the Superintendent and the approval

of the Board, a member may leave at a later date and return at an earlier date than provided herewith. In cases of stillbirth, a member may return at an earlier date.

4. Members on maternity leave shall be eligible for substituting, but only after the birth of the child.
5. Any tenure female member adopting an infant child may receive similar leave which shall commence upon her receiving said infant.

E. Scholarship and Teaching Leaves.

1. A leave of absence without pay of up to two years shall be granted to any member who is the recipient of a full-time scholarship, such as a Fulbright Scholarship.
2. A member on tenure shall be granted a leave of absence without pay for up to one (1) year to teach in an accredited college or university.

F. Leave of Absence due to Illness in the Family

A leave of absence without pay for up to one year may be granted for the purpose of caring for a sick member of the member's immediate family. Additional leave may be granted at the discretion of the Board.

G. Military Leaves

Time necessary for persons called into temporary active duty not to exceed thirty (30) days of any unit of the U.S. Reserves, of the State National Guard, provided such obligations cannot be fulfilled on days when school is not in session. A member shall be paid his regular pay in addition to any pay which he receives from the State or Federal Government.

H. Other Leaves of Absence

Other leaves of absence may be granted by the Board.

I. Leave Benefits

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

ARTICLE XIII

SABBATICAL LEAVES

- A. Sabbatical leave shall be permitted for the pursuance of graduate studies.

- B. Service eligibility requirement shall be seven (7) years of service in Edison Township.
- C. Sabbatical leave shall be for one (1) full academic year at the rate of 75% of the annual salary one would have received had he remained in the district.
- D. The member shall return to his position in the Edison school district for not less than two (2) years following the completion of the sabbatical, or refund the sabbatical leave pay on a pro-rata basis.
- E. Upon return from sabbatical leave, a member shall be placed on the salary schedule at the level he would have achieved had he remained actively employed in the system.
- F. Hospitalization benefits and pension membership shall continue without interruption.
- G. Application for sabbatical leave shall be forwarded to the Superintendent's office on or before March 1st. The Superintendent will submit his recommendation for approval to the Board of Education at its April meeting. Acceptance of the sabbatical by the member shall occur, in writing, prior to May 1st. These deadlines may be extended.
- H. Members on sabbaticals shall be eligible for tuition payment for graduate courses in accordance with existing policy during the year of the sabbatical.

#### ARTICLE XIV

##### INSURANCE PROTECTION

At the beginning of the 1969 - 70 school year, the Board shall provide hospitalization, medical-surgical, major medical and Rider J insurance for all members.

##### POLICY ON HOSPITALIZATION

##### COVERAGE FOR EMPLOYEES

##### RULES AND REGULATIONS

##### A. Family Membership Coverage

A married member shall be eligible for the family coverage for hospitalization, medical surgical, and major medical insurance provided such member.

- 1) Supports a family or contributes to the maintenance of a family
- 2) is a divorcee, separatee, widow, or widower, who supports a family of minor dependents.

B. Single Membership Coverage

Any unmarried member, divorcee, separatee, widow or widower who does not support a family with minor dependents shall be eligible for single membership coverage for hospitalization, medical surgical and major medical insurance.

C. Ineligibility

Any married member whose spouse receives family coverage from the employer by whom employed shall be ineligible for the phase of family coverage already provided by the employer.

D. Eligibility

- 1) It shall be the responsibility of the member to fully furnish all essential evidence to establish eligibility.
- 2) A member shall notify the Board of Education, without delay, when eligibility ceases.

ARTICLE XV

PERSONAL AND ACADEMIC FREEDOM

- A. The personal life of a member is not an appropriate concern for the attention of the Board except as it may directly effect the member's performance during the work day. For purposes of this article, work day includes any time when a member is on duty.
- B. Members shall be entitled to full rights of citizenship and no religious or political activities of any member or the lack thereof shall be grounds for any discipline or discrimination with respect to the professional employment of such member providing such activities do not violate any local, state or federal law.
- C. The Board and the Association agree that academic freedom is essential to the fulfillment of the purpose of the school district and that now there is a fundamental need to protect members from any censorship or restraint which might interfere with their obligation to pursue truth in the performance of their functions.

ARTICLE XVI

GRADUATE STUDIES

Each member, upon submission of transcripts, indicating satisfactory completion of graduate studies (not limited to their own fields of specialization) will be paid up to a maximum of \$100 for the calendar year as a tuition refund.



ARTICLE XVII

DEDUCTION FROM SALARY

- A.
1. Each of the following associations named 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.
  2. Additional authorizations for dues deduction may be received after August 1, under rules established by the State Department of Education.
  3. The filing of notice of a member's withdrawal shall be prior to December 1, and become effective to halt deductions as of January 1, next succeeding the date on which the notice of withdrawal is filed.
  4. The Board agrees to deduct from the salaries of its members dues for the Edison Principals Association, Edison Special Services Association, the Middlesex County Education Association, the New Jersey Education Association and the National Education Association or any one or any combination of such Associations as said members 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 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. Members authorization shall be in writing in the form set forth below:

----- AUTHORIZATION -----

NAME \_\_\_\_\_ Soc. Sec. # \_\_\_\_\_

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

To: Secretary, Edison Township Board of Education

I hereby request and authorize the above named disbursing officer to deduct from my earnings, an amount sufficient to provide for payment of those yearly membership dues as certified by the organizations indicated in equal monthly payments for 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 its officers from any liability thereafter.

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

\_\_\_\_\_ Edison Principals Association

\_\_\_\_\_ Edison Special Service Association

\_\_\_\_\_ Middlesex County Education Association

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

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

- B. The Board agrees to deduct from member's salaries, money for local, state and national education association services and programs as said member individually and voluntarily authorize the Board to deduct and to transmit the monies promptly to such association or associations. Any member may have such deductions discontinued at any time upon sixty (60) days written notice to the Board and the appropriate association.

ARTICLE XVIII

MISCELLANEOUS PROVISIONS

- A. This agreement constitutes Board Policy for the term of said agreement, and the Board shall carry out the commitments contained herein and give them full force and effect as Board Policy.
- B. If any provision of this agreement or any application of this agreement to any members or group of members is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- C. Any individual contract between the Board and an individual member, 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.
- D. The Board and the Association agree that there shall be no discrimination, and that all practices, procedures, and policies of the school system shall clearly exemplify that there is no discrimination in the hiring, training, assignment, promotion, transfer, or discipline of members or in the application or administration of the agreement on the basis of race, creed, color, religion, national origin, sex, domicile, marital status, or Association affiliation.
- E. Copies of this agreement shall be printed at the expense of the Board within thirty days after the agreement is signed and presented to all members now employed, hereafter employed, or considered for employment by the Board.
- F. 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 telegram, certified mail or hand delivery at the following address:
  - 1. If by Association, to Board at Old Post & S. Colton Rds.,  
Edison, N. J. 08817
  - 2. If by Board, to Association, President and Vice President  
at their schools.
- G. The duration of this agreement shall be in effect from July 1, 1969 to June 30, 1974.
- H. It being the intention of the parties hereto that all benefits accorded to members of the E. T. E. A., or any successor thereof, shall also be accorded to the members of Association.

PUBLIC SCHOOLS OF EDISON TOWNSHIP

RATIO PERSONNEL SALARY GUIDE

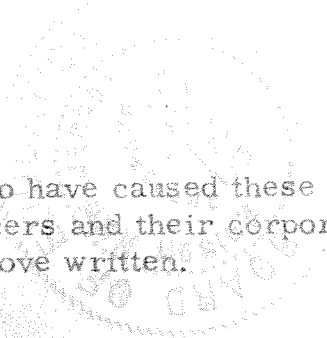
EFFECTIVE JULY 1, 1969 - 1974

1. Ratio will be established in relation to the degree level of the annual teachers salary guide as follows:
 

Senior High Principals	1.6
Junior High Principals	1.45
Elementary Principals & Directors Guidance	1.35
Adult Education	
Special Service	
Psychologists & Secondary Vice Principals	1.28
Counselors, Social Workers & Coordinators	1.18
<i>ELEMENTARY VICE PRINCIPALS, SUPERVISORS</i>	
  2. Maximum adjustment of \$2,000 per year will be granted to all ratio personnel during school years 1969-70 and 1970-71. Full adjustment based on the annual teachers salary guide will apply to all ratio personnel in the school years 1971 - 1974.
  3. Adjustments will include the present \$300. tenure increment and the \$200. tenure maximum increment now given to teachers above the salary guide. Any and all future adjustments to teachers will be immediately granted at the time of their adoption.
  4. A minimum salary increase of 6% will be granted for the First Contractual Year (1969-70) to all ratio personnel.
  5. The Ratio Personnel Salary Guide will be effective for a period of five(5) years starting July 1, 1969 and will be applied to the annual teachers salary guide.
- Immediate adjustment will be made if ratio indexes are adjusted upward as a result of the adoption of State Legislated Guides.
7. Maximum credit granted not to exceed ten(10) years for prior teaching and related service will be given. Members with prior experience in Edison Township will be given full credit for previous experience.
  8. A member with a Doctoral Degree will receive \$1500 beyond the appropriate step beyond the 6th year training level.
  9. A member with six (6) months or more but less than a full year of twelve (12) months of prior service will receive a half increment. No credit will be granted for less than six(6) months service.
  10. A maximum of four (4) years credit will be granted for military service.
  11. Remuneration will be granted to a member who has accumulated graduate credits beyond a Bachelor's and Master's Degree (Multiple - 5, 10 or 15 based on a half increment for 15 credits). Transcripts of credits must be submitted to the Superintendent's Office prior to approval of remuneration.

12. Any future tenure increment and/or bonus or any additional monetary benefits accorded to the E. T. E. A., or any teacher shall also be payable to members of Association not in the same amount payable to teachers but in an increased amount by the same ratio applicable to the salary guide.

IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed by their duly authorized officers and their corporate seals to be hereto affixed the day and year first above written.



THE BOARD OF EDUCATION OF THE  
SCHOOL DISTRICT OF THE TOWNSHIP  
OF EDISON, IN THE COUNTY OF MIDDLESEX

ATTEST:

*Thomas J. McEvoy*  
Thomas J. McEvoy, Secretary

By: *Ernest F. Breden*  
Ernest F. Breden, President

ATTEST:

*Margaret Leusenring*  
Margaret Leusenring, Secretary

EDISON PRINCIPALS ASSOCIATION

By: *Francis S. D'Aquila*  
Francis S. D'Aquila, President

ATTEST:

*Marlene Cohen*  
Marlene Cohen, Secretary

EDISON SPECIAL SERVICES ASSOCIATION

By: *John McGowan*  
John McGowan, President









