

PREAMBLE

4-035a
03-15

This agreement entered into this _____ day of _____,
19_____, by and between the Board of Education of Florence Township,
County of Burlington, and State of New Jersey, hereinafter called the
"Board," and the Florence Township Education Association, hereinafter
called the "Association."

Whereas the members of the Association desire to advise on the
~~formulation~~ formulation of policies and programs designed to improve educational
standards, and, Whereas the Board has obligation, pursuant to Chapter
303, Public Laws 1968 to negotiate with the Association as the Repre-
sentative of employees hereinafter designated with respect to the terms
and conditions of employment.

THIS BOOK DOES
NOT CIRCULATE

ARTICLE I

RECOGNITION

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

Classroom Teachers
Nurses
Guidance Counselors
Librarians

but excluding:

Superintendents
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. The parties agree to enter into collective negotiations in accordance with Chapter 303, Public Laws 1968 in a good-faith effort to reach agreement on all matters concerning the terms and conditions of teachers' employment. Such negotiations shall begin not later than October 1 of the calendar year preceding the calendar year in which this Agreement expires. Any agreement so negotiated shall apply to all teachers, be reduced to writing, be signed by the Board and the Association.

- B. During negotiation, one spokesman for the Board and one for the Association shall present relevant data, exchange points of view and make proposals and counterproposals. The Board shall make available to the Association for inspection all pertinent records, data and information that is a matter of public record of the Florence Township School District.

- C. 1. Representatives of the Board and the Association's negotiating committee shall meet as needed for the purpose of reviewing the administration 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 (3) 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 teachers involved are free from assigned instructional responsibilities unless otherwise agreed.

ARTICLE II

NEGOTIATION PROCEDURE

4. Should a mutually acceptable amendment to this Agreement be negotiated by the parties, it shall be reduced to writing, be signed by the Board and the Association.

- D. Except as this Agreement shall hereinafter otherwise provide, all terms and conditions of employment applicable on the effective date of this Agreement to employees covered by this Agreement as established by the rules, regulations and/or policies of the Board in force on said date, shall continue to be so applicable during the term of this agreement. 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 teacher benefit existing prior to its effective date.
- E. The Board agrees not to negotiate concerning said employees in the negotiating unit as defined in Article I of this Agreement, with any organization other than the Association for the duration of this Agreement.
- F. This Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiation. During the term of this Agreement neither party shall be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or executed this Agreement.

ARTICLE III

GRIEVANCE PROCEDURE

DEFINITIONS

1. A "grievance" is a claim based upon an event or condition which affects the welfare and/or terms and conditions of employment of a teacher or group of teachers.

2. An "aggrieved party" is the person or persons making the claim of their designated representative which may be the Teachers' Association or its selected representative.

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 a claim.

ARTICLE III

GRIEVANCE PROCEDURE

PURPOSE

1. Since it is important that a personal complaint 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 altered by mutual agreement in the event of a grievance filed late in the school year.

2. Level #1

Any employee who has a personal complaint or grievance shall submit the same to the Professional Rights and Responsibilities Committee to determine whether the grievance has or does not have merit.

3. Level #2

Any employee, with the approval of the Professional Rights and Responsibilities Committee, who has a personal complaint or grievance shall discuss it first with his/her principal.

4. Level #3

If, as a result of the discussion, the matter is not resolved to the satisfaction of the employee within 5 school days, he shall set forth his complaint in writing to the principal. The principal shall communicate his decision to the employee in writing within 3 school days of receipt of the written complaint.

5. Level #4

The employee may appeal the principal's decision to the Superintendent of Schools. The appeal to the superintendent must be made in writing and must set forth the grounds upon which the grievance is based. The superintendent shall request a report on the grievance, from the principal, shall confer with the employee or principal separately. He shall attempt to resolve the matter as quickly as possible but within a period not to exceed 10 school days. The superintendent shall communicate his decision in writing along with supporting reasons, to the employee and the principal.

6. Level #5

If the grievance is not settled after reaching the Superintendent of Schools, the matter may be referred back to the Professional Rights and Responsibilities Committee of the local Association for reconsideration. The committee shall make a determination as soon as possible, but within a period not to exceed 10 school days, notifying the employee in writing of that determination.

If the Professional Relations Committee determines that the grievance has merit, it shall recommend to the Chief Administrative Office that the grievance be reviewed again, and shall submit their recommendations for consideration. If not satisfactorily resolved the grievance is to be submitted to the Board of Education.

ARTICLE III

GRIEVANCE PROCEDURE

In the event that a grievance has reached an impasse and cannot be resolved under Article III, upon agreement of both parties, arbitration may be considered if mutually acceptable.

RIGHTS OF TEACHERS TO REPRESENTATION

Any aggrieved party may be represented to all stages of the grievance procedure by himself, or, at his option, by a representative selected or approved by the Association.

MISCELLANEOUS

1. All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file.
2. Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents shall be made part of this agreement.
3. All meetings and hearings under this procedure shall be conducted in private and shall include the "Agrieved Party" and/or their designated or selected representatives and witness during testimony.
4. Any employee who may have a grievance pending shall not have the right to refuse an Administrative directive or a Board policy on the grounds that he/she has instituted a grievance. The employee must continue under the direction of the Superintendent and Administrators regardless of the pending of any grievance until such grievance is properly determined.
5. A grievance shall not be intended to include those cases or matters where specific remedy is provided by law or a situation in which the Commissioner of Education has ruled or rules upon.

ARTICLE IV

TEACHER RIGHTS

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 elsewhere.

ARTICLE V

ASSOCIATION RIGHTS AND PRIVILEGES

- A. The Board agrees to make available, in the Board of Education Office, minutes of the regular and special meetings, a copy of the yearly audit, salary information for staff members and a copy of all policies of the Board. All the above-listed materials must remain in the Board office.
- B. Whenever any representative of the Association is mutually scheduled by the parties to participate during working hours in negotiations or grievance proceedings, he shall suffer no loss in pay.
- C. The Association shall have the privilege to use the following school owned equipment: typewriters, mimeographing machines, calculating machines and other types of equipment at the discretion of the Superintendent. The Association shall pay for the reasonable cost of all materials incident to such use.
- D. The Association shall have the privilege to purchase expendable office supplies and other materials from the Board at the price paid by the Board.
- E. The Association shall have, in each building, the exclusive use of a bulletin board in each faculty lounge. Copies of all materials to be posted on bulletin board shall be given to the building principal but no approval shall be required.
- F. The Association shall have the privilege to use the inter-school mail facilities and school mailboxes as it deems necessary and without the approval of building principals or other members of the administration.

ARTICLE VI

CALENDAR

- A. The establishing of a school calendar shall be at the discretion of the Board and will be subject to such changes as may be necessitated by emergencies.
- B. The proposed calendar will be presented to the Association for discussion by the faculty prior to adoption of the calendar by the Board.
- C. Proposals for consideration of changes in the school calendar will be received from the Association by the Board through the Superintendent.
- D. A ~~maximum~~ of one hundred eighty (180) teaching days will constitute an academic year with the provision for one extra day for orientation, one extra day for in-service and one extra day for school closing.

ARTICLE VII

TEACHING HOURS AND TEACHING LOAD

- A. 1. All teachers shall indicate their presence for duty each day by indicating their time of arrival and departure in the office.
2. The in-school work day for High School teachers shall consist of not more than seven (7) hours and twenty (20) minutes. Guidance, Librarians and Nursing Personnel, by the nature of their area of influence and type of work, will not be subject to a definite or limiting time schedule. The work day of teachers in the elementary schools will consist of not more than six (6) hours and fifty (50) minute.
3. No teacher will be required to report to work earlier than fifteen (15) minutes prior to the opening of school for the pupils' school day and shall be permitted to leave ~~thirty~~ (30) minutes after the close of the pupils' school day, except as designated above.
- B. 1. The daily teaching load in grades seven through twelve inclusive shall be six teaching periods. In the high school, grades nine through twelve teaching periods shall not exceed fifty minutes. In grades seven and eight teaching periods shall not exceed forty-five minutes. Assignments to a supervised study period or library shall be considered a teaching period. Each teacher shall be responsible for a daily homeroom period of fifteen (15) minutes maximum.
2. Department Heads shall not be assigned more than five (5) student instruction-supervision periods per day.
- C. Teachers may leave the building without requesting permission during those lunch periods when they do not have an assigned responsibility. It will be the teachers responsibility to indicate time of departure and return.
- D. 1. Teachers and other certificated personnel may be required to remain after the end of the regular school day, without additional compensation, for the purpose of attending faculty or other professional meetings, a maximum of two days each month. Such meetings shall begin fifteen (15) minutes after the student dismissal time and shall run no more than forty-five (45) minutes. In the event of a pending evaluation by the New Jersey Department of Education or the Middle States Association of Colleges and Secondary Schools the above will have to be waived.
2. An Association representative may speak to the teachers at any meeting for fifteen (15) minutes on the prior request of the Association.
3. The notice of an agenda for any meetings shall be given to the teachers involved one (1) day prior to the meeting except in an emergency. Teachers shall have the opportunity to suggest items for the agenda.

ARTICLE VII

TEACHING HOURS AND TEACHING LOAD

- E. Classroom teachers in grades 7-12 shall have a daily preparation period, or the equivalent of one preparation period daily, during which time they shall not be assigned to any other duties. Teachers in grades K-6 will be assigned classes similar to the 1968-69 schedule.
- F. The Association shall be notified in each instance where an emergency necessitated an exception to the above. A disagreement over whether an exception is justified shall be subject to the grievance procedure.
- G. Teacher participation in extra-curricular activities shall be voluntary and shall be compensated for according to the negotiated pay schedules.
- H. Teacher participation in field trips which extend beyond the teacher's in-school workday, overnight or on weekends shall be voluntary.

ARTICLE VIII

CLASS SIZE

The Florence Township Board of Education and the Administration are aware of some areas of overcrowding and have made, and will continue to make, every effort possible to relieve those situations.

ARTICLE IX

SPECIALISTS

- A. A schedule is being contemplated by the Administration which will be a complete review of all assignments and equalization of the teaching load where possible.
- B. There will be no reduction in the number of specialists presently employed. There will be no reassignment in duties or reduction in the degree of responsibility where it would adversely affect the present program of studies.

ARTICLE X

NON-TEACHING DUTIES

- A. Bus duty, Door duty, and Hall duty would still be shared responsibility of the entire staff in their respective schools.
- B. An extra-curricular contract will be offered in the elementary schools for a staff member to be responsible for a "Master" register.

ARTICLE X

NON-TEACHING DUTIES

- C. 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 advance approval of his principal. He shall be compensated at the rate of ten (.10) per mile for the use of his automobile.
- D. By the beginning of the 1969-70 school year the Board shall arrange for and maintain liability insurance to cover all damages incurred by a teacher over and above the state mandated limits of 10,000/20,000 for any act or omission arising out of the authorized use of his own automobile in the performance of school duties. It shall be the teachers responsibility to maintain the above stated maximum insurance.

ARTICLE XI

TEACHER EMPLOYMENT

Teacher employment is under the jurisdiction of the Rules and Regulations as set forth by the State Board of Education. Supplementary policy has been adopted regarding teacher employment by the Florence Township Board of Education and is being adhered to.

ARTICLE XII

SALARIES

- A. The salaries of all teachers covered by this agreement will be set forth in a Salary Schedule and be attached.
- B. 1. Teachers may individually elect to have ten (10) percent of their monthly salary deducted from their pay. These funds shall be paid to the teachers on the final day of June or according to a schedule of payment throughout the summer as agreed to by the teacher. Teachers are not privileged to discontinue the salary deductions or to withdraw funds prior to the termination date.
2. When a pay period ends on or during a school holiday, vacation or weekend, teachers shall receive their pay checks on the last previous working day.
3. Teachers shall receive their final checks on the last working day in June. In the event that school closes four days or more beyond June 15, teachers will receive their mid-month check on June 15 and the final check on the last working day of June.

ARTICLE XIII

TEACHERS ASSIGNMENT

- A. 1. All teachers will be given notices of their class or subject assignments, building assignments and room assignments for the forthcoming year not later than the last Tuesday in August.
2. In the event that changes in such schedules, class or subject assignments after the opening day, the Association and the teacher affected shall be notified promptly and upon the request of the teachers, the changes will be reviewed with the principal and the teacher affected or, at his option, a representative of the Association.
3. Teachers who may be required to use their own automobiles in the performance of their duties and teachers who are assigned to more than one (1) school per day shall be reimbursed for all such travel at the rate of ten (.10) per mile.

ARTICLE XIV

VOLUNTARY TRANSFERS
AND
REASSIGNMENTS

- A. 1. Not later than June 1, the Superintendent shall have posted in each building a list of known vacancies which shall occur during the following year.
2. Teachers who desire a change in grade or subject assignment or who desire to transfer to another building may file a written request to the effect with the Superintendent not later than June 1. The final decision relative to such request will be at the discretion of the Administration.
- B. Teachers shall be notified of their tentative building and class assignments before the close of school in June. The Administration may, if conditions warrant change assignments of any teacher and shall notify the teacher of the change.

ARTICLE XV

INVOLUNTARY TRANSFERS

- A. No vacancy shall be filled by means of involuntary transfer or reassignment if there is a qualified volunteer available to fill said position.
- B. Notice of an involuntary transfer or reassignment shall be given to teachers as soon as practical and, except in case of emergency, not later than June 1.

ARTICLE XVI

PROMOTIONS

- A. 1. All vacancies in promotional positions shall be adequately publicized by the Superintendent after the vacancy has been reviewed with the Board and a job description of the position formulated.
2. Teachers who desire to apply for such vacancies shall submit their applications in writing to the Superintendent within the time limit specified in the notice.
3. Teachers who desire to apply for anticipated promotional vacancies which may occur during the vacation period shall submit their names to the Superintendent together for the position/positions for which they desire to apply and an address where they can be contacted during the summer.
4. Where all qualifications are equal, seniority rights shall be honored in selection of candidate.

ARTICLE XVII

EVENING SCHOOL -SUMMER SCHOOL

HOME TEACHING AND FEDERAL PROGRAMS

- A. All openings for positions in the evening school and summer school shall be publicized by the director of the program prior to the start of the activity, . Home teaching openings shall be posted by the building principal as they occur.
- B. Teachers employed in the Florence Township School District shall have priority for consideration only to such assignments before appointment to applicants from outside the district.
- C. Where all qualifications are equal, seniority rights shall be honored in selection of candidate.

ARTICLE XVIII

TEACHER EVALUATION

All observations and monitoring of teaching performance shall be conducted openly and with the knowledge of the teacher. Teachers shall be given a copy of any formal evaluation. Each teacher shall be afforded the opportunity of a conference to discuss such evaluations.

Informal evaluations shall be discussed at the time of the formal conference.

ARTICLE XIX

TEACHER-ADMINISTRATION LIASON

The Association and the Board shall select a Liason Committee for each building consisting of three members (3) each who shall meet with the Principal at least once a month during the school year to review and discuss local school problems and practices, and to play an active role in the revision or development of building policies. Said committee shall consist of not more than one (1) member of every ten (10) teachers in the school building, but shall in no event have less than three (3) members.

The Association's representatives may request meetings with the Superintendent during the school year to review and discuss current school problems and practices and the administration of this agreement.

ARTICLE XX

INSTRUCTIONAL COUNCIL

The Association and the Board shall form an Instructional Council as soon as possible after the effective date of this Agreement. The council shall, by prior request, have a place on the agenda of the regularly scheduled Board meeting, to advise the Board on such matters as teaching techniques, testing and evaluation, recruitment, research and experimentation, educational specifications for building, and other related matters regarding the effective operation of the Florence Township School District.

ARTICLE XXI

SICK LEAVE

As of September 1, 1969, all teachers employed shall be entitled to ten (10) sick leave days each school year as of the first official day of said school year whether or not they report for duty on that day. Unused sick leave days shall be accumulated from year to year with no maximum limit. Repetitive absence can be cause of request for Physician's note.

ARTICLE XXII

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 leave of absence for personal business, which requires absence during school hours. Application to the teacher's principal or other immediate superior for personal leave shall be made at least two (2) days before taking such leave (except in the case of emergencies) and the applicant for such leave shall not be required to state the reason for taking such leave.

2. Up to two (2) days with the principal's approval for the purpose of visiting other schools or attending meetings or conferences of an educational nature.

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

4. In the event of death of a teacher's spouse, child, son-in-law, daughter-in-law, parent, father-in-law, mother-in-law, brother, sister grandparents, brother-in-law, sister-in-law, and any other member of the immediate household up to three days will be granted. When adverse circumstances prevail additional leave of up to two days may be granted by the Superintendent upon the request of the teacher.

In the event of the death of a teacher or student in the Florence Township School District, the superintendent shall grant to an appropriate number of teachers sufficient time off to attend the funeral. The time and number shall be at his discretion.

Time necessary for persons called into temporary active duty 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.

- B. Leaves taken pursuant to Section A above shall be in addition to any sick leave to which the teacher is entitled.

ARTICLE XXIII

EXTENDED LEAVES OF ABSENCE

- A. A leave of absence without pay of up to two (2) years shall be granted to any teacher who joins the Peace Corps, VISTA, National Teacher Corps or serves as an exchange teacher or overseas teacher, and is a full-time participant in either of such programs, or accepts a Fullbright Scholarship.

- B. Military Leave without pay shall be granted upon written request to any teacher who is inducted in any branch of the armed forces of the United States for the period of said induction or **initial** enlistment.

ARTICLE XXIII

EXTENDED LEAVES OF ABSENCE

- C. A leave of absence without pay of up to one (1) year may be granted for the purpose of caring for a sick member of the teacher's immediate family. Additional leave may be granted at the discretion of the Board.
- D. Other leaves of absence without pay may be granted by the Board for a good reason.
- E. Time spent on said leaves shall not count toward the fulfillment of the time requirements for acquiring tenure. A teacher shall not receive increment credit for time spent on a leave granted other than Section A.
- F. All benefits to which a teacher was entitled at the time of his leave of absence shall be preserved in his absence.
- G. All extension or renewals of leaves shall be applied in writing.

ARTICLE XXIV

SUBSTITUTE TEACHERS

In the event that substitute teachers are not available, and teachers are requested to fill the need, said teacher shall be reimbursed at \$4.00 per academic class. It will be the responsibility of the teacher to register class coverage at the conclusion of that day in the office of the Building principal. Reimbursement will be made monthly.

ARTICLE XXV

PROFESSIONAL DEVELOPMENT AND
EDUCATIONAL IMPROVE-
MENT

- A. The Board and the Association support the principle of continuing training of teachers and the improvement of instruction.
- B. To work toward the ends stated above, the Board agrees to implement the following at the beginning of the 1969-70 school year:
 - 1. To pay the full cost and other reasonable expenses incurred in connection with any workshops, seminars, conferences, in-service training sessions, or other such sessions which a teacher is required and/or requested by the administration to participate.
 - 2. To pay the reasonable expenses (including fees, meals, lodging and/or transportation) incurred by teachers who attend such sessions with the approval of the Administration.

ARTICLE XXV

PROFESSIONAL DEVELOPMENT AND
EDUCATIONAL IMPROVEMENT

3. To cooperate with the Association in arranging in-service courses, workshops, conference, and programs designed to improve the quality of instruction.

4. A Recruitment Committee consisting of two representatives of the Board and two Association members to study and improve teacher recruitment. This committee shall develop ways to utilize incumbent teachers who volunteer as recruiters. The superintendent and the president of the Association shall each appoint two (2) members to this committee and they shall choose a chairman among themselves.

ARTICLE XXVI

PROTECTION OF TEACHERS
STUDENTS AND PROPERTY

- A. The Board shall provide legal assistance for any assault upon the teacher while acting in the discharge of his duties.
When absence arises out of or from such assault or injury, the teacher shall not forfeit any sick leave or personal leave.
- B. 1. Teachers shall immediately report cases of assault suffered by them in connection with their employment to their principal.
2. Such notification shall be immediately forwarded to the superintendent who shall act in appropriate ways as liasson between the teacher, the police and the courts.

ARTICLE XXVII

MAINTENANCE OF CLASSROOM CONTROL
AND DISCIPLINE

- A. When, in the judgment of a teacher, a student requires the attention of the principal, assistant principal, a counselor, psychologist, physician or other specialist, he shall so inform his principal or immediate superior. The principal or immediate superior shall arrange as soon as possible for a conference among himself, the teacher, and an appropriate specialist to discuss the problem and to decide upon appropriate steps for its resolution.
- B. When, in the judgment of a teacher, a student is by his behavior seriously disrupting the instructional program to the detriment of other students, the teacher may refer him to the principal. In such cases the principal shall arrange as soon as possible, and under normal circumstances not later than the conclusion of the following school day a conference among himself, the teacher and possibly an appropriate specialist to discuss the problem and to decide upon appropriate steps for its resolution.

ARTICLE XXVII

MAINTENANCE OF CLASSROOM CONTROL
AND DISCIPLINE

A joint Student Behavior Advisory Committee (consisting of two (2) members shall be appointed by the Board and two (2) members appointed by the Association) to develop proposed guideline that may be adopted by the Board to be used by teachers in handling disruptive students, and to develop constructive programs for disruptive students whose presence in regular classes represent unusual problems for the regular learning process.

- D. An appropriate student disciplinary procedure shall be developed for the entire school system.

ARTICLE XXVIII

INSURANCE PROTECTION

- A. As of the beginning of the 1969-70 school year, the Board shall provide single health-care insurance protection designated below. The Board shall pay the premium for each individual teacher only or an equivalent amount for Washington National Insurance.

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.

- B. The Board shall provide to each teacher a description of the health-care insurance coverage provided no later than the beginning of the 1969-70 school year, which shall include a clear description of conditions and limits of coverage as listed above.

N.J. Blue Cross Plan
Rider J
New Jersey Blue Shield and
The Prudential Insurance Company of America
Major Medical Benefits

ARTICLE XXIX

PERSONAL AND ACADEMIC
FREEDOM

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

ARTICLE XXX

BOOKS AND OTHER INSTRUCTIONAL
MATERIALS AND SUPPLIES

The Board will continue to fulfill their responsibility to provide adequate textbooks, instructional supplies and equipment and other materials necessary to education. Within the limits of the budget, previous practices will be continued and recommendations from teachers relative to selection of the above will be encouraged.

ARTICLE XXXI

MISCELLANEOUS PROVISIONS

- A. The Board and the Association agree to carry out the commitments contained in this agreement as per terms and duration.
- B. 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 and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- C. 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 teachers or in the application or administration of this Agreement on the basis of race, creed, color, religion, national origin, sex, domicile, or marital status.
- D. Copies of this Agreement shall be duplicated at the expense of the Board within thirty (30) days after the agreement is signed and presented to all teachers now employed, hereafter employed, or considered for employment by the Board.

ARTICLE XXXII

DURATION OF AGREEMENT

A. This Agreement shall be effective as of _____
and shall continue in effect until _____.

B. In witness whereof the Association has caused this Agreement to be signed by its president and secretary and the Board has caused this Agreement to be signed by its president, attested by its Secretary and its corporate seal to be placed hereon, all on the day and year first above written.

FLORENCE TWP. EDUCATION ASSOC.

FLORENCE TWP. BOARD OF EDUCATION

By _____
President

By _____
President

By _____
Secretary

By _____
Secretary

SCHEDULE E

EXTRA-CURRICULAR COMPENSATION

ACTIVITY (High School)

Audio Visual Aids	\$150.
Cheerleaders	200.
Marching Band	300.
Class Advisers	
9th	150.
10th	175.
11th	200.
12th (Senior trip, etc.)	250.
Drama (Plays)	200.
Key Club	200.
National Honor Society	175.
Newspaper	200.
Yearbook	300.
Student Council	250.
Traffic Commission	200.
Clubs (Restricted)-	
During School	150.
After/Before School	175.
Twirlers and Majorettes	150.

ACTIVITY (Elementary)

Safety Patrol	100.
Student Council	100.
Master Register	175.

COACHES SALARY

1969-70

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
Athletic Director	\$300.	\$400.	\$500.	\$600.
<u>Football</u>				
Head Coach	600.	750.	850.	950.
Asst. Varsity	300.	350.	500.	600.
Asst. Varsity	300.	350.	500.	600.
Asst. Jr. Vars.	300.	350.	500.	600.
Asst. Fresh.	300.	350.	500.	600.
<u>Basketball</u>				
Head Coach	600.	750.	850.	950.
Asst. Jr. Vars.	300.	400.	500.	600.
Asst. Fresh.	300.	400.	500.	600.
Elem. Asst.	250.	300.	350.	400.
<u>Baseball</u>				
Head Coach	300.	400.	500.	600.
Asst.	300.	350.	350.	400.
<u>Track</u>				
Head Coach	300.	400.	500.	600.
Asst. Track	300.	350.	350.	400.
Cross Country	200.	250.	300.	300.
<u>Wrestling</u>				
Head Coach	200.	250.	300.	300.
<u>Girls' Activities</u>				
Basketball	200.	250.	300.	300.
Hockey	200.	200.	250.	250.
Cheerleading	200.	250.	300.	300.
Faculty Business Manager				300.

SALARY SCHEDULE

1969-70

<u>Yrs.</u>	<u>Non Deg.</u>	<u>B.A.</u>	<u>B.A. +10</u>	<u>B.A. +20</u>	<u>B.A. +30</u>	<u>M.A.</u>	<u>M.A. +10</u>	<u>M.A. +20</u>	<u>M.A. +30</u>
1	\$6200.	\$6500.	\$6600.	\$6700.	\$6800.	\$7000.	\$7100.	\$7200.	\$7300.
2	6500.	6800.	6900.	7000.	7100.	7300.	7400.	7500.	7600.
3	6800.	7100.	7200.	7300.	7400.	7600.	7700.	7800.	7900.
4	7200.	7500.	7600.	7700.	7800.	8000.	8100.	8200.	8300.
5	7500.	7800.	7900.	8000.	8100.	8300.	8400.	8500.	8600.
6	7800.	8100.	8200.	8300.	8400.	8600.	8700.	8800.	8900.
7	8100.	8400.	8500.	8600.	8700.	8900.	9000.	9100.	9200.
8	8500.	8800.	8900.	9000.	9100.	9300.	9400.	9500.	9600.
9	8800.	9100.	9200.	9300.	9400.	9600.	9700.	9800.	9900.
10	9100.	9400.	9500.	9600.	9700.	9900.	10,000.	10,100.	10,200.
11	9450.	9750.	9850.	9950.	10,050.	10,250.	10,350.	10,450.	10,550.
12	9800.	10,100.	10,200.	10,300.	10,400.	10,600.	10,700.	10,800.	10,900.

Increments 4 and 8 \$400
 Increments 11 and 12 350.
 All other increments 300.