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**THIS BOOK DOES  
NOT CIRCULATE**

**CONTRACT**

**GARFIELD BOARD OF EDUCATION**

**AND**

**GARFIELD EDUCATION ASSOCIATION**

**SCHOOL YEAR**

**1972 - 1973**

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PREAMBLE

THIS AGREEMENT made and entered into this First day of July, 1972, by and between the BOARD OF EDUCATION OF GARFIELD, County of Bergen, Garfield, New Jersey, hereinafter called the "Board" and the GARFIELD EDUCATION ASSOCIATION, hereinafter called the "Association".

W I T N E S S E T H :

WHEREAS, the parties have negotiated an understanding concerning working conditions of the unit named herein,

NOW THEREFORE in consideration of mutual covenants and practices, the parties agreed as follows:

Article I

RECOGNITION

- A. The Board hereby recognizes the Garfield Education Association as the exclusive and sole representative for collective bargaining negotiations concerning the terms and conditions of employment for all teaching personnel including

All teachers  
Curriculum Coordinators  
Guidance Directors  
Social Workers  
Distributive Education Coordinators  
Cooperative Industrial Education Teachers  
Learning Disability Teachers  
Librarians  
Nurses  
Attendance Officers

but excluding:

Superintendent  
Assistant Superintendent  
Principals  
Assistant Principals

- B. The term "employees" when used hereinafter in this agreement shall refer to all employees represented by the Association, while the term "teachers" shall refer to teachers and guidance counselors only, and reference to male teachers shall include female teachers.
- C. Nothing contained herein shall be held to limit the right of the Board to reduce the number of employees whenever in the judgment of the Board it is advisable to abolish such positions for reasons of economy or because of reduction in the number of pupils or of change in the administrative or supervisory organization of the school district or for other good cause upon compliance with the provisions of Article 18A.

## Article II

### NEGOTIATION OF SUCCESSOR AGREEMENT

The parties agree to enter into collective negotiations over a successor Agreement 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 employment. Such negotiations shall begin not later than November 1 of the calendar year preceding the calendar year in which this Agreement expires. Any agreement so negotiated shall apply to all employees, be reduced to writing, be signed by the Board and the Association, and be adopted by the Board.

Article III

GRIEVANCE PROCEDURE

A. A grievance shall be determined a dispute which shall arise concerning meaning, effect, or application of any term, condition, rule, regulation or covenant.

B. Procedure

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

2. Level One

An employee with a grievance shall first discuss it with his Principal or immediate superior, through the Association's designated Representative, with the objective of resolving the matter informally.

3. Level Two

If the grievance is not resolved at Level One, or if no decision has been rendered within five (5) school days after presentation of the grievance, the aggrieved party or the Association may file the grievance in writing with the Superintendent of Schools with a copy to the Association.

4. Level Three

If the grievance is not resolved at Level Two, or if no decision has been rendered within ten (10) school days after the grievance was delivered to the Superintendent, the aggrieved party or the Association may, within five (5) school days after a decision by the Superintendent or fifteen (15) school days after the grievance was delivered to the Superintendent, whichever is sooner, submit the grievance in writing to the Board of Education.

5. Level Four

(a) If the grievance is not resolved at Level Three, or if no decision is rendered within ten (10) school days after the grievance was delivered to the

## Article III

### Grievance Procedure

Board of Education, then the Board and the Association shall obtain a list of arbitrators from the American Arbitration Association, and if the parties cannot agree upon an arbitrator from said list within ten (10) days, then the parties shall be bound by the rules and procedure of the American Arbitration Association in the selection of an arbitrator. The arbitrator so selected shall confer with the representatives of the Board and the Association and hold hearings promptly and shall issue his decision not later than twenty (20) days from the date of the close of the hearings, or, if oral hearings have been waived, then from the date the final statements and proofs on the issues are submitted to him. The arbitrator's decision shall be in writing. The decision of the arbitrator shall be submitted to the Board and the Association, and shall be final and binding on the parties.

(b) The cost of the services of the arbitrator, including per diem expenses, if any, and the actual and necessary travel, subsistence expenses, and the cost of the hearing room shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring same.

#### C. Rights of Employees 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 selected or approved by the Association. When an employee 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 procedure.

2. No reprisals of any kind shall be taken by the Board or by any member of the Administration against any employee of the Board of Education who is represented by the Garfield Education Association.

## Article IV

### EMPLOYEE RIGHTS

- 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 and other concerted activities for mutual aid and protection. As a duly selected body exercising governmental power under the laws of the State of New Jersey, the Board undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce any employee in the enjoyment of any rights conferred by Chapter 303, Public Laws 1968, or other laws of New Jersey or the Constitutions of New Jersey and the United States; that it shall not discriminate against any employee 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 or conditions of employment.
- B. Nothing contained herein shall be construed to deny or restrict to any employee such rights as he may have under New Jersey School Laws or other applicable laws and regulations. The rights granted to employees hereunder shall be deemed to be in addition to those provided elsewhere.
- C. No employee shall be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without just cause. Any such action asserted by the Board, or any agent or representative thereof, shall be subject to the grievance procedure herein set forth.
- D. Whenever any employee is required to appear before the Superintendent of Schools or his designee, Board or any committee, member, representative or agent concerning any matter which could adversely affect the continuation of that employee in his office, position or

Article IV

Employee Rights

employment or the salary or any increments pertaining thereto, then he shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a representative of the Association present to advise him and represent him during such meeting or interview. Any suspension of an employee pending charges shall be with pay.

- E. The employee shall maintain the right and responsibility to determine grades within the grading policy of the Garfield School District based upon his professional judgment of available criteria pertinent to any given subject area or activity to which he is responsible. Any revision of grades shall be determined after a conference with the staff member and principal. Final decision shall be made by the principal.
- F. No employee shall be prevented from wearing pins or other identification of membership in the association or its affiliates.

Article V

ASSOCIATION RIGHTS

- A. The Board agrees to furnish to the Association in response to reasonable requests from time to time all available information concerning and including but not limited to: a register of certificated personnel, proposed budgetary requirements and allocations, when available, and minutes of all Board meetings.
- B. Whenever any representative of the Association or any employee is mutually scheduled by the parties to participate during working hours in negotiations, grievance proceedings, conferences, or meetings, he shall suffer no loss in pay.
- C. Representatives of the Association, the New Jersey Education Association, and the National Education Association shall be permitted to transact official Association business on school property at all reasonable times, provided that permission is first obtained from the Superintendent or his designee. Permission shall not be arbitrarily refused.
- D. The Association and its representatives shall have the right to use school buildings at all reasonable hours for meetings, provided prior approval shall be first obtained from the Superintendent of Schools or his designee.
- E. The Association may have the reasonable use of the inter-school mail facilities and school mail boxes.
- F. A Bulletin Board shall be made available to the Association for the posting of Association notices which have received prior approval by the Superintendent of Schools. Such Bulletin Board shall be located in readily accessible areas. Such approval shall not be arbitrarily refused.

Article VI

WORK YEAR

A. The In-School Work Year shall commence not later than five (5) days after Labor Day.

B. The in-school work year of employees employed on a ten (10) month basis (other than new personnel who may be required to attend an additional two (2) days of orientation) shall not exceed one hundred eighty-two (182) days, and the in-school work year of employees employed on a twelve (12) month basis shall not exceed two hundred and two\* (202) days. The in-school work year shall include days when pupils are in attendance, orientation days, and any other days on which employee attendance is required. No employee shall be required to work beyond the regular in-school work year.

\*Shall not include recesses when closed by the Board of Education. Guidance personnel shall not come in during Christmas vacation and Easter vacation.

The above Sections A. and B. do not apply to Attendance Officers.

C. Attendance Officers work year shall consist of twelve (12) months per year.

D. Attendance Officers - Vacation Schedule

Attendance Officers who have one (1) year of service shall receive ten (10) days' vacation with pay each year. Attendance Officers who have five (5) years or more service shall receive fifteen (15) days vacation with pay each year.

Article VII

HOURS AND LOAD

A.

1. The in-school work day for all employees except Attendance Officers shall consist of not more than six (6) hours and fifty (50) minutes, which shall include a duty-free lunch period. The opening and closing of school shall be as follows:

Opening	8:10 A.M.
Closing	3:00 P.M.

2. The work day for all Attendance Officers shall be from 8:30 A.M. to 4:00 P.M.
3. Employee shall indicate their presence for duty by placing their initials in the appropriate column of the "sign-in" roster.

B.

1. Duty-free lunch periods for employees shall be as follows:

Elementary Schools	One Hour and 15 minutes
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High School	Conform with law. Teacher-student alike
-------------	--------------------------------------------

Attendance Officers	One (1) hour.
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2. All employees may leave their schools during the duty-free lunch period. The employees shall sign out and sign in upon return if they leave the school building.

C.

No employee shall be required to work beyond the regular in-school work day, except that all Teachers agree to furnish tutoring services that are requested by students or parents.

D.

1. Building-based teachers may be required to remain after the the end of the regular work day, without additional compensation for the purpose of attending faculty or other professional meetings once each month. Such meetings shall begin no later than fifteen

## Article VII

### Work Hours and Load

minutes after the student dismissal time and shall run for no more than 60 minutes.

2. Members of the Curriculum Evaluation and Development Committee may be requested to attend meetings not to exceed 600 minutes per year for the purpose of curriculum and evaluation development.

The Curriculum Coordinator shall consult with the teaching staff in each building in setting up the committees.

Final selection, however, shall be made by the Curriculum Coordinator.

3. Teachers will serve on committees to be established for the express purpose of preparing for the Middle Atlantic Accreditation and State Evaluation Approval. The said committees will attend after-school meetings at the direction of the Principal at least once each week for a period of forty-five (45) minutes.
4. High School Teachers will assume club activities and participate in the club program to consist of after-school meetings on the basis of a meeting every other week for a period of forty-five (45) minutes.
5. Teachers will attend Parent-Teacher conferences after school hours upon the request of either the Teacher or the Parent.
6. Notice of meetings shall be given to the Teachers involved at least five (5) days prior to the meeting, except in an emergency.

E.

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

Elementary School - During time class is taught  
by a specialist

Senior High School- One (1) class period

## Article VII

### Hours and Load

- E.        2.    The daily teaching load in the High School shall be five (5) teaching periods for each teacher within the scope of the teacher's certificate as well as an added supervision period. A teacher may be assigned a sixth (6th) teaching period, by mutual consent. This added supervision period may include, but not be limited to the following: Study hall supervision, corridor control, and cafeteria duty, and any other assignment of a supervision responsibility assigned by the Principal.
3.    Classroom teachers in laboratory and domestic sciences, physical education, art and industrial arts shall care for their own equipment and maintenance, prepare and set up the necessary material for classroom use on their own time.
- F.        Meetings which take place after the regular in-school work day and which require attendance shall not be called on Fridays or on any day immediately preceding any holiday, or other day upon which employee attendance is not required at school, except in an emergency.
- G.        An Association representative may speak to the employees during any meeting referred to in Paragraph D. 1. above after the regular business of the faculty meeting is ended.

Article VIII

NON-TEACHING DUTIES

- A. The Board and Association acknowledge that a teacher's primary responsibility is to teach and that his energies should, to the extent possible, be utilized to this end. Therefore, they agree as follows:
- B. Teachers shall not be required to perform the following duties:
1. Correcting standardized tests used at the direction of the Board or the Administration. The MacMillan Reading Readiness Test must be scored by the First Grade Teachers.
  2. If clerks are provided in the elementary schools part of their assignment could be the maintaining of the attendance register.
- C. The Board shall maintain appropriate insurance to cover all damages, losses, and expenses incurred by employees of the Board against whom any action shall be brought for any act or omission arising out of the authorized use of his automobile in the performance of school duties.

Article IX

EMPLOYMENT

- A.           Upon initial employment, each employee shall be placed on his proper step of the salary schedule.
  
- B.           Previously accumulated unused sick leave days will be restored to all returning employees, who return within five (5) years.
  
- C.           Employees shall be notified of their employment and salary status for the ensuing year no later than April 30. Their tentative assignment shall also be given them at this time. If a change in said assignment becomes necessary, the Board shall notify the employee as soon as possible.

Article X

SALARIES

- A. The salaries of all employees covered by this agreement are set forth in Schedules attached hereto and made a part hereof.

## Article XI

### ASSIGNMENT

- A. Employees in the school system shall be given prime consideration when vacancies or new positions occur. They shall be posted on the bulletin board provided for herein.
- B. 1. All employees shall be given tentative written notice of their class and/or subject assignments and building assignments for the coming year not later than April 30th. Room assignments shall be released on or about August 1st.
2. The Superintendent shall assign all newly-appointed personnel to their specific positions within that subject area and/or grade level for which the Board has appointed them. The Superintendent shall give notice of assignments to new employees as soon as practicable.
3. In the event that changes in such schedules, class and/or subject assignments, building assignments, or room assignments are made after August 1st, the employee affected shall be notified promptly in writing and, upon the request of the employee, the changes shall be promptly reviewed between the Superintendent or his representative and the employee affected and at his option a representative of the Association.
- C. In order to assure that pupils are taught by teachers working within their areas of competence, teachers shall be assigned to teach in areas for which they hold a standard teaching certificate issued by the New Jersey State Board of Examiners.
- D. Schedules of employees who are assigned to more than one school shall be arranged so that no such employee shall be required to engage in an unreasonable amount of inter-school travel. Such employees shall be notified of any changes in their schedules as soon as practicable.

## Article XII

### PROMOTIONS

- A. Promotions shall be made from within the staff, whenever possible.
- B. 1. In the event a vacancy, a new position, or a new program shall occur during the summer recess a paid advertisement shall be taken in THE HERALD NEWS and other local newspapers. The employee shall have fifteen (15) days to indicate interest. In the event more than one indicates such interest, the final choice shall be made by the Board of Education.
2. When school is in session, a notice shall be posted in each school as far in advance as practicable, ordinarily at least thirty (30) school days before the final date when applications must be submitted and in no event less than fifteen (15) school days before such date. Employees who desire to apply for such vacancies shall submit their applications in writing to the Superintendent within the time limit specified in the notice, and the Superintendent shall acknowledge promptly in writing the receipt of all such applications.
3. The qualifications for the position, its duties, and the rate of compensation, shall be clearly set forth.

Article XIII

TEACHER EVALUATION

- A. Teachers shall be evaluated only by persons certificated by the New Jersey State Board of Examiners to supervise instruction.
  
- B. A teacher shall be given a copy of any class-visit or evaluation report prepared by his evaluators at least one (1) day before any conference to discuss it. No such report shall be submitted to the central office, placed in the teacher's file or otherwise acted upon without prior conference with the teacher. No teacher shall be required to sign a blank or incomplete evaluation form.
  
- C. The Board shall protect the confidentiality of personal references, academic credentials, evaluations, and other similar documents.

Article XIV

SCHOOL FACILITIES

- A. Each school shall have a private pay telephone in each faculty lounge for the exclusive use of teachers, provided teachers pay maintenance.
  
- B. The Board shall provide gym uniforms for physical education teachers, smocks for art and home economics teachers, laboratory coats for laboratory science teachers, shop coats for vocational and industrial art teachers. Proper laundering service for all of said items shall be provided without charge to the teacher.
  
- C. Upon the request of the Association and subject to the approval of the Board of Education whose approval will not be arbitrarily refused, vending machines shall be installed in the employee's lounges and lunch room area. The profits from all such machines shall be returned to the Association if owned by it.

Article XV

ASSOCIATION - ADMINISTRATION LIAISON

- A. The Association shall select a Liaison Committee for each school building which shall meet with the Principal as required for the duration of 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 for every nine (9) teachers in the school building, but shall in no event have less than two (2) members.
- B. The Association's representatives shall meet with the Superintendent as required during the school year to review and discuss current school problems and practices and the administration of this Agreement.

Article XVI

SICK LEAVE

- A. In conformance with Title 18A all school employees who are engaged on a full-time basis shall be allowed ten (10) days per year for illness without loss of pay. Days not used shall be accumulated and credited toward the next school year.
  
- B. Attendance Officers shall be allowed twelve (12) days per year for illness without loss of pay. Days not used shall be accumulated and credited toward the next school year.
  
- C. Teachers shall be given a written accounting of accumulated sick leave days no later than September 30 of each school year, upon the request of the Teacher.

Article XVII

TEMPORARY LEAVES OF ABSENCE

- A. Three (3) days without deductions shall be allowed for death in the immediate family. (Immediate family shall consist of Mother, Father, Wife, Husband, Brother, Sister, Children, Mother-in-Law or Father-in-Law.)

One day shall be allowed for Grandfather, Grandmother, Sister-in-Law or Brother-in-Law and relative living in the same household.

- B. Leave taken by virtue of exclusion from school on account of contagious diseases or being quarantined for such a disease in his immediate household, shall be granted without loss of pay, by the Superintendent, upon receipt of written confirmation from a physician.

- C. Leave for the purpose of marrying may be granted without pay; provided that application for such leave may be made to the Board of Education through the Superintendent not less than one (1) month prior to the intended date of the beginning of such leave.

Article XVIII

EXTENDED LEAVES OF ABSENCE

1. Persons with tenure will be granted up to two (2) years leave of absence for maternity leave, one (1) year at a time. Application for the second year shall be required, made to the Board before the beginning of the School Year.
2. Persons without tenure may be granted maternity leave at the discretion of the Board of Education.
3. Return for duty from maternity leave shall be made only at the beginning of each term in September, unless staff assignments may be made to accommodate such return to duty at other times.
4. Military leave without pay shall be granted to any employee who is inducted or enlists in any branch of the armed forces of the United States for the period of said service and three (3) months thereafter, or three (3) months after recovery of any wound or sickness at time of discharge.

Article XIX

CLASS SIZE

The Board and the Association recognize that overcrowded classrooms are detrimental to the education process and that reduction of class size is an important step toward the solution of this problem.

The Board will make every effort to establish and maintain proper class size at all levels and in all subject areas. The Board will make every effort to equalize class size.

Article XX

SPECIALISTS

The Board and the Association recognize the fact that an adequate number of competent specialists is desirable to the operation of an effective educational program. The Board will endeavor to provide qualified specialists.

Article XXI

EMPLOYEE PROTECTION

A. Unsafe and Hazardous Conditions

Employees shall not be required to work under unsafe or hazardous conditions or to perform tasks which endanger their health, safety, or well-being. In the event of any disorder or disruption in the regular school program, the Association shall have the right to meet with the Board immediately to develop mutually acceptable programs to guarantee the safety of students, employees, and property.

B. Reasonable Force

As specified in 18A:6-1, an employee may, within the scope of his employment, use and apply such amount of force as is reasonable and necessary: to quell a disturbance threatening physical injury to others; to obtain possession of weapons or other dangerous objects upon the person or within the control of the pupil; for the purpose of self-defense; and for the protection of persons or property.

C. Action before Board or Commissioner

Whenever action is brought against an employee before the Board or before the Commissioner of Education of the State of New Jersey which may affect his employment or salary status, the Board of Education shall reimburse him for the cost of his defense if the action is dismissed or results in a final decision in favor of the employee.

D. Assault

1. Legal assistance

The Board shall give full support including legal and other assistance for any assault upon the employee while acting in the discharge of his duties.

2. Leave

When absence arises out of or from such assault or injury the employee shall be entitled to full

Article XXI (continued)

D.2.

salary and other benefits for the period of up to one (1) year less Workmen's Compensation benefits received, but shall not forfeit any sick leave or personal leave.

3. Reimbursement for personal property damage

The Board shall reimburse employees for the reasonable cost of any clothing or other personal property damaged or destroyed as a result of an assault suffered by an employee while the employee was acting in the discharge of his duties within the scope of his employment.

E. Reporting Assaults

1. Principal or immediate superior

Employees shall immediately report cases of assault suffered by them in connection with their employment to their Principal or other immediate superior.

2. Superintendent

Such notification shall be immediately forwarded to the Superintendent who shall comply with any reasonable request from the employee for information in the possession of the Superintendent relating to the incident or the persons involved, and shall act in appropriate ways as liaison between the employee, the police and the courts.

Article XXII

INSURANCE PROTECTION

A.

1. For the 1972-1973 school year, the Board shall provide health care insurance protection and shall pay the full premium for each teacher including family coverage where appropriate, for hospitalization, medical-surgical and major medical coverage in the State Health Benefits plan.
  
2. For each employee 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 month period commencing September 1st and ending August 31st. When necessary, payment of premiums in behalf of the employee shall be made retroactively or prospectively to assure uninterrupted participation and coverage.

Article XXIII

DEDUCTION FROM SALARY

A. Association Payroll Dues Deduction

1. The Board agrees to deduct from the salaries of its teachers dues for the Garfield Education Association, 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 teachers individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 233, N.J. Public Laws of 1969 (NJSA 52:14-15.9e) and under rules established by the State Department of Education. Said monies together with current records of any corrections shall be transmitted to such person as may from time to time be designated by the Garfield Education Association by the 15th day of each month following the monthly pay period in which deductions were made. The person designated shall disburse such monies to the appropriate association or associations.

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

Article XXIV

MISCELLANEOUS PROVISIONS

- A. This Agreement constitutes Board policy for the term of said Agreement, and the Board and Association shall carry out the commitments contained herein and related to this Agreement and give them full force under applicable law and shall not be modified in whole or in part by the parties except in writing duly executed by both parties.
- 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 provisions 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 employee shall be subject to and consistent with the terms and conditions of the Agreement. If any individual contract contains language inconsistent with this Agreement, this Agreement 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 employees or in the application or administration of this Agreement on the basis of race, creed, color, religion, national origin, sex, domicile, or marital status.
- E. This Agreement shall be duplicated and presented to all employees 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 provisions of this Agreement, either party shall do so by telegram or registered letter at the following addresses:
1. If by Association, to the Board of Education at 125 Outwater Lane, Garfield, New Jersey.
  2. If by Board, to Association through Association President at his school.

Article XXV

DURATION OF AGREEMENT

A. This Agreement shall be effective as of July 1, 1972 and shall continue in effect until June 30, 1973, subject to the Association's right to negotiate over a successor Agreement as provided in Article II. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

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

GARFIELD EDUCATION ASSOCIATION

GARFIELD BOARD OF EDUCATION

BY \_\_\_\_\_  
President

BY \_\_\_\_\_  
President

BY \_\_\_\_\_  
Secretary

BY \_\_\_\_\_  
Secretary

SCHEDULE "A"

SALARY GUIDE - TEACHERS

1972 - 1973

<u>Step</u>	<u>Non-Degree</u>	<u>B.A. Degree</u>	<u>B.A.+30 Grad. Credits</u>	<u>M.A. Degree</u>	<u>M.A.+30 Grad. Credits</u>
1	7,800.	8,216.	8,632.	9,048.	9,672.
2	8,008.	8,424.	8,840.	9,256.	9,880.
3	8,320.	8,736.	9,204.	9,620.	10,244.
4	8,632.	9,048.	9,568.	9,984.	10,608.
5	8,996.	9,360.	9,880.	10,296.	10,920.
6	9,360.	9,672.	10,192.	10,608.	11,232.
7	9,724.	10,036.	10,556.	10,972.	11,596.
8	10,088.	10,400.	10,920.	11,336.	11,960.
9	10,452.	10,764.	11,284.	11,700.	12,324.
10	10,868.	11,128.	11,648.	12,064.	12,688.
11	11,284.	11,492.	12,012.	12,428.	13,052.
12	11,700.	11,908.	12,428.	12,844.	13,468.
13	12,116.	12,324.	12,844.	13,260.	13,884.
14	13,052.	13,260.	13,780.	14,196.	14,820.

NOTES:

(1) Longevity based on years of service in Garfield.

A Longevity increase will be added to a Teacher's Salary on the following basis:

At the 15th year	\$ 50.
At the 20th year	\$100.
At the 25th year	\$150.
At the 30th year	\$200.
At the 35th year	\$250.

(2) The Board will pay up to \$160. per teacher for course reimbursement for graduate work, approved by the Superintendent.

SCHEDULE "B"

NURSES SALARY GUIDE

1972 - 1973

<u>Years</u>	<u>Non-Degree</u>
0	7,072.
1	7,280.
2	7,488.
3	7,696.
4	7,904.
5	8,112.
6	8,320.
7	8,528.
8	8,736.
9	8,944.
10	9,152.

NOTE:

(1) A Longevity increase will be added to a Nurse's Salary on the following basis:

At the 15th year	\$ 50.
At the 20th year	\$100.
At the 25th year	\$150.
At the 30th year	\$200.
At the 35th year	\$250.

SCHEDULE "C"

ATTENDANCE OFFICER'S SALARY

1972 - 1973

<u>Years</u>	
0	5,408.
1	5,616.
2	5,824.
3	6,032.
4	6,240.
5	6,448.
6	6,656.
7	6,864.
8	7,072.
9	7,280.
10	7,488.

NOTE:

Attendance Officers shall receive \$200.00 per year as expense allowance for use of automobile.