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AGREEMENT

BETWEEN

HOLLAND TOWNSHIP EDUCATION ASSOCIATION

and

HOLLAND TOWNSHIP BOARD OF EDUCATION

JULY 1, 1972

to

JUNE 30, 1975

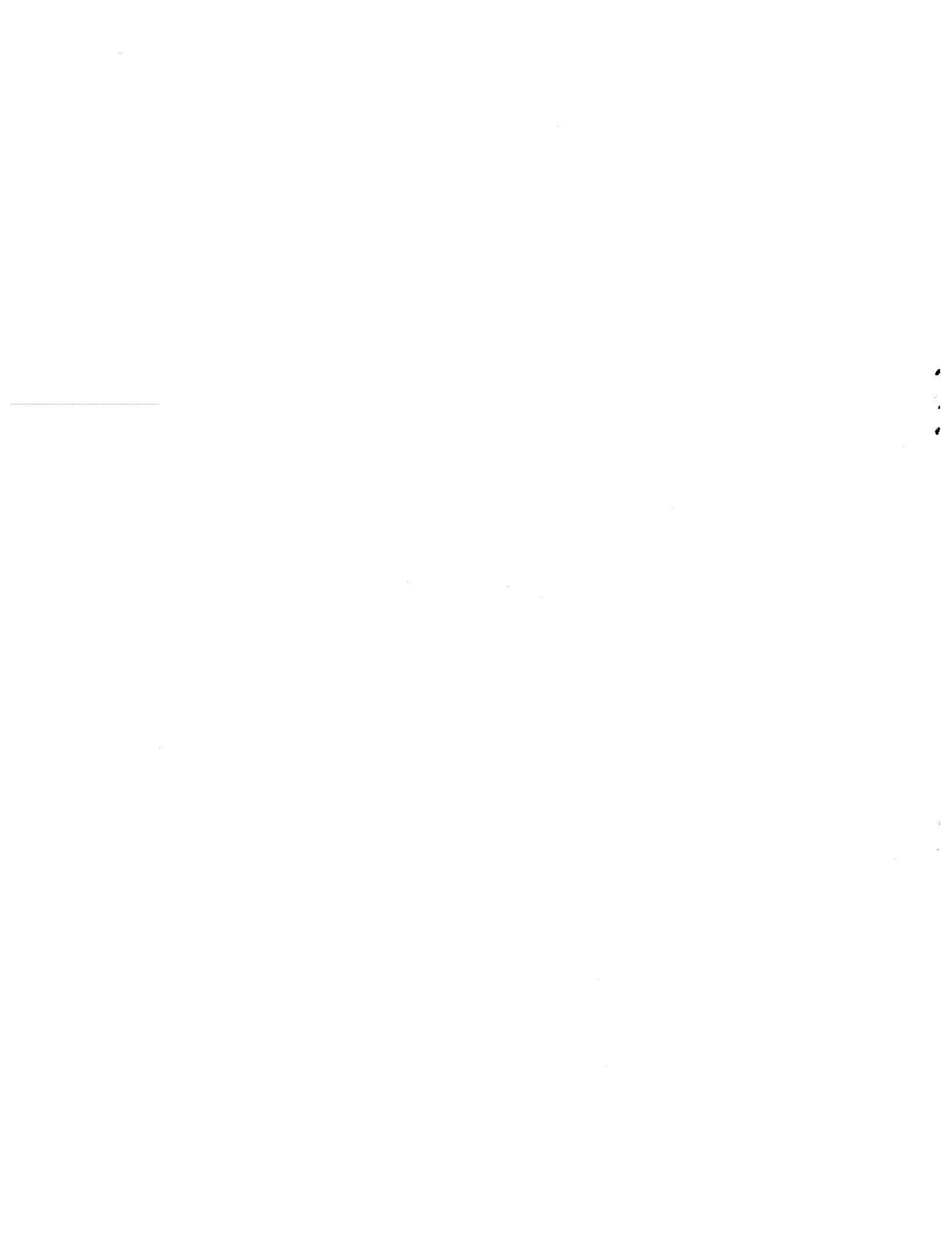
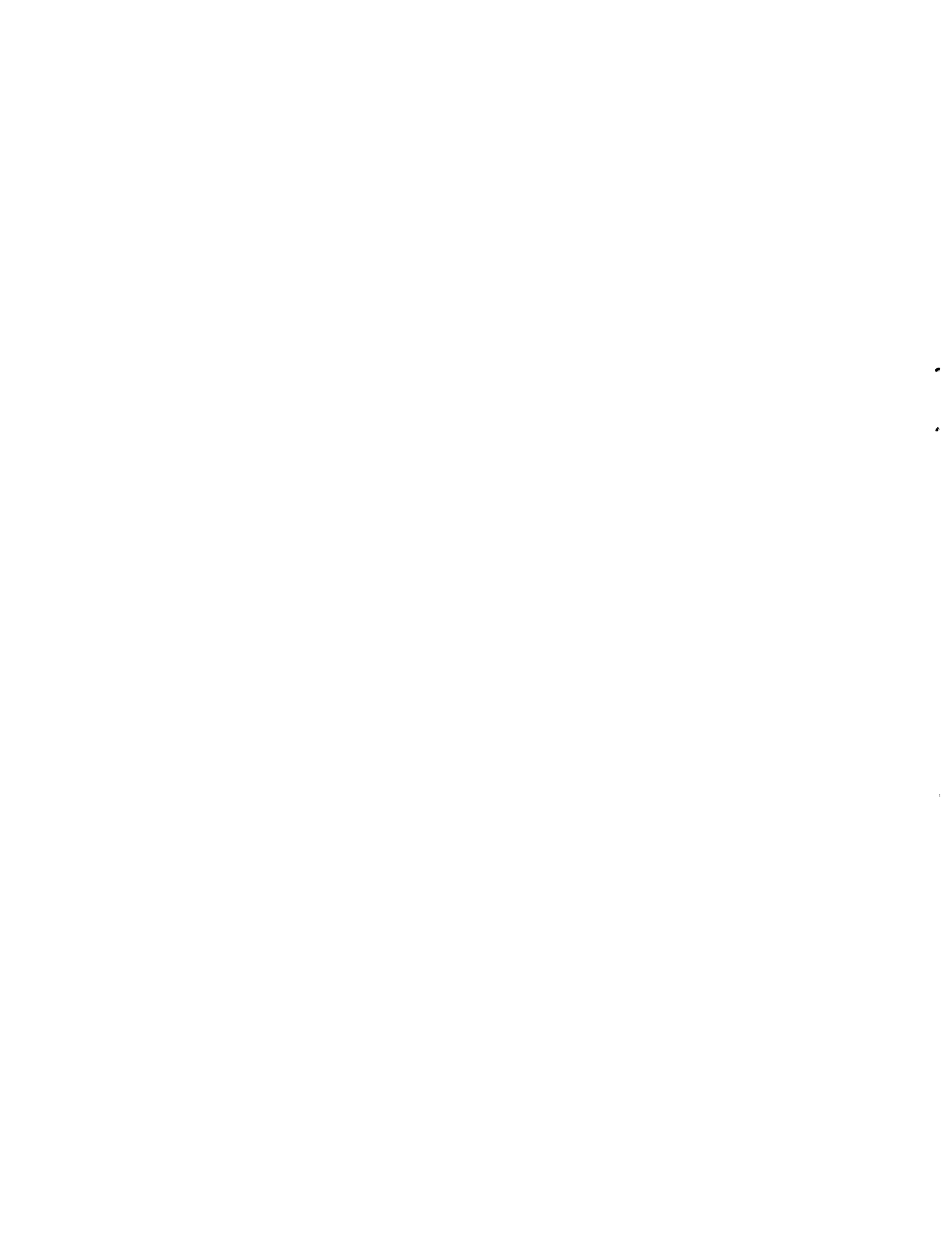


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PREAMBLE

This Agreement entered into this 19th day of June, 1972 by and between the Board of Education of Holland Township, Township of Holland, New Jersey, hereinafter called the "Board" and the Holland Township Education Association, hereinafter called the "Association."

ARTICLE I

RECOGNITION

The Board of Education and Holland Township Education Association of the Holland Township School do hereby agree that the welfare of the children of the Holland Township School is paramount in the operation of the school and will be promoted by both parties.

The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiation concerning the terms and conditions of employment for all of the following full-time certificated personnel under contract:

1. Classroom teachers
2. Special subject teachers
3. School Librarian
4. School Nurse

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 over a successor agreement in accordance with Chapter 303, Public Laws of State of New Jersey, in a good faith effort to reach agreement concerning the terms and conditions of teachers' employment. Such negotiations shall begin not later than the first full week in November of the calendar year preceding the calendar year in which this Agreement expires. Any agreement so negotiated shall apply to all teachers as defined in ARTICLE I, Recognition, be reduced to writing, be signed by the Board and the Association.

B. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party. The parties mutually pledge that their representatives shall be clothed with all necessary power and authority to make proposals, consider proposals, and make counterproposals in the course of negotiations.

C. 1. Representatives of the Board and the Association's negotiating committee shall meet at the mutual consent of both parties 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. 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, and be adopted by the Board.

D. 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.

E. 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 by a teacher or the Association based upon an alleged violation, interpretation or application, of this Agreement.

B. Purpose: Any individual member of the Association shall have the right to appeal any violation, interpretation and application of policies in this Agreement and administrative decisions affecting him through administrative channels. With respect to his personal grievances,

he shall be assured freedom from restraint, interference, coercion, discrimination, or reprisal in presenting his appeal. He shall have the right to present his own appeal or designate representatives of the Holland Township Education Association or another person of his own choosing currently employed by the Holland Township Board of Education to appear with him or for him at steps one and two. At steps three and four, he may appear with anyone of his own choosing providing a representative of the Association is present.

C. Procedure: 1. Any teacher who has a grievance shall, within seven (7) school days, discuss it first with his principal (or immediate superior or department head, if applicable) in an attempt to resolve the matter informally at that level, and having the grievance adjusted without intervention of the Association, provided the adjustment is not inconsistent with terms of this Agreement.

2. If, as a result of the discussion, the matter is not resolved to the satisfaction of the teacher within five (5) school days, he shall set forth his complaint in writing to the principal stating the nature of the grievance and the article and section of the Agreement allegedly violated and the possible remedy. The principal shall communicate his decision with reasons to the teacher in writing within five (5) school days of receipt of the written complaint.

3. If the grievance is not resolved to the teacher's satisfaction he may request a review by the Board of Education within fifteen (15) school days. The request shall be submitted in writing through the administrative principal who shall attach all related papers and forward the request to the Board of Education. The Board or a committee thereof, shall review the grievance, hold a hearing with the teacher and/or his representative if requested and render a decision with reasons in writing within fifteen (15) calendar days.

4. Any grievance not resolved to the satisfaction of the Association in the third step of the grievance procedure may be submitted to arbitration by the Association. Within fifteen (15) calendar days after receipt of the third step answer, the Association shall notify the Board of Education in writing of its desire to arbitrate. Within seven (7) days after receipt from the Association of its desire to arbitrate, the Board of Education and the Association shall request the American Arbitration Association to submit a list of arbitrators and be bound by the rules and procedures of the American Arbitration Association. The parties shall select a mutually acceptable arbitrator.

The Arbitrator shall hold hearings promptly and shall issue his decision not later than twenty (20) calendar days from the date of the close of the hearings, or from the date of receipt of final statements or proofs. The Arbitrator's decision shall be in writing and shall set forth his finding of fact, reasoning and conclusions only 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. His decision shall be final and binding on both parties. No grievant or member of the Association shall have the right to refuse a directive from the Superintendent or Administration until the grievance has been properly determined.

All costs for the services of the arbitrator shall be borne equally by the Board of Education and the Association except a transcript of the hearings which shall be borne by the party requesting the transcript.

D. Miscellaneous: 1. All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives, heretofore referred to in this Article.

2. The above time limits on any step may be extended or reduced by mutual agreement.

3. Within the grievance procedure no where shall it be interpreted that the Board or Administration has relinquished legal prerogatives.

4. The grievant does not have the right to refuse an administrative directive on the grounds that he has instituted a grievance.

ARTICLE IV

TEACHERS' RIGHTS & RESPONSIBILITIES

A. Pursuant to Chapter 303, Public Laws of State of New Jersey 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 shall not deprive any teacher the enjoyment of any rights conferred by Chapter 303, Public Laws of the State of New Jersey 1968 or other laws of New Jersey or the Constitution of New Jersey and the United States; that it shall not discriminate against any teacher with respect to hours, wages or any terms or conditions of employment by reason of his membership in the Association and its affiliates.

B. No teacher shall be prevented from wearing official pins or other identification of membership in the Association or its affiliates.

C. A teacher shall have the right for the purpose of school duties to use school facilities and equipment, manual typewriters, mimeographing machines, calculating machines, and all types of audiovisual equipment between 7:30 a.m. and 5:00 p.m.

D. The teacher shall maintain the exclusive right and responsibility to determine grades and other evaluations of students within the grading policies of the Holland Township School District based upon his professional judgment of available criteria pertinent to any given subject area or activity to which he is responsible. No grade or evaluation shall be changed prior to consultation with teacher, child study team, and school administration.

E. Whenever a parent or student has a complaint against a teacher, the teacher shall be informed immediately and then have an opportunity to discuss the problem with the parents and/or student and administration before any action is decided upon.

ARTICLE V

ASSOCIATION RIGHTS AND PRIVILEGES

A. Released Time for Meetings: No teacher shall suffer any loss in pay for participating in negotiations and/or grievance proceedings during working hours. Nor shall he suffer loss of pay for attending conferences and meetings which have been approved by the administration.

B. Use of School Buildings: The Association and its representatives shall have the right to use the school building at all reasonable hours

for meetings with administration approval. No additional custodial costs shall result from these meetings.

C. Use of School Equipment: The Association shall have the right to use school equipment, manual typewriters, mimeographing machines, calculating machines, and all types of audio-visual equipment at reasonable times, when such equipment is not otherwise in use. This right is limited to local Association business.

D. Bulletin Boards: The Association shall have the exclusive use of a bulletin board in the faculty lounge.

E. Mail Facilities and Mail Boxes: The Association shall have the right to use the intra-school mail facilities and school mail boxes as it deems necessary.

ARTICLE VI

BOARD RIGHTS

1. The Board retains the right, subject only to the limitations imposed by the language of this agreement, in accordance with applicable laws and regulations (a) to direct teachers of the school district; (b) to hire, promote, transfer, assign, and retain teachers in positions in the school district; and for just cause, to suspend, demote, discharge, or take other disciplinary action against employees; (c) to relieve employee from duty because of lack of work; (d) to maintain efficiency of the school district operations entrusted to them; (e) to determine the methods, means and personnel by which such operations are to be conducted; and (f) to take whatever actions may be necessary to carry out the objectives of the school district in situations of emergency.

2. No lockout of employees shall be instituted by the Board during the term of this agreement. The Association agrees that during the term of this agreement, no Association member will engage in, encourage, sanction, support, or suggest any strikes, work stoppages, boycotts or slow-downs or picketing which would involve suspension of, or interference with the normal work of the Board. In the event that Association members participate in such activities in violation of this provision, the

Association shall notify those members so engaged to cease and desist from such activities and shall instruct the members to return to their normal duties.

3. It is understood by all parties that the Association expressly agrees that negotiations will be conducted without the use of pressure tactics or any practice generally defined within the term "sanctions." The parties also agree that during the period of negotiations the only publicity accorded the negotiations by the parties will consist of a joint press release or, in the event the parties are unable to agree upon wording, a joint press release stating that "no progress has been made."

4. It is understood by all parties to the agreement that under the rulings of the Courts of New Jersey and the State Commissioner of Education, the Board of Education is forbidden to waive any rights or powers granted it by law.

5. The parties agree to follow the procedures outlined in the Agreement, and to use no other channels to resolve any question or proposal until the procedures within this Agreement are fully exhausted.

ARTICLE VII

TEACHING HOURS AND TEACHING LOADS

1. Teachers shall be required to sign in and sign out.

2. The total in-school workday for all teachers will be seven (7) hours and twenty-five (25) minutes. Teachers must be in their rooms when the first students arrive. At the conclusion of the school day, teachers will remain in their rooms until all students under their supervision have been called for bus loading and then shall remain in the school until the completion of the 7 hour and 25 minute day. In case of an emergency, teachers will remain in their rooms until the last student leaves.

Teachers are expected to be available as needed for meetings with the students, parents and/or their administrators either before or after the above set times. Meetings with students and parents will be arranged by mutual consent.

3. Every teacher shall have a duty-free lunch period.
4. Teachers may leave the building during their duty-free lunch period.
5. The practice of using a regular teacher as a substitute, thereby depriving him of his preparation period is undersirable and should be discouraged.

ARTICLE VIII

NON-TEACHING DUTIES

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:

A. Teachers shall not be required to drive students to activities which take place away from the school building. A teacher may do so voluntarily, however, with the advanced approval of his principal or immediate supervisor so that appropriate insurance coverage will be in effect.

B. Teachers shall not be required to perform the following duties on a regular basis:

1. Non-teaching assignments, specifically supervision of cafeterias, bus loading or unloading.

2. Duplicating instructional and other materials, keeping attendance registers except kindergarten and special education.

3. Correcting standardized computerized tests used at the direction of the Board or the Administration.

ARTICLE IX

SALARY

Degrees Recognized

Degrees must be acceptable for certification by the Commissioner of Education.

Placement

- a. New teachers full credit.
- b. Military experience allowance up to four (4) years.
- c. Adjustment to new column with new contract. A new contract will be issued up to September 1.
- d. Official transcripts and course descriptions must be presented for evaluation before shift to another column.

A. Monthly Pay

1. Teachers employed on a ten (10) month basis shall be paid in twenty (20) equal installments beginning on the second Friday in September.

2. Teachers shall receive their final checks after all final year-end reports have been received and approved by the Administration.

B. Hunterdon County Credit Union Deductions

1. Teachers who desire to have any deductions made from their compensation for payment to the credit union shall indicate in writing along with the proper forms to the Board Secretary, and regular deductions shall be made and transmitted to the Treasurer of the Credit Union. Any such written authorization may be withdrawn upon filing notice of such withdrawal with the Board Secretary. Changes in status shall be made on or before June 1 and/or January 1.

ARTICLE X

TEACHER ASSIGNMENT

A. 1. Teachers shall be given written notice of change in class and/or subject assignments, for the forthcoming year not later than June 15th.

2. In the event that changes in class and/or subject assignments are proposed after June 15th, the Association and any teacher affected shall be notified promptly in writing.

3. Vacancies in any positions including summer school shall be posted on the bulletin board in the teachers' room for a period of 5 school days and filled by the most qualified persons as judged by the Administration. Seniority will be given consideration.

B. The pupil's classroom or homeroom teacher shall receive first consideration for home instruction and be reimbursed at a rate of \$7.00 per hour and 12¢ per mile for travel.

ARTICLE XI

VOLUNTARY REASSIGNMENTS

Teachers who desire a change in grade and/or subject assignment may file a written statement of such desire with the principal not later than May 20. Such statement shall include the grade and/or subject to which the teacher desires to be assigned in order of preference.

ARTICLE XII

INVOLUNTARY REASSIGNMENTS

A. Notice

An involuntary transfer or reassignment shall be made only after a meeting between the teacher involved and the Administrative Principal at which time the teacher shall be notified of the reason therefor. In making involuntary assignments or transfers, the convenience and wishes of the individual teacher will be honored to the extent that these considerations do not conflict with the instructional requirements and best interests of the school system and the pupils. Notice of an involuntary transfer or reassignment shall be given to teachers sixty (60) days prior to reassignments.

B. Criteria

When an involuntary transfer or reassignment is necessary, a teacher's area of competence, major or minor field of study, length of service in the Holland Township School District, and other relevant factors, including, among other things, state and/or federal laws, rules, regulations or administrative directives, shall be considered in determining which teacher is to be transferred or reassigned.

ARTICLE XIII

TEACHER EVALUATION

1. All observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher.
2. A teacher shall be given a copy of any class-visit or evaluation report prior to a conference. Reports shall be signed by the evaluator and teacher. The teacher shall receive a copy of such reports.
3. A teacher shall have the right upon request, to review the contents of his personnel file.

Any complaints regarding a teacher made to any member of the administration by any parent, student or other person which are used in any manner in evaluating a teacher shall be promptly investigated and called to the attention of the teacher. The teacher shall be given an opportunity to respond to and/or rebut such complaint.

4. Observations shall be conducted for non-tenure teachers at least four times a year - at intervals no less than 10 school days.

5. Observations shall be conducted of tenure teachers at least one time per year.

ARTICLE XIV

SICK LEAVE

A. Personal Illness

All teachers covered under this contract who are steadily employed by the Board of Education shall be allowed sick leave with full pay for a minimum of ten (10) school days in any school year. All days of such minimum sick leave not utilized that year shall be accumulative to be used for additional sick leave as needed in subsequent years.

B. Sick Leave Accumulated in Another District

No "Carry over" sick leave from another district will be recognized.

C. Doctor's Certificate

A doctor's certificate shall be filed for any sick leave beyond a three-day period.

D. Quarantine

An employee is expected to remove himself from contagion. Should a teacher be absent because of quarantine by the Board of Health, no deduction in pay or sick leave shall be made.

E. Uncovered Sick Days

Teachers who have exceeded their accumulated sick days will receive the difference between their regular days' pay and the substitute's pay. Payment of pension and other assessments will continue to be made from whatever earnings may be forthcoming during the period of absences.

ARTICLE XV

TEMPORARY LEAVES OF ABSENCE

A. Teachers shall be entitled to the following temporary non-accumulative leaves of absence with full pay each school year.

Three (3) days leave of absence for personal, legal, business, household or family matters which require absence during school hours. Application to the teacher's principal or other immediate supervisor for personal leave shall be made at least three (3) 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 other than that he is taking it under this section.

Up to one (1) day for the purpose of visiting other schools.

Five (5) days absence with pay will be allowed in any one school year for death in the immediate family. This allowance cannot be accumulated from year to year. Immediate family means: husband, wife, children, and any other person who has lived in the home of the teacher for a considerable length of time preceding death; father and mother; brothers and sisters, grandfather and grandmother, father-in-law and mother-in-law.

Other leaves of absence with pay may be granted by the Board for good reason, with Association knowledge.

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

An employee who is required by law to attend court sessions as a subpoenaed witness or for jury duty, except in actions against the Board initiated by the Association or member of the Association, shall be allowed such absences without loss of pay. Any reimbursement from the courts, excluding expenses for the above duty, will be paid to the Board Secretary.

ARTICLE XVI

EXTENDED LEAVES OF ABSENCE

- A. A leave of absence without pay of up to two (2) years may be granted by the Board 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 has accepted a Fulbright scholarship.
- B. Military leave without pay shall be granted to any teacher who is inducted or enlists in any branch of the armed forces of the United States for the period of said induction or initial enlistment.
- C. As soon as any teacher becomes aware of her pregnancy, she will apply for a maternity leave of absence. The basic leave of absence without pay is eighteen months beginning when the school physician and attending physician determine that the teacher's condition prohibits her from performing her required duties. After the birth, the teacher may return to her school duties provided that her health is satisfactory as determined by the school physician and she is capable of performing her required duties. The teacher's return to her duties must coincide with the beginning of the school year. When this is not feasible, maternity leave may be lengthened by whatever amount of time is necessary for the teacher to return at the beginning of the following year.

In case of interrupted pregnancy or stillbirth, the maternity leave of absence may be terminated by the Board of Education, provided the teacher's physician certifies that she is in good health and capable of performing her required duties.

Where an interrupted pregnancy occurs in the case of a teacher who has not taken a leave of absence because she is unaware of her pregnancy, the teacher will ask for a leave of absence and return when her physician certifies she is in good health and is capable of performing her required duties.

Any female teacher adopting an infant child shall receive similar leave which shall commence upon her receiving de facto custody of said infant, or earlier if necessary to fulfill the requirements for the adoption.

No teacher on maternity leave shall, on the basis of said leave, be denied the opportunity to substitute in the area of her certification or competence, providing the attending physician certifies she is capable of performing her required duties.

D. Other leaves of absence without pay may be granted by the Board for good reason, with the Association's knowledge.

E. Upon return from leave granted pursuant to above, a teacher shall be considered as if he were actively employed by the Board during the leave and shall be placed on the salary schedule at the level he would have achieved if he had not been absent, provided however, that time spent on said leaves shall not count toward the fulfillment of the time requirements for acquiring tenure.

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

F. All applications for extended leaves or extensions or renewals of leaves shall be in writing. If granted, such approval shall be in writing.

ARTICLE XVII

SABBATICAL LEAVES

A. A sabbatical leave may be granted to a teacher by the Board for study and/or travel within his related area subject to the following conditions:

1. A sabbatical leave may be granted to one teacher at any one time between September 1 and June 30th.

2. Requests for sabbatical leave must be received by the Principal in writing in such form as may be mutually agreed on by the Association and the Principal, no later than December 15th, and action must be taken on or before the regular January meeting of the school year preceding the school year for which the sabbatical leave is requested.

3. The teacher has completed at least seven (7) full school years of service in the Holland Township School District.

a. Seniority in the district and the earliest date of application shall be considered when granting a sabbatical leave.

4. A teacher on sabbatical leave (either for one-half of a school year or for a full school year) shall be paid by the Board at fifty (50%) percent of the salary rate which he would have received if he had remained on active duty.

5. Upon return from sabbatical leave, a teacher shall be placed on the salary schedule at the level which he would have achieved had he remained actively employed in the system during the period of absence, and if he so desires, be given the assignment and position he held prior to the sabbatical leave with the approval of the administrative principal.

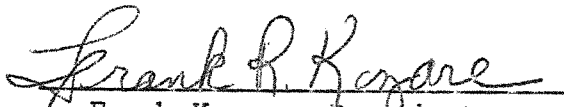
6. A teacher receiving a sabbatical leave must return to Holland to teach for the three (3) years following the completion of the leave. If this obligation is not fulfilled, the Board must be reimbursed by the recipient. (e.g., If a teacher should return from a sabbatical leave, teach in Holland for one (1) year, and then leave the system, he must repay the Board of Education 2/3 of the salary he received during the sabbatical leave.)


The following is an addendum to Article XVII, Sabbatical Leaves. The addendum will be effective upon signing by both parties and last the duration of the present contract.

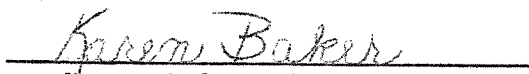
Sabbatical Leave for Purpose of Travel

The professional employee applying for sabbatical leave of absence for the purpose of travel shall comply with the following regulations:

1. Upon application for sabbatical leave of absence for the purpose of travel, the teacher shall submit an itinerary of the proposed trip covered by the period for which the leave is requested.
2. Each month during the leave of absence, the teacher shall submit to the school board through the office of the Administrative Principal, a letter showing the progress of his or her travel up to that period of time, or any change in itinerary.
3. Visit and observe an average of one school a month during the sabbatical leave. Observe in a minimum of two (2) different classrooms in each school. Observe for a minimum of one (1) hour in each room.
4. At the conclusion of the leave of absence, a written report shall be submitted to the Board of Education through the office of the Administrative Principal, giving in detail a description of the travel and experience during the leave of absence.


Frank Kozare, President
Holland Township Education Association


Toby DeNooyer, President
Holland Township Board of Education


Karen Baker, Secretary
Holland Township Education Association


Malvina Rounsaville, Secretary
Holland Township Board of Education

DATE: July 1, 1973

ARTICLE XVIII

PROFESSIONAL GROWTH AND DEVELOPMENT

- A. Credits will be paid for by the Board at the satisfactory completion of each administration-approved course at a rate of 65%.
- B. Approval of administration must be in writing and in advance of registration.
- C. A limit of nine (9) credits per year will be paid for between July 1 and June 30.
- D. The Board will pay for one (1) textbook used in an approved course, if the book is not available in the professional library. At the completion of the course, all books will be added to the school's professional library.
- E. To encourage attendance at professional meetings, the Board may grant an expense allowance of up to fifteen (\$15.00) dollars per day for a teacher attending meetings approved by the Administration. Approval for attendance at these professional meetings must be granted by the administration in advance. Any meeting exceeding three days in length requires Board approval.

Expenses for the annual NJEA Convention shall be reimbursed by the Board at the rate of twenty (\$20.00) dollars per day, not to exceed three days, per person, not to exceed a total of \$1,000.00 in the 1972-73 school year; \$1,100.00 in the 1973-74 school year; and \$1,200.00 in the 1974-75 school year. A certificate of such attendance signed by the Secretary of the Association shall be submitted to the Board Secretary.

ARTICLE XIX

INSURANCE PROTECTION

The Board shall provide the health care insurance protection designated below. The Board shall pay the full premium for each teacher and, in cases where appropriate, for family-plan insurance coverage.

Provisions of the health-care insurance program shall be as follows:

New Jersey Blue Cross - Blue Shield
Rider J
Major Medical Coverage

Should a teacher elect to do so, he may substitute Washington National Insurance in lieu of coverage for dependents. This plan will offer the benefits provided under Class D membership.

ARTICLE XX

MISCELLANEOUS PROVISIONS

If any provision of this Agreement or any application of this Agreement to any teacher or group of teachers 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.

Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provision (a) of this Agreement, either party shall do so by letter at the following addresses:

1. If by Association, to the President of the Board at Holland Township School.
2. If by the Board, to the President of the Association at Holland Township School.

The Board of Education agrees to be responsible for the printing of the negotiated agreement.

ARTICLE XXIV

DURATION OF AGREEMENT

This agreement shall be effective as of July 1, 1972 and shall continue in effect until June 30, 1975, 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.

Article IX, Salary, shall be effective as of July 1, 1972, and shall continue in effect until June 30, 1975, subject to the Association's right to negotiate over a successor Agreement as provided in Article II.

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.

By: Gerald E. Moninghoff
Gerald E. Moninghoff, Pres.
Holland Twp. Education Asso.

Stephen J. Previte
Stephen J. Previte, Pres.
Holland Twp. Board of Education

Karen L. Baker
Karen L. Baker, Secretary

Malvina Rounsaville
Malvina Rounsaville, Secretary

SCHEDULE A

Extra-Curricular compensation shall be given at the rate of \$5.00 for director and \$4.00 for assistant for the 1972-73 school year. In the 1973-74 and 1974-75 school years the rate will be \$6.00 for directors and \$5.00 for assistant.

All positions shall be posted and filled by qualified persons on a seniority basis.

SALARY GUIDE

1972-73

	A Non-Degree & Nurse	B B.A.	C B.A.+15	D B.A.+30	E M.A.	F M.A.+30
1	7085	7875	7975	8500	9125	9725
2	7385	8176	8282	8809	9442	10075
3	7702	8492	8598	9125	9759	10391
4	8071	8809	8914	9442	10075	10708
5	8387	9125	9231	9758	10391	11025
6	8809	9547	9653	10181	10814	11446
7	9231	9970	10075	10603	11235	11868
8	9653	10391	10497	11025	11658	12290
9	10075	10814	10919	11446	12080	12713
10	10602	11341	11446	11974	12607	13240
11	11130	11868	11974	12502	13134	13768
12	11658	12396	12502	13029	13662	14295
13	12132	12923	13029	13556	14190	14822

SALARY GUIDE

1973-74

	A	B	C	D	E	F
	<u>Non-Degree & Nurse</u>	<u>B.A.</u>	<u>B.A.+15</u>	<u>B.A.+30</u>	<u>M.A.</u>	<u>M.A.+30</u>
1	7280	8125	8230	8790	9460	10300
2	7581	8426	8533	9095	9764	10406
3	7902	8748	8862	9425	10103	10780
4	8241	9086	9200	9764	10442	11118
5	8636	9425	9538	10103	10780	11457
6	8974	9764	9877	10441	11118	11797
7	9425	10215	10329	10894	11571	12247
8	9877	10668	10780	11345	12021	12699
9	10329	11118	11232	11797	12474	13150
10	10780	11571	11683	12247	12925	13603
11	11344	12135	12247	12812	13489	14167
12	11909	12699	12813	13377	14053	14732
13	12474	13264	13377	13941	14618	15295
14	12981	13827	13941	14505	15183	15860

SALARY GUIDE

1974-75

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>
	<u>Non-Degree & Nurse</u>	<u>B.A.</u>	<u>B.A.+15</u>	<u>B.A.+30</u>	<u>M.A.</u>	<u>M.A.+30</u>
1	7490	8400	8500	9100	9800	10700
2	7790	8694	8806	9405	10122	11021
3	8112	9016	9130	9732	10447	11134
4	8455	9360	9472	10085	10810	11535
5	8818	9722	9844	10447	11173	11896
6	9240	10085	10205	10810	11535	12259
7	9602	10447	10568	11172	11896	12623
8	10085	10930	11052	11657	12381	13104
9	10568	11415	11535	12139	12862	13588
10	11052	11896	12018	12623	13347	14070
11	11535	12381	12500	13104	13830	14555
12	12138	12984	13104	13709	14433	15158
13	12743	13588	13710	14313	15037	15763
14	13347	14192	14313	14917	15641	16365
15	13890	14795	14917	15520	16246	16970

