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THIS DOES NOT  
CIRCULATE

AGREEMENT

BETWEEN

THE BOARD OF EDUCATION OF BRADLEY BEACH

THE COUNTY OF MONMOUTH, NEW JERSEY

AND

THE BRADLEY BEACH EDUCATION ASSOCIATION

COVERING THE PERIOD

JULY 1, 1976 - JUNE 30, 1978

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PREAMBLE

THIS AGREEMENT entered into this            day of            ,  
1976, by and between the BOARD OF EDUCATION OF BRADLEY BEACH  
GRAMMAR SCHOOL, the Borough of Bradley Beach, New Jersey,  
hereinafter called the "BOARD" and the BRADLEY BEACH EDUCATION  
ASSOCIATION, hereinafter called the "ASSOCIATION."

ARTICLE I

RECOGNITION

The Board hereby recognizes the Association as the  
exclusive representative for collective negotiations concerning  
grievance procedures and the terms and conditions of employment  
for all persons included in the unit described below:

Classroom Teachers

Nurses

Special Classroom Teachers

School Social Worker

Unless otherwise indicated, the term "Teacher" 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

NEGOTIATIONS PROCEDURE  
FOR SUCCESSOR AGREEMENT

The parties agree to enter into collective negotiations over a successor agreement in accordance with Chapter 123, Public Laws 1974. Any agreement so negotiated shall apply to all teachers, be reduced to writing, be signed by the Board and the Association, and be adopted by the Board.

### ARTICLE III

#### GRIEVANCE PROCEDURE

##### A. Definitions:

(1) A "Grievance" is a claim based upon an event or condition which adversely affects the welfare or working conditions of a teacher or group of teachers.

(2) An "aggrieved person" is the person or persons making the claim.

##### B. Purpose:

Both parties agree that these proceedings shall be kept as informal and confidential as may be appropriate at any level of the procedure.

C. A grievance to be considered under the procedure must be initiated by the aggrieved person or persons within thirty (30) calendar days following its occurrence. However, in the event a grievance is filed at such time that it cannot be processed through all steps in this grievance procedure by the end of the school year, and, if left unresolved until the beginning of the following school year could result in irreparable harm to an aggrieved person. The time limit set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as possible.

D. Failure at any step of this procedure to communicate the decision on a Grievance within the specified time limits shall permit the aggrieved teacher to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limit shall be deemed to be acceptance of the decision rendered at that step.

E. It is understood that Teachers shall, during and notwithstanding the pendency of any Grievance, continue to observe all assignments and applicable rules and regulations of the Board until such Grievance and any effect thereof shall have been determined.

F. Any aggrieved person may be represented at all steps of the grievance procedure by himself or, at his option, by a representative selected or approved by the Association.

G. When a teacher is not represented by the Association in the processing of a grievance, the Association shall at the time of submission of the grievance to the Superintendent or any later level, be notified that the grievance is in process, have the right to be present and present its position in writing at all hearing sessions held concerning the grievance and shall receive a copy of all decisions rendered. A copy of the Superintendent's written decision made in response to a written grievance shall be given to the Association immediately.

H. The Board and the Association shall assure the individual freedom from restraint, interference, coercion,

discrimination or reprisal in presenting his appeal with respect to his personal grievance.

I. No reprisals of any kind shall be taken against any member of the unit solely because he or she has filed a grievance in an attempt to enforce any provisions of this Agreement.

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

K. 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 selective representatives heretofore referred to in this Article.

#### PROCEDURE

L. (1) Any teacher who has a grievance shall discuss it first with the Superintendent in an attempt to resolve the matter informally at that level.

(2) If as a result of the discussion, the matter is not resolved to the satisfaction of the teacher, he no later than seven (7) school days following the discussion shall set forth his grievance in writing to the Superintendent specifying:

- (a) the nature of the grievance;
- (b) the nature and extent of the injury, loss or inconvenience;
- (c) the results of previous discussions;
- (d) his dissatisfaction with decisions previously

rendered.

The Superintendent shall communicate his decision to the teacher in writing within seven (7) school days of receipt of the written grievance.

(3) If the grievance is not resolved to the teacher's satisfaction he no later than seven (7) school days after receipt of the Superintendent's decision, may request a review by the Board. The request shall be submitted in writing through the Superintendent who shall attach all related papers and forward the request to the Board. The Board, or a committee thereof, shall review the grievance and shall hold a hearing with the teacher and render a decision in writing within thirty (30) calendar days of receipt of the grievance by the Board.

(4) Should the Association be dissatisfied with the decision on the grievance rendered by the Board, it may by a written dated notice to the Board, not later than ten (10) school days following the rendering of the Board's decision, refer the grievance to non-binding arbitration.

Within ten (10) school days following the reference to arbitration either party shall have the right to apply to the American Arbitration Association to appoint the arbitrator. Upon such application, the appointment of the arbitrator shall be governed by the rules established by the American Arbitration Association.



The arbitrator shall issue his decision not later than thirty (30) days from the date of the closing of the hearings or if oral hearings have been waived, then from the date of transmittal of the final statements and proofs to the arbitrator. The decision shall be in writing and shall set forth the arbitrator's opinion and conclusion on the issues submitted. The arbitrator shall limit his decisions strictly to the application and interpretation of the provisions of this Agreement and shall be without authority to make any decisions:

- (a) Contrary to or inconsistent with, or modifying or varying in any way, the terms of this Agreement, or applicable law or rules or regulations having the force and effect of law.
- (b) Limiting or interfering in any way with the powers, duties and responsibilities of the Board under applicable law, and rules and regulations having the force and effect of law.

The arbitrator's fee shall be shared equally by the parties to the dispute.

The filing or pendency of any grievance under the provisions of this Article shall in no way operate to impede, delay or interfere with the right of the Board to take the action complained of.

The Association shall have the right to grieve in the same manner as an individual whenever its complaint is based upon a wrong suffered by the members of the unit as a whole.

ARTICLE IV

SCHOOL CALENDAR

Prior to March 1 of each school year, the Association's representatives may make recommendations to the Superintendent concerning the school calendar. Final determination of the school calendar and the length of the school year shall rest with the Board.

ARTICLE V  
NON-TEACHING DUTIES

A. The Board and Association acknowledges that a teacher's primary responsibility is to perform those duties normally associated with teaching and that his energies should be, to the extent possible, utilized to this end.

B. The Board of Education to the extent possible with existing clerical and custodial personnel, will make an effort to provide assistance to teachers.

General Requests - The custodians and matron are on call to assist teachers with all reasonable custodial and maintenance requests. Reasonable procedures for obtaining custodial or maintenance assistance, as established by the administration will be followed.

C. The Board and Association agree as follows:

- (1) Supervision of playground and general supervision will be provided by teachers.
- (2) Every effort will be made to reduce the collection of money from students. Teachers will assume responsibility for the collection of money as directed by the Superintendent. Specific collections are to be authorized by the Board of Education.
- (3) Accident Report Information shall be provided by teachers for accidents occurring in instructional or classroom situations. The nurse will prepare accident report information for exceptions to the above (to and from school, etc.)
- (4) Correcting standardized tests is a professional duty that will be provided by teachers. Correction of standardized tests shall be machine scored where possible.

D. Teacher Aides to be considered under Title I funding.

E. Transporting Students

- (1) Teachers shall not transport students except any person authorized by the Board.

ARTICLE VI

SICK LEAVE

As of September 1st of each school year 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.

## ARTICLE VII

### TEMPORARY LEAVES OF ABSENCE

- A. As of the beginning of the school year, teachers shall be entitled to the following temporary non-accumulative leaves of absence, with full pay each school year.
1. Four (4) days leave of absence for personal reasons such as but not limited to, legal, observance or religious holidays, business, household or family matters which require absence during school hours. Application to the Superintendent 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.
  2. Time necessary for appearance in any legal proceedings connected with the teacher's employment or with the school system, if the teacher is required by law to attend, or any court subpoena. This provision shall not apply to absences resulting from an employee's processing of his personal Workmen's Compensation claim. The latter absence shall be without pay.
  3. Up to five (5) days total per school calendar year in the event of serious illness of a teacher's spouse, child, father, mother, mother-in-law, father-in-law, brother, sister, son-in-law, daughter-in-law, or other related members of the immediate household. Teachers shall be granted five (5) days per death of a teacher's spouse, child, father, mother, mother-in-law, father-in-law, brother, sister, son-in-law, daughter-in-law, or other related members of the family. Teachers shall be granted up to one (1) day in the event of the death of a teacher's friend or relative outside the teacher's immediate family, as defined above. In the event of death of a teacher or student in the Bradley Beach School District, the Superintendent or immediate superior of said teacher or student shall grant to an appropriate number of teachers sufficient time off, to attend the funeral.

4. Time necessary for persons called into temporary active duty of any unit of the U.S. Reserves or the State National Guard, provided such obligations cannot be fulfilled on the days when school is not in session. A teacher shall be paid his regular pay in addition to any pay which he may receive from the United States or the State Government. Leaves of absence for active duty for training shall not exceed ninety (90) days in the aggregate in any one year, as provided in revised Statute 38A:4-4. All claims arising under paragraph 5 hereof shall be applied for, in writing, within thirty (30) days following the teacher's return from duty. The teacher shall be required to notify the Board of his intention to return to employment with the Board no later than thirty (30) days prior to his termination from duty with the United States or State Government.

## ARTICLE VIII

### EXTENDED LEAVES OF ABSENCE

(A) The Board agrees that up to one (1) tenure teacher designated by the Association shall, on request, be granted a leave of absence without pay for up to one (1) year for the purpose of engaging in activities of the Association or its affiliates.

(B) A leave of absence without pay of up to one (1) year shall be granted to any tenure 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 such programs, or accepts a Fulbright Scholarship.

(C) 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, or any tenure teacher whose spouse is so inducted or who enlists to join him for the period of special training and preparation for duty overseas in combat zones.

(D) A leave of absence without pay of up to one (1) year shall be granted to a tenure teacher for the purpose of caring for a sick member of the teacher's immediate family, spouse, children, parents or any relatives provided any of the foregoing is a member of the teacher's immediate household.

(E) Upon return from leave granted pursuant to paragraphs A, B, C of this Article, 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 such leave shall not count towards the fulfillment of the time for acquiring tenure. Teachers shall not receive increment credit for time spent on a leave granted pursuant to Section D of this Article nor shall such time count toward fulfillment of the time requirement for acquiring tenure.

(F) All benefits to which a teacher was entitled at the time his leave of absence commenced, including unused accumulated sick leave, credits toward sabbatical eligibility, shall be restored to him upon his return, and 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. All leaves under this Article or extensions or renewals of such leaves shall be applied for and granted in writing.

## ARTICLE IX

### MATERNITY LEAVE

#### A. Maternity Leave - General

1. No teacher shall be discriminated against in violation of law for reasons of pregnancy.
2. No practice involving the removal of a tenure or non-tenure teacher shall exist for reasons solely based on the fact of pregnancy or a specific number of months of pregnancy.
3. No tenures teacher shall be removed from her regular teaching duties during her pregnancy nor shall a non-tenured teacher be removed from her regular teaching duties during those months of her pregnancy which occur during a school year for which she has signed a contract for employment. However, a teacher tenured or non-tenured, who is pregnant may be removed from her teaching duties for any one of the following bases:

(a) Performance

Where performance has substantially declined from that which existed immediately prior to her pregnancy.

(b) Physical Incapacity

Where her physical condition or capacity is such that her health would be impaired if she were to continue her teaching duties. The physical incapacity of the teacher shall be deemed to exist only if:

(1) The pregnant teacher failed to produce a certificate from her physician that she is medically able to continue her teaching or

(2) The Board of Education's physician and the teacher's physician agree that she cannot continue teaching or

(3) In cases of differences of medical opinion, an expert physician chosen with the approval of all parties shall examine the teacher and render a medical opinion regarding the capacity

of the teacher.

(c) Just Cause

Just cause for any reasons of "just cause" as provided in N.J.S.A. 18A.

4. The Board of Education need not grant or extend the leave of absence of a non-tenured teacher beyond the end of the school year in which that leave is obtained, nor shall the provision of this section be construed to require the Board of Education to grant salary increment credit for the time involved in a pregnancy leave, nor to require that pregnancy leave time be counted toward the fulfillment of the time recognition for acquiring tenure; however, all benefits other than salary and tenure credit to which teachers are entitled upon return of any extended leave of absence shall be granted to a teacher returning from pregnancy leave of absence.
5. No tenure or non-tenured teacher shall be barred from returning to work after birth of her child solely on the ground that there has not lapsed a sufficient period of time between the birth and the desired date of return. Nothing contained in this section shall be construed to preclude the Board from requiring a teacher to provide a certificate from her physician establishing physical capacity in agreement with the Board of Education's physician.

B. Maternity Leaves Terminating Within School Year

Any tenured or non-tenured teacher seeking a leave of absence for pregnancy and wishing to return within the same school year shall apply for said leave at a time prior to giving birth. At the time of such application the teacher shall specify in writing the date on which the leave is to commence and the month during which she wishes to return to work after giving birth. Such leave request shall be granted by the Board. Following such approval and prior to the date of the commencement of the granted leave, the date of return may be further extended or reduced within the school year in which the leave is commenced. Such extension or reduction shall be allowed at the discretion of the Board provided such leave or reduction does not substantially interfere with the administration of the school.

Any teacher granted maternity leave without pay may at her discretion elect to substitute all or any part of her accumulated sick leave in lieu thereof and receive full pay and benefits for the same.

### C. Leaves Terminating Subsequent to the School Year

Any tenured teacher seeking a leave of absence for pregnancy and wishing to return to employment subsequent to the school year in which the leave commences shall apply at any time prior to giving birth, and at the time of such application the teacher shall specify the date on which she wishes to commence leave and the fact that she wishes certain leave be extended beyond the school year. This leave request shall be granted by the Board and the teacher may return to employment at the beginning of any of the three (3) years following the school year in which her leave commences. The Board may require that said teacher return only at the beginning of the school year and that such return be preceded by notice at least four (4) months prior to the September return. The term of such leave may be temporarily reduced to allow the teacher to return to employment during the school year in which said leave commenced provided that application for the same is made and approved by the Board prior to giving birth, and provided that such return does not substantially interfere with the administration of the school. Board of Education refusal in this case would not preclude the possibility of this teacher then applying to return during any school year subsequent to the one in which her leave commences, but in accordance with time limits as previously described in this section.

## ARTICLE X

### EDUCATIONAL LEAVE

(A) Full-time teachers shall be eligible to apply for educational leave after completion of seven (7) consecutive full school years of employment in the Bradley Beach School District.

(B) An educational leave may be granted for the pursuit any graduate degree if that degree and proposed graduate course of study is approved by the Board of Education.

(C) The Superintendent may recommend for Board approval not more than one of the eligible teachers for educational leave each year.

(D) Requests for educational leave must be submitted to the Superintendent in writing in such form as may be required no later than January 1st of the school year in which the educational leave is requested. A plan of study is to be submitted with the application.

(E) The term of the education leave shall be for one (1) full academic year and shall coincide with the regular school year.

(F) Teachers awarded educational leave shall be compensated at the rate of one-half ( $\frac{1}{2}$ ) his annual salary.

(G) All awards under the "Educational Leave Program" are contingent upon the professional staff member's written agreement to return to employment with the Bradley Beach School District for at least two (2) full school years immediately following completion of the educational leave.

(H) Upon return from the educational 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 school system during the period of his absence.

(I) Any changes in study plans must receive prior written approval of the Superintendent.

(J) The professional staff member on the educational leave shall be required to file written reports with the Superintendent of Schools every ninety (90) days.

ARTICLE XI

PROFESSIONAL DEVELOPMENT AND  
EDUCATIONAL IMPROVEMENT

Represented employees working on a contractual basis of no less than half-time on or before February 1 shall be eligible to receive reimbursement to defray the costs of approved college course credits. Said reimbursement shall not exceed One Hundred Sixty (\$160.00) Dollars per course. Courses must be approved by the Superintendent before the course is taken. Proof of successful completion of the course shall be submitted to the Superintendent before payment can be made. It is agreed that no reimbursement will be made for any courses above two (2) taken during any one semester. A semester is defined as fall, spring or summer terms. Reimbursement in any school year shall not exceed six (6) courses.

ARTICLE XII

RETIREMENT

At the time of retirement from the Bradley Beach School, the Board agrees to reimburse each retiree Five (\$5.00) Dollars per day (not to exceed Five Hundred (\$500.00) Dollars) for every day of sick leave not used by the employee.



ARTICLE XIII

SALARIES

(A) The salaries of all teachers covered by this Agreement are set forth in Schedules "A," "B," "C," and "D" which are attached hereto and made a part hereof.

(B) 1. (a) Teachers employed on a ten (10) month basis shall be paid in twenty (20) equal semi-monthly installments.

(b) Teachers also have the option to be paid in twenty-four (24) equal installments, provided that the option applies for the entire year once initiated.

2. The schedule of payments shall be on the 15th and 30th of each month.

(C) Teachers shall receive their final checks on the last working day in June, after final check-out by the School Superintendent.

(D) The pay schedule shall be posted in September of the following school year.

(E) When a pay day falls on or during a school holiday, vacation, or week-end, an effort shall be made to pay teachers their pay checks on the last previous working day. This is subject to receipt from the bank.

ARTICLE XIV

INSURANCE PROTECTION

The Board shall pay 100% premium for medical benefits coverage under the New Jersey State Health Benefits Program, including Major Medical Coverage, effective July 1, 1972.

The above coverage is for employee and family.

ARTICLE XV

VOLUNTARY TRANSFERS AND RE-ASSIGNMENTS

A. As soon as practicable after a vacancy occurs, the Superintendent shall notify the Association of such vacancy.

B. Teachers who desire a transfer to fill any such vacancy shall be given an opportunity to apply for same.

C. As soon as practicable following the filling of the vacancy, the Superintendent shall notify the Association of same.

ARTICLE XVI

INVOLUNTARY TRANSFERS  
AND REASSIGNMENTS

A. The Association recognizes that the Board has the right to make transfer in accordance with 18A:25-1 N.J.S.A. The Board agrees that if any professional employee is to be transferred or reassigned, the Superintendent shall, except in cases of emergency, notify him of such transfer or reassignment as soon as practicable, but no later than thirty (30) calendar days prior to the effective date at the transfer or reassignment. Should a transfer be made during the regular summer vacation, the transferee shall be notified by registered mail at his last known address.

B. In the event of a transfer or reassignment, the professional employee involved, at his option, may request a meeting with the Superintendent or his designee to discuss the transfer.

C. The Board agrees that prior to making a transfer or reassignment of any professional employee, the following order will be considered:

1. The professional employee's competence.
2. The professional employee's length of service in Bradley Beach School District.
3. The other areas of major or minor field of study.

ARTICLE XVII

TEACHING HOURS AND TEACHING LOAD

It is desirable for each teacher to have at least one (1) preparation period each day and if at all possible this will be provided. The Board through its Superintendent, will make every attempt to secure substitutes for absent teachers.

Teachers shall indicate their presence for duty by placing a check mark in the appropriate column of the faculty "sign-in" roster.

No teacher shall be required to report for duty earlier than 8:25 A.M. Teachers shall be permitted to leave the building for the end of the workday at 3:30 P.M., except on days that faculty meetings are called. Faculty meetings shall commence at or before 3:15 P.M. but shall not be longer than forty-five (45) minutes in duration.

Teachers may be required to remain after the end of the regular workday four (4) days each month or one (1) day each week without additional compensation. This shall be for the purpose of attending faculty or other professional meetings.

ARTICLE XVIII

BOARD'S RIGHTS

The Board of Education has and hereby retains all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of New Jersey including but not limited to:

(a) the selection and hiring of any and all persons who are to be employed by the Board of Education. The retention or dismissal, promotion or demotion and transfer of any person so employed shall be within the discretion of the Board of Education.

(b) The managing and administering of the school system, its property and its facilities.

(c) The establishing, continuing and changing of courses of study including special programs and the providing for an athletic program.

(d) The deciding upon and implementing of means and methods of instruction, selection of textbooks and other teaching materials and the use of all teaching aids.

(e) The determining of class size and schedules, the hours of instruction, and the duties, responsibilities and assignments of teachers.

The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board of Education, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in

connection therewith shall be limited only by the specific and express terms of this agreement.

Proposed new rules or modifications of existing rules governing working conditions shall be negotiated with the majority representative before they are established.

ARTICLE XIX

DISCHARGE AND REDUCTION IN RANK

No teacher shall be discharged, disciplined, reprimanded, reduced in rank or compensation, or given any adverse evaluation of his professional services without just cause.



ARTICLE XX

MISCELLANEOUS PROVISIONS

A. This Agreement constitutes Board policy for the term of said Agreement, and the Board shall carry out the commitments contained herein and give them full force and effect as Board policy.

B. Copies of this Agreement shall be printed at the expense of the Board within 30 days after the Agreement is signed, and then it shall be presented to all teachers now employed, hereafter employed or considered for employment by the Board.

C. Teachers shall be notified of their contract status for the ensuing year no later than April 30th, provided negotiations have been completed between the Association and the Board.

D. The Association and its representatives shall be able to use the school building at all reasonable hours for meetings. The Superintendent shall be notified in advance of the time and place of all meetings.

E. The Board shall provide the Association with a copy of all revisions and additions to policy.

F. The Board shall provide the Association with an official set of minutes following their adoption.

G. The parties agree that on or before the first week in October a representative of the Association shall meet with a Board designated employee to compile a current roster of all employees covered under the contract including length of service

within district, total teaching experience and individual salaries.

H. Any employee within the bargaining unit whose services are less than half-time shall be entitled to a pro rata share of the fringe benefits contained herein.

ARTICLE XXI

SAVING CLAUSE

Should any provision hereof, or the application of any such provision to any person or circumstances, be rendered or declared invalid by reason of existing or subsequently enacted legislation or by any decree of a court of competent jurisdiction, or by any order of any administrative agency, state or federal, the remainder of this Agreement, or the application of any such provisions to persons or circumstances other than those to which it is held invalid, shall not be affected thereby.



SCHEDULE A  
SALARY GUIDE  
1976-77

<u>STEP</u>	<u>B.A. B.S.</u>	<u>B.S. + 15</u>	<u>B.A. + 30 or M.A.</u>	<u>M.A. + 15</u>	<u>M.A. + 30</u>
1.	9,363	9,863	10,363	10,863	11,363
2.	9,861	10,361	10,861	11,361	11,861
3.	10,263	10,763	11,263	11,763	12,263
4.	10,664	11,164	11,664	12,164	12,664
5.	11,627	12,127	12,627	13,127	13,627
6.	12,165	12,665	13,165	13,665	14,165
7.	12,704	13,204	13,704	14,204	14,704
8.	13,243	13,743	14,243	14,743	15,243
9.	13,781	14,281	14,781	15,281	15,781
10.	14,320	14,820	15,320	15,820	16,320
11.	14,900	15,400	15,900	16,400	16,900
12.	15,398	15,898	16,398	16,898	17,398
13.	15,396	16,436	16,936	17,436	17,936
14.	17,227	17,727	18,227	18,727	19,227

SCHEDULE B

SALARY GUIDE  
1977-78

<u>STEP</u>	<u>B.A. B.S.</u>	<u>B.S. + 15</u>	<u>B.A. + 30 or M.A.</u>	<u>M.A. + 15</u>	<u>M.A. + 30</u>
1.	9,756	10,256	10,756	11,256	11,756
2.	10,275	10,775	11,275	11,775	12,275
3.	10,694	11,194	11,694	12,194	12,694
4.	11,112	11,612	12,112	12,612	13,112
5.	12,115	12,615	13,115	13,615	14,115
6.	12,676	13,176	13,676	14,176	14,676
7.	13,238	13,738	14,238	14,738	15,238
8.	13,799	14,299	14,799	15,299	15,799
9.	14,360	14,860	15,360	15,860	16,360
10.	14,921	15,421	15,921	16,421	16,921
11.	15,526	16,026	16,526	17,026	17,526
12.	16,045	16,545	17,045	17,545	18,045
13.	16,605	17,105	17,605	18,105	18,605
14.	18,605	19,105	19,605	20,105	20,605

SCHEDULE C  
SPECIAL CONTRACTS  
1976-77

Employees holding the following positions shall be paid in accordance with the following:

<u>POSITION</u>	<u>AMOUNT</u>
Curriculum Coordinator	\$ 245.00
Cheerleader Sponsor	300.00
Safety Patrol Director	300.00
Band Director	1,125.00
Baseball	300.00
Basketball (Boys)	300.00
Basketball (Girls)	300.00

SCHEDULE D  
SPECIAL CONTRACTS  
1977-78

Employees holding the following positions shall be paid in accordance with the following:

<u>POSITION</u>	<u>AMOUNT</u>
Curriculum Coordinator	\$ 295.00
Cheerleader Sponsor	350.00
Safety Patrol Director	350.00
Band Director	(To be negotiated by June 30, 1977)
Baseball	350.00
Basketball (Boys)	350.00
Basketball (Girls)	350.00