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AGREEMENT

between

THE GREATER EGG HARBOR REGIONAL

BOARD OF EDUCATION

and

OAKCREST ABSEGAMI TEACHERS ASSOCIATION

X July 1, 1983 to June 30, 1986

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PREAMBLE

This Agreement entered into this 14th day of June, 1983, by and between the Board of Education of the Greater Egg Harbor Regional High School District, in the County of Atlantic, New Jersey, hereinafter called the "Board", and the Oakcrest-Absegami Teachers' Association, hereinafter called the "Association".

ARTICLE 1
RECOGNITION

A. The Board hereby recognizes the Oakcrest-Absegami Teachers' Association as the exclusive and sole representative for collective negotiation concerning the terms and conditions of employment for all full-time certified personnel employed by the Board, whether under contract or on leave, including:

- Classroom teachers
- Guidance Counselors
- Librarians
- Nurses
- Social Workers
- L.D.T.C.'s
- Speech Correctionists
- Media Specialists (Non-print)
- Migrant Recruiters, and
- Administrative Assistants;

But excluding:

- Superintendent
- Assistant Superintendent
- Principals
- Vice Principals
- Supervisor of Special Services
- Board Secretary/Business Administrator
- Supervisors, and
- School Psychologists.

B. Unless otherwise indicated, the term "teachers", when used hereinafter in this Agreement, shall refer to all professional employees represented by the Agreement, shall refer to all professional employees represented by the Oakcrest-Absegami Teachers' Association in the negotiating unit as above defined and references to male teachers shall include female teachers.

ARTICLE 2

NEGOTIATING PROCEDURE

- A. On or before December 1, prior to the expiration of this Agreement, the Association shall meet with the Board in formal session to present all demands and to establish procedural ground rules for negotiations.

- B. Representatives of the Board and the Association shall begin negotiations prior to or during the second week of December. During the interim period between the date of submission of demands and the date of commencing of negotiations by the representatives, Association representatives shall meet as requested for the purpose of clarification of financial details, contractual meaning, and matters affecting the educational process together with the Superintendent and Board representatives. Other appropriate personnel may be involved at the request of the Superintendent.

- C. During negotiation, the Board and the Association shall present relevant data, exchange points of view and make proposals and counterproposals. The Board shall make available to the Association, upon reasonable request, all information which is in the public domain.

- D. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of

the other party.

- E. Except as this Agreement shall hereinafter otherwise provide, all terms and conditions of employment applicable on the effective date of this Agreement to employees covered by this Agreement shall continue to be so applicable during the term of this Agreement. Unless otherwise provided in this Agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce, nor otherwise detract from any teacher benefit existing prior to its effective date.
- F. The Board agrees not to negotiate concerning said employees in the negotiating unit as defined in Article 1 of this Agreement, with any organization other than the Association for the duration of this Agreement.
- G. This Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiation. During the term of this Agreement neither party shall be required to negotiate with respect to any such matter whether or not covered by this Agreement, and whether or not within the knowledge or contemplation or either or both of the parties at the time they negotiated or executed this Agreement.
- H. 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 3

GRIEVANCE PROCEDURE

- A. A grievance shall be defined as a misinterpretation, misapplication or violation of policies, agreements, and administrative decisions which adversely effect the employee except that the term "grievance" shall not apply to any matter for which a method of review is prescribed by law.
- B. Although the complaint of a nontenure teacher that he is not granted a contract has not been subject to the provisions of this Article 3, such teacher may, if he so desires, request a meeting with the Board to discuss the situation and the Board may agree to such meeting if it so desires.
- C. Although the complaint by a certificated person occasioned by appointment to or lack of appointment to, retention in or lack of retention in any position for which tenure is either not possible or not required is not subject to the provisions of this Article 3, such certificated person may, if he so desires, request a meeting with the Superintendent to discuss the situation, and such meeting shall take place within a fifteen (15) day period of time after such request was made to the Superintendent. The Association will be notified in writing if such meeting is to be held and may participate in the discussion if the teacher so desires.

- D. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.
- E. Nothing herein contained shall be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the Administration, and having the grievance adjusted without the intervention of the Association, provided the adjustment is not inconsistent with terms of this Agreement and that the Association has been given the opportunity to be present at such adjustment.
- F. Procedure
1. 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 limits shall be deemed to be acceptance of the decision rendered at that step.
 2. A grievance, to be instituted under the provisions of this Article, must be in writing and given to the principal within fifteen (15) school days after the grievant should have reasonably known of the event which occasioned the grievance. The principal shall consider the grievance if the principal has the authority to make the decision or if the principal has

authority over the decision-maker. If the principal does not have such authority, the grievance shall be first submitted in writing at Level Three by the grievant.

3. Level One

A teacher with a grievance shall first discuss it with his immediate supervisor, the Department Supervisors, with the objective of resolving the matter informally. If the teacher is not satisfied with the decision of his immediate superior, the aggrieved person may proceed to discuss the grievance with the principal of his building, either directly or through the Association's designated representative, with the objective of resolving the matter informally.

4. Level Two

If the aggrieved person is not satisfied with the disposition of his grievance at Level One, or if no decision has been rendered within ten (10) school days after presentation of the grievance, he may file and sign the grievance in writing with the principal in compliance with subparagraph 2 of Paragraph F of this Article 3.

5. Level Three

If the aggrieved person is not satisfied with the disposition of his grievance at Level Two, or if no decision has been rendered within ten (10) school

days after presentation of the grievance at this step, he may file the grievance within five (5) school days after receipt of the disposition of the grievance by principal with the Superintendent. In the event that the principal does not have the authority to make the decision or have authority over the decision-maker the grievance shall be initiated in writing at Level Three within fifteen (15) school days after the grievant should have reasonably known of the event which occasioned the grievance.

6. Level Four

If the aggrieved person is not satisfied with the disposition of his grievance at Level Three, or if no decision has been rendered within ten (10) school days after presentation of the grievance to the Superintendent, he may file the grievance, within five (5) school days after receipt of the disposition of the grievance by the Superintendent, with the Board through the Superintendent.

7. Level Five

The Board, or a committee thereof, shall review the grievance and shall, at the option of the Board, hold a hearing with the teacher and render a decision in writing within fifteen (15) school days after receipt of the grievance by the Superintendent for transmittal.

8. Level Six

If the aggrieved person is not satisfied with the disposition of his grievance at Level Five, the Association may, within five (5) school days after such disposition, notify the Board through the Superintendent of its intention to arbitrate the grievance. Within ten (10) school days of such written notice to the Superintendent, the Association may file a demand for arbitration with the American Arbitration Association which shall be processed under AAA's Voluntary Labor Arbitration Rules. The arbitrator shall limit himself to the issues submitted to him and shall consider nothing else. He can add nothing to nor subtract anything from the Agreement between the parties or any policy of the Board of Education. As to those grievances which involve decision of the meaning or interpretation of the language of this Agreement, the arbitrator's decision shall be final and binding on the parties. As to all other grievances covered by this Article, the arbitrator's decision shall be advisory only. Each party will bear the total cost incurred by themselves. The fees and expenses of the arbitrator are the only costs which will be shared by the two parties and such costs shall be shared equally.

9. 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 a teacher is not represented by the Association, the Association shall have the right to be present at all stages of the grievance procedure.

10. No reprisals of any kind shall be taken by either party against any party in interest, any building representatives, or any other participant in the grievance procedure by reason of such participation.
11. If, in the judgment of the Association, a grievance affects a group or class of teachers, the Association may submit such grievance in writing to the Superintendent directly, and the processing of such grievance shall be commenced at Level Three. The statement of the grievance shall identify the group or class of teachers on whose behalf the grievance is being filed by the Association.
12. 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.
13. The parties concerned will not be limited to the number of days called for in this Article for actions on grievance handling, if written notification, at least one day before deadline, is given to the other party stating reasons for the needed delay. In no case will this delay exceed five (5) school days and may not occur at more than one level.

14. In the event a grievance is filed at such time that it cannot be processed through all the 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 harm to a party in interest, the time limits 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 is practicable.

ARTICLE 4
TEACHER RIGHTS

- A. Pursuant to Chapter 303, Public Laws 1968, the Board hereby agrees that every employee of the Board shall have, and shall be protected in the exercise of, the right, freely and without fear of penalty or reprisal, to form, join and assist any employee organization or to refrain from any such activity.

- B. Nothing contained herein shall be construed to deny or restrict to any teacher such rights as he may have under New Jersey School Laws or other applicable laws and regulations.

- C. No teacher shall be disciplined without just cause.

- D. The Association and its representatives shall have permission to use school buildings at all reasonable hours for meetings, subject to approval of the principal of that building. The principal of the building in question shall be notified in advance of the time and place of all such meetings.

- E. The Association shall have permission to use school equipment, subject to administrative approval and as long as such equipment remains in the same school building; including typewriters, mimeographing machines, other duplicating equipment, calculating machines, and all types of audio-visual

agreement with the contents thereof. A teacher may write a statement, not to exceed one type-written page, expressing his point of view in regards to the above negative or disciplinary action, provided this statement is written and filed with the Superintendent within twenty-five (25) school days after the teacher was permitted to read and initial the original letter(s) of negative or disciplinary nature.

3. The Board shall establish only one official personnel file for each teacher.

J. Whenever any teacher is required to appear before the Superintendent or his designee (Principals, Vice Principal, Athletic Supervisor and/or Supervisor of Special Services), Board, or any Committee thereof, concerning any matter which could adversely affect the continuation of that teacher in his office or position, then he shall be given prior written notice of the reasons for such meeting or interview and shall, at his request, be entitled to have a representative of the Association present. If the Administrator, prior to the time of such meeting does not know the issue(s) is disciplinary in nature, then the above shall not apply.

equipment at reasonable times when such equipment is not otherwise in use. The Association shall pay for the reasonable cost of all materials and supplies incidental to such use.

- F. The Association shall have, in each school building, the exclusive use of a portion of the bulletin board in each faculty lounge. Copies of all materials to be posted on such bulletin boards shall be given to the building principals or his designee at or before posting the subject material or materials.
- G. The Association shall have the right to use the inter-school mail facilities and school mail boxes with the approval of the building principal or other members of the administration.
- H. The rights and privileges of the Association and its representatives as set forth in this Agreement shall be granted only to the Association as the exclusive representative of the teachers, and to no other organization.
- I.
 - 1. The administrators shall be encouraged to place in the teacher's personnel file his outstanding achievements in the educational field.
 - 2. A teacher will be permitted to read and initial any letter of a negative or disciplinary nature which may be used to evaluate him, prior to placing same in his personnel file. The signature in no way indicates

ARTICLE 5

SCHOOL CALENDAR/TEACHER WORK YEAR

- A. The Superintendent of Schools shall draw up a School Calendar to recommend to the Board of Education and shall consult with the Association prior to such recommendations. The Superintendent may also consult with other individuals and organizations within the school system as he sees fit and individuals and organizations other than within the school community. The Board of Education reserves the unilateral right to establish the School Calendar after recommendation from the Superintendent. Any changes necessitated after the School Calendar is acted upon shall be discussed with the Association, but shall not be subject to the grievance procedure.
- B. The work year for teachers working in the employ of the Board prior to September 1, of any school year, shall not exceed 182 days. Teachers newly employed for a school year may be required to work one additional day.
- C. Guidance Counselors may be assigned up to five (5) evenings during course selection weeks for parent conferences and telephone calls regarding course selection. Such evening assignments will be for a maximum of three hours and shall run no later than 9 p.m. Counselors shall be granted three (3) full days compensatory time for such assignments.

D. Guidance Counselors may be assigned up to two (2) days immediately following the last teacher day for the purpose of performing guidance counselors duties. Such days shall be six (6) hours in length. Counselors shall be granted two (2) full days compensatory time for such assignments.

E. Compensatory Time under C. and D. Above

1. Compensatory time under C. and D. may be taken in half-day segments.
2. Counselors may combine compensatory time under C. and D. to be utilized on consecutive days to a maximum of one-full week.
3. Such consecutive periods may not be taken during the months of September or June.
4. No more than two (2) counselors in the district and one (1) counselor in each school may take compensatory time on the same day.
5. Compensatory time shall be taken upon approval of the Superintendent, which approval shall be consistent with the above provisions.

ARTICLE 6

CLASS SIZE, TEACHING HOURS AND TEACHING LOAD

A. Length of Day

1. The in-school workday, exclusive of extra-curricular positions, shall average seven (7) hours, three and one-half (3-1/2) minutes over a full five (5) day week.
2. The in-school workday, exclusive of extra-curricular positions, shall not exceed six (6) hours, thirty-four (34) minutes on Mondays, Fridays and the day before a holiday or a vacation period. However, teachers are required to remain until the departure of school buses.
3. The in-school workday, exclusive of extra-curricular positions, shall not exceed seven (7) hours, nineteen (19) minutes on Tuesdays, Wednesdays, and Thursdays.

B. Meetings

1. Teachers may be required to attend one meeting each month on a Monday which will extend the work day as defined in A.2. above by not more than fifty (50) minutes.
2. Teachers may be required to attend meetings during the "activity" period on Tuesdays, Wednesdays, and Thursdays.

C. Length of Periods

A class period will not exceed forty-five (45) minutes in

length. Homeroom shall not exceed ten (10) minutes.

D. Structure of the Workday

1. Classroom Teachers

- a. Each classroom teacher will be required to teach five (5) teaching periods or its equivalent, with exception for those teachers wishing to volunteer to teach six (6) periods.
- b. Each classroom teacher shall have daily preparation time (which also means "conference time") of one (1) period or its equivalent during which they shall not be regularly assigned to any other duties.
- c. Each classroom teacher shall be responsible for one (1) period daily of an administratively assigned responsibility.
- d. Classroom teachers shall be assigned homeroom supervision on a rotating basis. Those not assigned to homeroom supervision may be assigned to an equivalent duty.
- e. On Tuesdays, Wednesdays and Thursdays, except as limited in A.2. above, there shall be one (1) period set aside after student dismissal for such activities as staff meetings, extra help for students, student make-up work, teacher-issued

student detention and related instructional activities.

- f. Each classroom teacher shall receive a duty-free lunch period which shall be of the same length available to students. Teachers may leave the building without requesting permission during their scheduled duty-free lunch periods upon notification in advance to the Supervisor or the Principal.
- g. Classroom teachers shall have the difference between forty-five (45) minutes and the length of the lunch period as preparation time in addition to the preparation time outlined in D.2. above.

2. Specialized Personnel

- a. Included in this section are: social workers, nurses, guidance counselors, L.D.T.C.'s, Media Specialists (non-print), speech correctionists and migrant recruiters and other certified and non-classroom personnel.
- b. Sections D.1.e and D.1.f. above shall be applied to these personnel.
- c. Specialized personnel shall receive two (2) fifteen (15) minute breaks daily, one in the morning and one in the afternoon.

3. Librarians

- a. Sections D.1.b. and D.1.f. above shall be applied to these personnel.
 - b. Except for the "activity" period detailed in D.3.c. below, librarians shall have six (6) periods of student contact daily.
 - c. On Tuesdays, Wednesdays, and Thursdays, except as limited by A.2. above, there shall be one (1) period set aside after student dismissal for supervision of library usage, staff meetings, librarians-issued student detention and related instructional activities.
- E. The Board agrees that it will hire as teachers only those individuals for whom they can obtain certification under rules and regulations established by the New Jersey State Board of Examiners.
- F. In the event that changes in teacher's schedules, class and/or subject assignments, and school assignments are proposed, the teacher affected shall be notified promptly and, upon the request of the teacher the changes shall be promptly reviewed between the Superintendent or his representative and the teacher affected.

G. Class Size

1. It is recognized by the Board that pupil-teacher ratio is an important aspect of an effective educational program. The Board agrees to continue its efforts to keep class size at an acceptable number as dictated by the financial condition of the District, the building facilities available, the availability of qualified teachers, and the best interest of the District as deemed administratively feasible.

2. The Board realizes that pupil-teacher ratio in the classroom is important if we are to have an effective educational program. The Board will continue its efforts to bring the pupil-teacher ratio into the area recommended by the State Department of Education. It is therefore agreed that the number of pupils assigned to a teaching facility not be in excess of that facility's functional capacity, number of adequate teaching stations and/or the number of adequate pupil stations available in that facility. Exceptions will be made only by the Superintendent of Schools.
 - a. The Board and the teachers both recognize the necessity for experimenting in different classroom situations to find new methods of teaching. It is therefore agreed that a reasonable amount of flexibility is needed to establish different

class sizes involving large or small groups, team teaching or the possible use of educational T.V., etc.

- b. The Board agrees that modification in these provisions should only be made when it is in the best interest of the educational system. The Board also agrees if a change is considered, the Association's President or his designee will be notified. A disagreement that falls within the definition of a grievance as defined in this Agreement, may be initiated under grievance procedures.

supervisor. In no case will the Board of Education, through the Superintendent, be informed of the recommendation to withhold a teacher's increment or part thereof before the elapsed time of thirty (30) calendar days prior thereto and in no case later than April 30. A written summary of the review and recommendation shall be provided to the employee.

3. Should there be a recommendation of the supervisor (department chairman) that a salary increment be withheld, the building principal shall notify the employee and provide him with a reasonable opportunity (not to exceed 10 school days) to speak in his own behalf.
4. Should the building principal, following his hearing with the employee, concur in the decision to recommend withholding, he shall state his reasons for so doing and forward same to the Superintendent for presentation to the Board.
5. The Board reserves the right to accept or reject any recommendation to withhold a salary increment.
6. Prior to voting on a recommendation to withhold a salary increment, the Board shall offer the employee the right to a judicial hearing before this Board. The employee has the right under law to appeal a

ARTICLE 7

SALARIES

- A. The salaries of all teachers covered by this Agreement are set forth in Exhibit "A1" for the 1983-1984 school year, Exhibit "A2" for the 1984-1985 school year and in Exhibit "A3" for the 1985-1986 school year, as attached and made a part hereof.
- B. Procedure for Withholding Employment or Adjustment Increments-
The Board of Education believes that each employee whether or not tenured in this system will continually strive to improve his performance. Employment or adjustment increases may be withheld in whole or in part for inefficiency or other just cause related to the performance of duties and only in accordance with the following:
1. The salary increments specified in this guide are not automatically granted, but are conditioned upon the recommendation of the Superintendent as specified in and in accordance with the Board Policy adopted in September, 1979. This instrument shall be the instrument used for evaluation of teachers in the classroom setting.
 2. Each employee shall be appraised of the results of his evaluation by his immediate supervisor. In the event a deficiency(ies) is detected, specific recommendations to overcome same shall be made by the

decision of this Board to the Commissioner of Education.

7. Any employment increment or adjustment increment or part thereof under this provision shall be restored the following year unless the procedures set forth in this provision are followed once again, in which case the increment or increments previously withheld and any additional increments which may be due may be withheld in whole, or in part.

C. Tax Sheltered Annuities -

Employees shall have the opportunity to participate by payroll deduction in Tax Sheltered Annuity programs of:

1. An educational fund
2. A second fund to be agreed upon by O.A.T.A. and the Board.

Payroll deductions will be made only for those teachers who participate in the two above mentioned funds.

- D. The Board shall provide at its expense, for each teacher eligible and choosing, a \$1.00 co-pay prescription drug program for the teacher and his/her dependents.
- E. The teachers will receive 100% Blue Cross/Blue Shield; Major Medical; Rider J, family rate where applicable. The District shall pay the full cost of these plans including increases required to maintain full coverage during tenure

of the Agreement. Major medical coverage shall be updated to be equivalent to the plan submitted by the Provident Insurance Company.

The Board shall provide such coverage under the Usual, Customary and Reasonable Fee Program of the Medical-Surgical Program of New Jersey or its equivalent.

- F.
1. There will be a bi-weekly pay plan.

 2. Each teacher may individually elect to have ten (10) percent of his monthly salary deducted from his pay.

 3. When a pay day falls on or during a school holiday or weekend teachers shall receive their pay checks on the last previous working day.
- G.
- Upon written authorization made prior to the commencement of a school year, employees may direct that a portion of their paycheck be deducted each pay period for deposit with the A.B.C.O. Credit Union. The Board shall make a total, single lump sum deposit monthly to the Credit Union. Procedures shall be developed for the written authorization and other related matters.

ARTICLE 8

TEACHER EVALUATION

- A. The procedures set forth in Board policies relating to evaluation of teaching staff members adopted in September, 1979, shall be the procedures used in evaluating all teachers.
- B. 1. All monitoring or 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 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 the teacher having an opportunity for a conference with the evaluator.

ARTICLE 9

LEAVES OF ABSENCE

A. 1. The following leaves of absence shall remain in effect for the life of this Agreement:

a. Personal Leave

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

- (1) One (1) day leave of absence for personal, legal, business, household, religious or family matters which cannot be handled outside of the workday.
- (2) Each teacher shall also be entitled to a second day of personal leave for which he/she need not state any reason other than that he/she is taking the personal day under this provision.
- (3) Application to the teacher's principal or other immediate superior for personal leave shall be made at least five (5) school days before taking such leave (except in the case of emergencies where direct notification to the administration is acceptable).

- (4) Approval for personal leave will not be granted on the days preceding or following a vacation period except with the approval of the Superintendent.
- (5) If the second day of personal leave is not taken by the teacher, then it shall be added as an additional accumulative sick leave day in the next school year.
- (6) Any teacher who begins initial employment after February 1st of any school year shall be entitled to personal leave during that school year only under the provisions of A.1.a.(1) and no other provision of the "Personal Leave" provisions of this Article.

b. Death in the Immediate Family

With approval of the Superintendent, an employee may be granted days of absence, without loss of salary due to death in the staff member's immediate family.

The number of days absence granted shall be determined by individual circumstances, and shall not be deductible from the two (2) days of personal leave as defined above in Section a.

"Immediate Family" shall be defined as the employee's:

- (1) Husband or Wife
- (2) Children
- (3) Father and Mother
- (4) Brother or Sister
- (5) Father and Mother-in-law

c. Child Rearing Leave

- (1) Pregnant teachers who are medically disabled are entitled to sick leave utilization in accordance with N.J.S.A. 18A:30-1 et seq.
- (2) A teacher with a child less than three (3) months old may apply for and will be granted Child Rearing Leave of Absence without pay provided application is made at least sixty (60) days prior to commencement of such leave.
- (3) A teacher who is granted Child Rearing Leave shall return to work at the start of the second semester or at the start of an academic year, provided written notice of such intent is given to the Board at least sixty (60) days prior to the beginning of the second semester, or by April 1 of the prior school year if return is to commence at the beginning of the subsequent school year.

- (4) Salary shall not be paid to the employee during Child Rearing Leave.
- (5) Child Rearing Leave time shall not be considered as experience time for salary purposes and the employee shall return to the District's employ on the salary guide in effect at the time of return with teachers having the same number of years of experience and training.
- (6) One-half year or more of experience gained prior to or upon return from Child Rearing Leave during an academic year shall be considered as one full year of experience for purposes of salary guide placement for the subsequent academic year.
- (7) The employee on Child Rearing Leave shall pay his/her share of fringe benefits. This share shall be reimbursed to the employee upon return to full-time employment.
- (8) Child Rearing Leave shall not exceed eighteen (18) calendar months, without the approval of the Board.
- (9) A nontenured teacher shall be granted Child Rearing Leave in accordance with the above except that such leave shall be granted only

to the end of the current work year in which the leave commences.

- (11) Any teacher granted a Child Rearing Leave, upon return, will be afforded a teaching position equal to the one vacated at the time of the Child Rearing Leave.

d. Adoption Leave

The Board shall grant adoption leave without pay to any teacher upon request, subject to the following stipulations and limitations:

- (1) Any teacher adopting an infant child shall receive leave similar to Child Rearing Leave which shall commence upon receiving de facto custody of said infant, or earlier if necessary to fulfill the requirements for the adoption.
- (2) Salary shall not be paid to the employee during the term of the leave.
- (3) (a) Adoption Leave shall not be considered as experience time for salary schedule purposes and the employee shall return to the District's employ on the salary guide in effect as the time of return with teachers having the same number of

years experience and training.

(b) One-half year or more of experience gained prior to the leave shall be considered as one full year of experience for purpose of salary.

(4) The employee on Adoption Leave shall pay their share of fringe benefits. This share will be reimbursed to the employee upon return to full-time employment.

(5) No teacher shall be prevented from returning to work after adoption solely on the grounds that there has not been a time lapse between adoption and the desired date of return provided the Superintendent has been notified in writing sixty (60) days in advance of return date.

(6) Adoption Leave shall not exceed twenty-four (24) calendar months, without the approval of the Board.

e. Extended Sick Leave

When an employee is ill or disabled for a greater number of days than the total number of sick days that he has accumulated, the Board of Education may pay such person each day's salary less the pay

of a substitute, if a substitute is employed, or the estimated cost of the employment of a substitute if none is employed, for such length of time as may be determined by the Board of Education in each individual case. A day's salary is defined as 1/200 of the annual salary.

- B. Absence resulting from required medical attention, available only during working hours, shall be covered by sick leave.
- C. Bargaining unit members newly employed after the beginning of any school year shall, at the time of employment, be credited with sick leave at the rate of one (1) day for each month or portion of a month remaining in the school year. Any portion of a month shall be considered as a full month.
- D. During the term of such leave, in c. and d. above, a teacher may request, in writing, to return earlier than the original leave's expiration date. The Superintendent shall have the sole discretion to determine whether the request is in the best interest of the school district.
- E. Other leaves of absences without pay may be granted by the Board for good reason.
- F. All requests and extensions of leaves shall be applied for in writing and granted in writing.

G, Effective July 1, 1983, the parties agree that there shall be payment for accumulated sick leave upon retirement under the following provisions:

1. "Retirement" is defined as applying to and qualifying for payment under T.P.A.F.
2. Sick leave days credited to an employee upon initial hire and earned in other school districts shall be deducted from the total accumulated sick leave days available for payment.
3. In order to be eligible for said payment, the employee must advise the Business Administrator in writing of his/her intention to retire at least six (6) months prior to said retirement. In the case of June 30 retirements, this written notice shall be given in advance of the January 1 prior to the retirement date.

An employee who fails to give the required notice of intention to retire, shall receive said payment on the July 1st of the year following the retirement.
4. Payment shall be at the rate of \$20.00 per day for up to a maximum of 200 days (\$4,000.00 limit).

ARTICLE 10

BOARD RIGHTS CLAUSE

- A. Except as otherwise specified in this Agreement, the Association recognizes that the Board has responsibility and authority to manage and direct, in behalf of the public, all the operations and activities of the school district to the full extent authorized by law.

- B. It is understood that employees 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 fully determined.

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

ARTICLE 11

COST OF PRINTING

Copies of this Agreement shall be printed at the expense of the Board. The Agreement shall be presented to all teachers now employed, hereafter employed, or considered for employment by the Board.

ARTICLE 12

PROMOTIONS AND/OR JOB VACANCIES

A. 1. Whenever a professional staff vacancy or new or temporary position is created, during the calendar year, including per hour, per diem, or per term positions, the following procedure must be followed:

a. A job notice describing requirements, type of position, (job description) rate of pay, terms of payment, must be posted on the teachers' bulletin boards in main office and in the faculty lounge. A copy of the posted job notice will be sent to the President of O.A.T.A. and/or his designee at the time of the job notice posting.

All notices of promotions and/or job vacancies will remain posted for no less than six (6) days.

- c. Applications for positions and/or vacancies shall be made in writing.
- d. All appointments are subject to final approval by the Superintendent of School and the Board of Education. Decisions of the Board are final provided the terms of Article 12 are met.
- e. All of the provisions of Article 12 shall apply to teachers holding positions in summer school, home teaching and/or under Federal or State Programs.

f. It is understood that the Board has the prerogative(s) to make temporary appointments to existing positions until permanent appointments are made. If a salary or stipend for such position is specified in this Agreement, then it must be pro rata.

ARTICLE 13

EXTRA-CURRICULAR ACTIVITIES

- A. The extra-duty salaries for athletic assignments will be set forth in Exhibit "B1" and for non-athletic assignments as set forth in Exhibits "B2" and "B3" attached hereto.
1. Experience gained as class advisor shall count whether or not it is continuous no matter in which class that experience is obtained, so long as that experience is gained at Oakcrest-Absegami.
 2. When an assistant coach at Oakcrest and Absegami is assigned to the position of Head Coach in the same sport the following formula shall be applied in determining his step on the Head Coaching salary guide:
 - a. Minimum of four (4) years' assistant coaching experience shall be counted as one (1) year's experience on head coaches' guide.
 - b. From five (5) to eight (8) years' assistant coaching experience shall be counted as two (2) years of experience on head coaches' guide.
 - c. More than eight (8) years' experience as an assistant coach shall be counted as three (3) years' experience on head coaches' guide.

ARTICLE 14

PROTECTION OF TEACHERS

Corporal Punishment of Pupils

- A. 1. No person employed or engaged in a school or educational institution, whether public or private, shall inflict or cause to be inflicted corporal punishment upon a pupil attending such school or institution; but any such person may, within the scope of his employment, use and apply such amounts of force as is reasonable and necessary:
- a. to quell a disturbance, threatening physical injury to others;
 - b. to obtain possession of weapons or other dangerous objects upon the person or within the control of a pupil;
 - c. for the purpose of self-defense; and
 - d. for the protection of persons or property; and such acts, or any of them, shall not be construed to constitute corporal punishment within the meaning and intendment of this section. Every resolution, by-law, rule, ordinance, or other act or authority permitting or authorizing corporal punishment to be inflicted upon a pupil attending a school or education institution shall be void. Reference: 18A:6-1.

3. Payment for extra-curricular activities shall be made in the pay period which follows the conclusion of said activity as determined by the Athletic Director and/or Vice Principal and shall be included in the regular salary check issued for that period. The option to choose a 20% Federal Income Tax Rate in order to preclude excessive withholding shall be made available by the business office.

4. When no assistant coach or assistant advisor is available (where called for), the remaining coach(es) or advisor(s) for the given activity will receive 50% of the assistant coach or assistant advisor scale at Step 0. Said monies will be divided equally by the number of remaining coaches or advisors.

The phrase "where called for" refers to the specified number of assistant coaches or advisors contained in the Athletic Salary Guides and the Extra-Curricular Salary Guides. (See Sidebar Agreement, May 10, 1983)

2. The Board shall give full support including legal and other assistance for any assault upon the teacher while acting in the discharge of his duties. Financial support shall be limited to reasonable legal fees.

3. Whenever any teacher who is entitled to sick leave pursuant to this Agreement is absent from his post or duty as the result of personal injury caused by accident arising out of and in course of his employment, the Board of Education shall pay such teacher full salary or wages for the period of such absence beyond the period of any Workman's Compensation without having such absence charged to the annual sick leave or the accumulated sick leave provided herein. Should resultant period of absence exceed one calendar year, the teacher shall, at the request of the Board, provide medical verification of said injury. Should the teacher fail to provide such information within 15 days of the request, or should the information indicate the teacher's ability to resume his post, compensation as provided in this Article 14 shall cease. Salary payments shall be made for absence during the waiting period and during the period the teacher received or was eligible to receive temporary disability benefit under Chapter 15 of Title 34 of the Revised Statutes. Any amount of salary or wages paid or payable to the teacher pursuant to this

section shall be reduced by the amount of Workmen's Compensation award made for temporary disability.

4. Teachers shall immediately report cases of assault suffered by them in connection with their employment to their principal or immediate supervisor, and to the Association.
5. Such notification shall be immediately forwarded to the Superintendent, who shall act in appropriate ways as liaison between the teacher, the police and the courts.
6. The Board shall reimburse teachers for any clothing or personal property damaged or destroyed as a result of an assault suffered by a teacher while the teacher is working in the scope of his employment. Scope of employment shall mean so long as authorized by School Board of Education and/or school administrators.
7. When, in the judgment of a teacher, a student is by his behavior seriously disrupting the instructional program to the detriment of other students, the teacher may temporarily exclude the student from the classroom and refer him to the proper administrator.

ARTICLE 15

VOLUNTARY TRANSFERS & RE-ASSIGNMENTS

- A. No later than April 15th of each school year the Superintendent shall deliver to the Association and post in all school buildings a list of the known vacancies which shall occur during the following school year.
- B. Teachers who desire a change in grade and/or subject assignment or who desire to transfer to another building may file a written statement of such desire with the Superintendent no later than April 25th. Such statement shall include the grade and/or subject to which the teacher desires to be assigned and the school or schools to which he desires to be transferred, in order of preference. A new request must be submitted, in writing, each school year if the request is not granted on the initial application.
- C. As soon as practical and no later than the last day of school, the Superintendent shall post in each school and deliver to the Association the system-wide schedule listing the names of all teachers who have been re-assigned or transferred and the position to which they have been appointed.
- D. When a voluntary transfer is necessary, all factors, including length of service, shall be considered by the Superintendent making the decision.

ARTICLE 16

INVOLUNTARY TRANSFERS & RE-ASSIGNMENTS

- A. When an involuntary transfer is necessary, all factors, including length of service, shall be considered by the Superintendent making the decision.
- B. No involuntary transfer will be made after the last day of school except in an emergency (as determined by the Superintendent).
- C. Notification of an involuntary transfer or re-assignment and the reason therefore shall be made during a meeting between the teacher involved and his principal. In the event the teacher objects to the transfer or re-assignment at this meeting, upon request of the teacher, the Superintendent will meet with him. The teacher being transferred will be placed in a position for which he is certified.

ARTICLE 17

COMPLAINT PROCEDURE

If a written complaint against a professional employee results in a hearing, the employee will be furnished with a copy of the complaint no later than forty-eight (48) hours before such hearing. Upon request of the employee, a representative of the Association will be present to represent the employee at the hearing.

ARTICLE 18

VANDALISM TO AUTOMOBILES

- A. The Board will establish a fund of one thousand seven hundred fifty dollars (\$1750.00) for each of the school years covered by this contract to pay for valid claims of teacher for damage to a vehicle of the teacher due to vandalism while parked at the school during the time the teacher is on school business and/or attending a school sponsored or school related function or activity held at the school or at another location such as field trips, extra-curricular activity, etc. Upon presentation of a claim and appropriate validation of such claim by a teacher to the Board of Education, the Board will reimburse to the teacher the deductible amount paid by the teacher under comprehensive insurance coverage to a maximum of seventy-five dollars (\$75.00) per event.
- B. The Board will not be liable for such payment if the teacher's vehicle is on school property for a reason that is not related to the teacher's job.

ARTICLE 19

TEACHER ADMINISTRATION LIAISON AND INSTRUCTIONAL COUNCIL

- A. The Association shall select a Liaison and Instructional Council Committee for each school building which shall meet with the Principal at the call of either party after school, during the school year, to review and discuss local problems and practices. Meetings shall not exceed one (1) per month.
1. Both the Association and the Principal may suggest topics for discussion.
- B. The Association's representatives which shall not be more than five per building shall meet with the Superintendent at the call of either party during the school year to review and discuss current school problems and practices and the administration of this Agreement. Meetings shall not exceed one (1) per month.
1. These meetings will take place after school, and there shall be no extra compensation for attending these meetings regardless of their length.
 2. Both the Association and the Superintendent may suggest topics for discussion.

ARTICLE 20

MAINTENANCE OF MEMBERSHIP

- A. All teachers who are members of the Association on the date of this Agreement shall maintain membership during the term of the Agreement.
- B. Teachers who wish to withdraw from membership may do so only during the last thirty (30) days of the term of this Agreement.
- C. The Association agrees to save the Board harmless and defend the Board against any legal challenge to this provision.

ARTICLE 21

DURATION

A. This Agreement shall be effective as of July 1, 1983, and shall continue in effect until June 30, 1986, subject to the Association's right to begin negotiating over a successor Agreement in accordance with Article 2 of this Agreement. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated unless an extension is agreed to by both parties and expressed in writing prior to such a date.

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

OAKCREST-ABSEGAMI TEACHERS
ASSOCIATION:

Harry Knobloch
President - O.A.T.A.

Loretta J. DiDonato
Secretary - O.A.T.A.

GREATER EGG HARBOR REGIONAL
BOARD OF EDUCATION:

Louis W. Luccese
President - Board of Education

Joseph W. Martin
Secretary - Board of Education

Greater Egg Harbor Regional High School District

Exhibit A1

Salary Schedule
Effective July 1, 1983 to June 30, 1984

Years of experience	BA/BS	BA/BS	BA/BS	MA/MS	MA/MS	MA/MS	MA/MS
	BA/BS	+15	+30	MA/MS	+15	+30	+45
0	\$12,816	\$13,356	\$13,886	\$14,416	\$14,946	\$15,476	\$16,006
1	13,558	14,098	14,628	15,158	15,688	16,218	16,748
2	14,300	14,840	15,370	15,900	16,430	16,960	17,490
3	15,042	15,582	16,112	16,642	17,172	17,702	18,232
4	15,784	16,324	16,854	17,384	17,914	18,444	18,974
5	16,526	17,066	17,596	18,126	18,656	19,186	19,716
6	17,268	17,808	18,338	18,868	19,398	19,928	20,458
7	18,010	18,550	19,080	19,610	20,140	20,670	21,200
8	18,752	19,292	19,822	20,352	20,882	21,412	21,942
9	19,494	20,034	20,564	21,094	21,624	22,154	22,684
10	20,236	20,776	21,306	21,836	22,366	22,896	23,426
11	20,978	21,518	22,048	22,578	23,108	23,638	24,168
12	21,720	22,260	22,790	23,320	23,850	24,380	24,910
13	22,462	23,002	23,532	24,062	24,592	24,122	25,652
14	23,204	23,744	24,274	24,804	25,334	25,864	26,394
15	23,946	24,486	25,016	25,546	26,076	26,606	27,136
16	24,688	25,228	25,758	26,288	26,818	27,348	27,878

Each teacher with 17 years of experience shall receive an additional \$1,212, employment increment above Step 16; those teachers with 18 years of experience shall receive an additional \$1,862, above Step 16; those teachers with 19 years of experience shall receive an additional \$2,512, above Step 16; those teachers with 20 years of experience shall receive an additional \$3,162, above Step 16; those teachers with 21-23 years of experience shall receive an additional \$3,812, above Step 16; those teachers with more than 23 years of experience shall receive \$4,462, above Step 16.

Each teacher shall be placed on his proper step of the salary schedule based upon his years of experience and professional classification, provided that he accrues only one year experience during the school year; except as provided for in Article VII of this Agreement.

Greater Egg Harbor Regional High School District

Exhibit A2

Salary Schedule
Effective July 1, 1984 to June 30, 1985

<u>Years of Experience</u>	<u>BA/BS</u>	<u>BA/BS +15</u>	<u>BA/BS +30</u>	<u>MA/MS</u>	<u>MA/MS +15</u>	<u>MA/MS +30</u>	<u>MA/MS +45</u>
0	\$13,373	\$13,913	\$14,443	\$14,973	\$15,503	\$16,033	\$16,563
1	14,137	14,677	15,207	15,737	16,267	16,797	17,327
2	14,901	15,441	15,971	16,501	17,031	17,561	18,091
3	15,665	16,205	16,735	17,265	17,795	18,325	18,855
4	16,429	16,969	17,499	18,029	18,559	19,089	19,619
5	17,193	17,733	18,263	18,793	19,323	19,893	20,383
6	17,957	18,497	19,027	19,557	20,087	20,617	21,147
7	18,721	19,261	19,791	20,321	20,851	21,381	21,911
8	19,485	20,025	20,555	21,085	21,615	22,145	22,675
9	20,249	20,789	21,319	21,849	22,379	22,909	23,439
10	21,013	21,553	22,083	22,613	23,143	23,673	24,203
11	21,777	22,317	22,847	23,377	23,907	24,437	24,967
12	22,541	23,081	23,611	24,141	24,671	25,201	25,731
13	23,305	23,845	24,375	24,905	25,435	25,965	26,495
14	24,069	24,609	25,139	25,669	26,199	26,729	27,259
15	24,833	25,373	25,903	26,433	26,963	27,493	28,023
16	25,597	26,137	26,667	27,197	27,727	28,257	28,787

Each teacher with 17 years of experience shall receive an additional \$1,091, employment increment above Step 16; those teachers with 18 years of experience shall receive an additional \$2,303, above Step 16; those teachers with 19 years of experience shall receive an additional \$2,953, above Step 16; those teachers with 20 years of experience shall receive an additional \$3,603, above Step 16; those teachers with 21 years of experience shall receive an additional \$4,253, above Step 16; those teachers with 22-24 years of experience shall receive an additional \$4,903, above Step 16; those teachers with more than 24 years of experience shall receive an additional \$5,553 above Step 16.

Each teacher shall be placed on his proper step of the salary schedule based upon his years of experience and professional classification, provided that he accrues only one year experience during the school year; except as provided for in Article VII of this Agreement.

Greater Egg Harbor Regional High School District

Exhibit A3

Salary Schedule
Effective July 1, 1985 to June 30, 1986

<u>Years of Experience</u>	<u>BA/BS</u>	<u>BA/BS +15</u>	<u>BA/BS +30</u>	<u>MA/MS</u>	<u>MA/MS +15</u>	<u>MA/MS +30</u>	<u>MA/MS +45</u>
0	\$14,523	\$15,063	\$15,593	\$16,123	\$16,653	\$17,183	\$17,713
1	15,310	15,850	16,380	16,910	17,440	17,970	18,500
2	16,097	16,367	17,167	17,697	18,227	18,759	19,287
3	16,884	17,424	17,954	18,484	19,014	19,544	20,074
4	17,671	18,211	18,741	19,271	19,801	20,331	20,861
5	18,458	18,998	19,528	20,058	20,588	21,118	21,648
6	19,245	19,785	20,315	20,845	21,375	21,905	22,435
7	20,032	20,572	21,102	21,632	22,162	22,692	23,222
8	20,819	21,359	21,889	22,419	22,949	23,479	24,009
9	21,606	22,146	22,676	23,206	23,736	24,266	24,796
10	22,393	22,933	23,463	23,993	24,523	25,053	25,583
11	23,180	23,720	24,250	24,780	25,310	25,840	26,370
12	23,967	24,507	25,037	25,567	26,097	26,627	27,157
13	24,754	25,294	25,824	26,354	26,884	27,414	27,944
14	25,541	26,081	26,611	27,141	27,671	28,201	28,731
15	26,328	26,868	27,398	27,928	28,458	28,988	29,518
16	27,115	27,655	28,185	28,715	29,245	29,775	30,305

Each teacher with 17 years of experience shall receive an additional \$682, employment increment above Step 16; those teachers with 18 years of experience shall receive an additional \$1,773, above Step 16; those teachers with 19 years of experience shall receive an additional \$2,985, above Step 16; those teachers with 20 years of experience shall receive an additional \$3,635, above Step 16; those teachers with 21 years of experience shall receive an additional \$4,285, above Step 16; those teachers with 22 years of experience shall receive an additional \$4,935, above Step 16; those teachers with 23-25 years of experience shall receive an additional \$5,585, above Step 16; those teachers with more than 25 years of experience shall receive an additional \$6,235, above Step 16.

Each teacher shall be placed on his proper step of the salary schedule based upon his years of experience and professional classification, provided that he accrues only one year experience during the school year; except as provided for in Article VII of this Agreement.

GREATER EGG HARBOR REGIONAL HIGH SCHOOL DISTRICT

EXHIBIT B-1

ATHLETIC SALARY GUIDE

HEAD FOOTBALL

<u>83-84</u>	<u>84-85</u>	<u>85-86</u>
2130	2405	2560
2230	2505	2660
2330	2605	2760
2430	2705	2860
2530	2805	2960

ASSISTANT FOOTBALL

1298	1484	1580
1360	1546	1642
1422	1608	1704
1484	1670	1766
1546	1732	1828

HEAD CHEERLEADING

1105	1260	1325
1205	1360	1425
1305	1460	1525
1405	1560	1625
1505	1660	1725

ASSISTANT CHEERLEADING

662	774	814
724	836	876
786	898	938
848	960	1000
910	1022	1062

HEAD SOFTBALL/BASEBALL

1430	1645	1745
1530	1745	1845
1630	1845	1945
1730	1945	2045
1830	2045	2145

ASST. SOFTBALL/BASEBALL

864	1012	1074
925	1074	1136
988	1136	1198
1050	1198	1260
1112	1260	1322

HEAD TENNIS/GOLF

915	1080	1150
990	1155	1225
1065	1230	1300
1140	1305	1375
1215	1380	1450

HEAD BASKETBALL/WRESTLING

	<u>83-84</u>	<u>84-85</u>	<u>85-86</u>
0	1765	2005	2125
1	1865	2105	2225
2	1965	2205	2325
3	2065	2305	2425
4	2165	2405	2525

ASST. BASKETBALL/WRESTLING

0	1072	1236	1320
1	1134	1298	1372
2	1196	1360	1434
3	1258	1422	1496
4	1320	1484	1558

HEAD CROSS COUNTRY

0	850	1015	1085
1	925	1090	1160
2	1000	1165	1235
3	1075	1240	1310
4	1150	1315	1385

ASST. CROSS COUNTRY

0	483	601	643
1	528	646	688
2	573	691	733
3	618	736	778
4	663	781	823

HEAD. HOCKEY/SOCCER/TRACK

0	1325	1530	1630
1	1425	1630	1730
2	1525	1730	1830
3	1625	1830	1930
4	1725	1930	2030

ASST. HOCKEY/SOCCER/TRACK

0	799	941	997
1	861	1003	1059
2	923	1065	1121
3	985	1127	1183
4	1047	1189	1245

GIRL'S ATHLETIC ASSOCIATION

0	590	725	785
1	690	825	885
2	790	925	985
3	890	1025	1085
4	990	1125	1185

EXHIBIT B-2

CO-CURRICULAR GUIDE

	83-84	84-85	85-86		83-84	84-85	85-86		83-84	84-85	85-86
	FFA				FUTURE HOMEMAKERS				PHOTOGRAPHY CLUB		
0	561	609	717		286	334	442		526	544	602
1	611	659	767		336	384	492		576	594	652
2	661	709	817		386	434	542		626	644	702
	ASST. FFA				INTRA GYMNASTICS				MATH CLUB		
0	336	364	422		350	350	350		326	374	482
1	366	394	452		400	400	400		376	424	532
2	396	424	482		450	450	450		426	474	582
	KEY CLUB				HEALTH CAREERS				FUTURE SECRETARIES		
0	676	724	832		326	374	482		351	398	507
1	726	774	882		376	424	532		401	448	557
2	776	824	932		426	474	582		451	498	607
	ASST. KEY CLUB				YEARBOOK BUSINESS				SPANISH INTEREST		
0	456	484	542		511	559	667		261	309	417
1	486	514	572		561	609	717		311	359	467
2	516	544	602		611	659	767		361	409	517
	STYLUS				MODERN DANCE				STUDENT COUNCIL		
0	271	354	462		646	764	872		831	884	992
1	321	406	512		696	814	922		881	934	1042
2	471	454	562		746	864	972		931	984	1092
	VOC. MUSIC (CHOIR)				STAGECRAFT				ASST. STUDENT COUNCIL		
0	616	679	787		636	684	792		571	604	662
1	666	729	837		686	734	842		601	634	692
2	716	779	887		736	784	892		631	664	722
	YEARBOOK EDITORIAL				FBLA				FRESHMAN CLASS		
0	871	991	1099		351	399	507		501	549	657
1	921	1041	1149		401	449	557		551	599	707
2	971	1091	1199		451	499	607		601	649	757
	SCHOOL STORE				FUTURE TEACHERS				SOPHOMORE CLASS		
0	966	914	1022		261	309	417		626	674	782
1	916	964	1072		311	359	467		676	724	832
2	966	1014	1122		361	409	517		726	774	882
	ASST. SCHOOL STORE				CLASSICAL ARTS				JUNIOR CLASS		
0	540	540	540		301	349	457		751	799	907
1	570	570	570		351	399	507		801	849	957
2	600	600	600		401	449	557		851	899	1007

83-84 84-85 85-86

NAT. HONOR SOCIETY

0	481	534	642
1	531	584	692
2	581	634	742

OTHER INTRAMURALS

0	274	283	341
1	324	333	391
2	374	383	441

DRAMA

0	756	824	932
1	806	874	982
2	856	924	1032

DRAMA ASST.

0	451	484	542
1	486	519	577
2	521	554	612

BAND

0	1126	1199	1307
1	1201	1274	1382
2	1276	1349	1457

BANDFRONT

0	831	964	1042
1	876	1009	1087
2	921	1054	1132

FRENCH CLUB

0	351	399	507
1	401	449	557
2	451	499	607

83-84 84-85 85-86

SCHOOL NEWSPAPER

641	694	827
691	744	877
741	794	927

GERMAN CLUB

351	399	507
401	449	557
451	499	607

COMPUTER CLUB

261	309	417
347	359	467
361	409	517

MEDIA

636	684	792
686	734	842
736	784	892

VICA CLUB

236	284	392
286	334	442
336	384	492

HIKING CLUB

236	284	392
286	334	442
336	384	492

I.A. CLUB

236	284	392
286	334	442
336	384	492

83-84 84-85 85-86

SENIOR CLASS

876	924	1032
926	974	1082
976	1024	1132

SKI CLUB

236	284	392
286	334	442
336	384	492

SUMMER BAND

1431	1624	1732
1731	1924	2032
2031	2224	2332
2331	2524	2632

SUMMER BANDFRONT

881	1074	1184
981	1174	1284
1081	1274	1384
1181	1374	1484

Greater Egg Harbor Regional High School District

Exhibit B3
Additional Extra-Duty Stipends

	<u>1983-4</u>	<u>1984-5</u>	<u>1985-6</u>
District Coordinator of Driver Ed.	50/mo.	55/mo.	60/mo.
District Coordinator of Home Instruc.	50/mo.	50/mo.	50/mo.
Home Instruction Tutor	13/hr.	14/hr.	14/hr.
Ticket Sellers-Inside Guards for Football, Basketball, Wrestling	17/game	18/game	19/game
Timekeeper Basketball/Wrestling	20/game	22/game	24/game
Graduation & Baccalaureate Supv.	175	175	200
Bus Supervisors	500	600	600
Library Computer Liaison	100/mo.	100/mo.	100/mo.
Driver Education Instructors Per Certified students 3 hrs. B.T.W.	21	23	25
Summer Lithography Supervisor	0	2400	2400
	1	2500	2500
	2	2600	2600
	3	2700	2700
	4	2800	2800
Assistant Summer Printer	0	1900	1900
	1	2000	2000
	2	2100	2100
	3	2200	2200
	4	2300	2300
Summer School Supervisor with Evening School	2600	2600	2700
without Evening School	2000	2050	2100
Summer Driver Ed. Coordinator	350	400	450
Summer School Teacher	13/hr.	14/hr.	14/hr.
Sub for Coach in PM Session	27	27	27
District Coordinator of Group Dynamics	1500	1500	1500
Athletics Events Manager (O or A)	500	500	500
Data Processing Coordinator (2/5 released)	2200	2200	2200

Should the Board determine new positions are required, the parties to this agreement will meet and discuss the question of appropriate compensation.