

A G R E E M E N T

Between

MATAWAN-ABERDEEN REGIONAL BOARD OF EDUCATION

and

MATAWAN REGIONAL TEACHERS ASSOCIATION

June 30, 1983
July 1, 1980 - 1983

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MATAWAN REGIONAL TEACHERS ASSOCIATION

CORRECTIONS - TEACHER CONTRACT

✓ Title page - July 1, 1980 - June 30, 1983

Table of contents - revise to conform to below

✓ Art. X paragraph C - "accoreance" should be "accordnace"

✓ Art. XII B 2 - put commas around "except for recommendations"

✓ Art. XX delete "after ten years of continuous service in" and add the word "from" in its place.

✓ Art. XXVI - no reprisals clause - put back in, not to be deleted - that makes Art. XXVII -Duration of Agreement

✓ Schedule A-2

Group IA = football, basketball, girls' basketball

Group IB = baseball, track, girls' track, softball, wrestling, soccer, girls' field hockey

Group III = winter track (B&G), bowling (B&G), golf, boys' tennis, girls' tennis, gymnastics

Coaches in the middle schools = basketball, baseball, track, softball, girls' basketball

ticket sellers - language missing

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PREAMBLE

This Agreement entered into this 22nd day of August, 1980, by and between the Board of Education of the MATAWAN-ABERDEEN REGIONAL SCHOOL DISTRICT, Monmouth County, New Jersey, hereinafter called the "Board", and the MATAWAN REGIONAL TEACHERS ASSOCIATION, hereinafter called the "Association".

WITNESSETH:

Whereas, the Board has an obligation, pursuant to Chapter 123, Public Laws, 1974 to negotiate with the Association as the representatives of employees hereinafter designated with respect to the terms and conditions of employment, and

Whereas, the parties have reached certain understanding which they desire to confirm in this Agreement,

In consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE I

RECOGNITION

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

classroom teachers, nurses, librarians, guidance counselors, department chairmen, social workers, learning disability specialists, resource teachers, and remedial teachers;

but excluding:

administrative positions, department supervisors, clerical and custodial workers, and substitutes.

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

ARTICLE II

NEGOTIATION PROCEDURE

A. The parties agree to enter into collective negotiations over a successor Agreement, provided the Teachers Association still represents a majority of the employees in the bargaining unit, in accordance with Chapter 123, Public Laws, 1974. These negotiations shall be in a good-faith effort to reach agreement on all matters concerning the terms and conditions of teachers' employment. Such negotiations shall begin not later than October 1 of the calendar year preceding the calendar year in which this Agreement expires. Any Agreement so negotiated shall apply to all teachers in the bargaining unit, shall be reduced to writing, shall be signed by the Board and by the Matawan Regional Teachers Association.

B. During the negotiations, the Board, through its negotiating committee, and the Association, through its negotiating committee, shall present relevant data and exchange points of view.

C. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party. Either side may invite one or more consultants or spokesmen to attend and participate in any negotiating session.

D. The Board agrees not to negotiate concerning any employee in the negotiating unit as defined in Article I of this Agreement, in violation of Chapter 123 of the Public Laws of 1974 or any rules or regulations promulgated pursuant thereto.

ARTICLE III

GRIEVANCE PROCEDURE

A. DEFINITIONS

Grievance - A "grievance" shall mean a complaint based upon a wrong believed by an employee, in the negotiating unit, to have been suffered by him as a result of a violation, misinterpretation or inequitable application of any provision of this Agreement or through an act or condition which is contrary to established Board policy or Board and/or administrative practice governing or affecting employees except that the term "grievance" shall not apply to:

- (1) Any rule or regulation of the State Department of Education having the force and effect of law;
- (2) Any rule or regulation of the State Commissioner of Education having the force and effect of law.
- (3) Any matter which according to law is beyond the scope of Board authority.
- (4) Any matter which according to Law is exclusively within the discretion of the Board.

Grievant - Grievant shall mean an employee believing to have been or to be aggrieved.

Employee - An employee shall mean an employee within the negotiating unit.

Immediate Superior - The Principal or such person acting as the Principal in the latter's absence.

Article III, Grievance Procedure (continued):

B. PRINCIPLES

1. A grievance to be considered under this procedure shall be presented by the grievant or his representative not later than fifteen (15) calendar days following its occurrence or the time when he should have known about it. The number of days allotted at each step of the grievance procedure is to be considered as a maximum time limit. Every attempt should be made to resolve grievances as quickly as possible. A grievance which occurs near the end of the school year shall be presented on or before June 30th of the school year in which it occurred.

2. A grievant may present and process his grievance personally or through an appropriate representative. Should a grievant want to process his grievance personally or through an appropriate representative of his own choosing, he may do so, however the majority unit shall be so notified and shall have the right to have its own representative present.

3. No reprisals shall be taken by the Board or Administration against any employee because he utilizes the grievance procedure.

4. Should a grievance result from action taken by the Superintendent or the Board, a grievant may present his grievance initially at the third step of the grievance procedure.

5. Forms developed jointly by the Board and the Association will be used for the filing of grievances.

Article III, Grievance Procedure (continued):

C. PROCEDURE

STEP ONE:

(a) A grievant may initially discuss the matter, identified as a grievance, with the immediate Superior in an attempt to settle the grievance informally. This is not intended to extend the time limitation as set forth in Section B, sub-section 1.

(b) A grievant shall file his grievance in writing by presenting the written grievance to the Immediate Superior and forwarding copies to the Superintendent and the Matawan Regional Teachers Association.

STEP TWO:

(a) The grievant and the Immediate Superior shall meet in an attempt to resolve the grievance not later than five (5) school days following the date on which it is filed.

(b) The Immediate Superior shall communicate his decision in writing to the grievant not later than five (5) school days following the hearing. A copy of the decision shall also be forwarded, at the same time, to the Superintendent and the Matawan Regional Teachers Association.

STEP THREE:

(a) If the grievance has not been resolved at step two of the procedure, the grievant may request a hearing of his grievance by the Superintendent or his designated

Article III, Grievance Procedure (continued):

representative. This shall be done not later than five (5) school days following the principal's decision.

(b) The grievant and Superintendent or his designated representative shall meet in an attempt to resolve the grievance not later than five (5) school days following the date on which the hearing was requested.

(c) The Superintendent or his designated representative shall communicate his decision in writing to the grievant not later than ten (10) school days following the hearing. A copy of the decision shall also be forwarded, at the same time, to the Matawan Regional Teachers Association.

STEP FOUR:

(a) If the grievance has not been resolved at Step Three of the procedure or if the Superintendent or his designated representative has not communicated his decision in writing to the grievant as provided in Step Three, the grievant may request a hearing with the Board or its representatives. The request shall clearly explain the grievance and be made in writing not later than five (5) school days following the Superintendent's or his designated representative's decision or if no such decision has been communicated, then not later than five (5) school days following the expiration of the ten (10) school day period provided in sub-section (c) of Step Three.

(b) The grievant and the Board or its representatives shall meet in an attempt to resolve the grievance not later than ten (10) school days following the date on which

Article III, Grievance Procedure (continued):

the hearing was requested. The grievant may have three representatives present when his grievance is reviewed by the Board or its representatives.

(c) The Board shall communicate its decision in writing to the grievant not later than fifteen (15) school days following the hearing. A copy of the decision shall also be forwarded at the same time to the Superintendent and the Matawan Regional Teachers Association.

STEP FIVE:

(a) In the event the grievant is dissatisfied with the determination of the Board of Education aforesaid, and in the further event that the grievance involves the interpretation or application of this contract, the matter may be submitted to binding arbitration. The grievant shall request in writing that the Matawan Regional Teachers Association (MRTA) submit his grievance to arbitration. If the MRTA decides the grievance is meritorious, it may submit the grievance to arbitration. A request for arbitration shall be made in writing no later than fifteen (15) days following the determination of the Board. Failure to request arbitration within said period of time shall constitute an absolute bar to such arbitration unless the Board of Education and the Matawan Regional Teachers Association shall mutually agree upon a longer time period within which to assert such a demand.

Article III, Grievance Procedure (continued):

(b) The Board may also request arbitration concerning any dispute regarding the interpretation or application of this contract. The time limits applicable to the Association are also applicable to the Board of Education.

(c) The arbitrator shall have no power or authority to add to, subtract from, change or modify any of the terms of this Agreement.

(d) Within ten (10) school days after the MRTA shall have delivered the written request for arbitration, the Board and the MRTA shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified time period, a request for a list of arbitrators shall be made from the Public Employment Relations Commission. The parties shall then be bound by the rules and procedures of the Public Employment Relations Commission in the selection of an arbitrator.

(e) The arbitrator so selected shall confer with the representatives of the Board and the MRTA and hold hearings promptly, and he shall issue his decision not later than twenty (20) days from the close of hearings, or if oral hearings have been waived, then from the date that the final statements and proof are submitted to him. The arbitrator's decision shall be in writing and shall set forth his findings of

Article III, Grievance Procedure (continued):

fact, reasoning and conclusions on the issue submitted. The decision of the arbitrator shall be submitted to the Board and the Association and shall be final and binding on the parties.

(f) The costs for the services of the arbitrator including per diem expenses, if any, and the cost of the hearing room, if any, shall be borne equally. Any other expenses incurred shall be paid by the party incurring such expense.

ARTICLE IV
TEACHER RIGHTS

A. Pursuant to Chapter 123, Public Laws 1974, the Board hereby agrees that every employee of the Board shall have the right to freely organize, join, and support the Association and its affiliates for the purpose of engaging in collective negotiations. The Board undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by Chapter 123, Public Laws, 1974, or other laws of New Jersey or the Constitutions of New Jersey and the United States; that it shall not discriminate against any teacher with respect to terms and conditions of employment by reason of his membership in the Association and its affiliates, his participation in any activities of the Association and its affiliates, his participation in collective negotiations with the Board, or his institution of any grievance, complaint or proceeding under this Agreement.

B. The Association agrees that teachers have professional and statutory obligations. The Association will undertake during the life of this Agreement that the Association will not condone violation of any such obligation by an employee in the bargaining unit.

C. Whenever any teacher is required to appear before the Superintendent, the Board, or any committee or member thereof concerning any matter which could adversely affect the continuation of that teacher in his office, position or employment or

Article IV, Teacher Rights (continued):

the salary or any increments pertaining thereto, then he shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a representative of the Association present to advise him and represent him during such meeting or interview.

D. No teacher shall be prevented from wearing regular membership pins or other identification of membership in the Association or its affiliates of the size normally used as tie tacks, lapel pins, or charms on bracelets.

ARTICLE V

ASSOCIATION RIGHTS AND PRIVILEGES

A. The Association and its representatives shall have the right to use school buildings at all reasonable hours for meetings. The business administrator shall be notified in advance of the time and place of all such meetings. If the room requested is occupied, other arrangements must be made. No approval shall be required.

B. The Association shall have the right to use school facilities and equipment, including typewriters, mimeograph machines, other duplicating equipment, calculating machines, and all types of audio-visual 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 incident to such use.

C. The Association shall have, in each school building, the exclusive use of a bulletin board in each faculty lounge and teachers' dining room. The Association shall also be assigned adequate space on the bulletin board in the central office for Association notices. Copies of all materials to be posted on such bulletin boards shall be given to the building principal, but no approval shall be required.

D. The Association shall have the right to use the inter-school mail facilities and school mail boxes as it deems

Article V, Association Rights and Privileges (continued):

necessary and without the approval of building principals or other members of the administration.

E. The Association shall be granted permission to speak at all orientation programs for new teachers.

F. The Association President shall be released from one teaching period per day to attend to Association affairs. In the event the President of the Association is an elementary school teacher for whom no free period is scheduled, the President shall designate an alternate secondary teacher to be released on the same basis as above.

G. 1. All officers and building representatives of the MRTA shall be relieved of all non-teaching duties. Any increase in the duty cycle for other members of the bargaining unit resulting from this provision is permissible.

2. The number of building representatives shall not be increased beyond the present level which is as follows:

High School	2	Lloyd Road	1
Matawan Avenue	1	Broad Street	2
Cambridge Park	1	Cliffwood	2
Ravine Drive	1	Strathmore	1

ARTICLE VI

TEACHING HOURS AND TEACHING LOAD

A. 1. The in-school work day of teachers shall be six and one-half (6 1/2) hours. Scheduling within the day shall be at the discretion of the Board provided that in no case shall the amount of preparation and lunch time be diminished from the current practice. It is further provided that no teacher shall be scheduled to report for duty less than ten (10) minutes prior to the pupils' school day, nor will teachers be dismissed earlier than ten (10) minutes after the pupils' school day, which is included in the six and one-half (6 1/2) hours.

2. Any changes in the cycle of the duty schedule in grades K-8 during the time before and the time after the pupils' school day shall be permitted when there is a staff reduction as a result of an enrollment decrease.

3. In the event there should be a special request from a principal for a change in the cycle of the duty schedule, such request shall be forwarded to the Superintendent. The Superintendent will then review the matter with the M.R.T.A. and the principal. In the event the M.R.T.A. and the Superintendent do not agree, the matter shall be submitted directly to arbitration. The arbitrator shall make his determination on the basis of the need for the change in the cycle of the duty schedule.

4. In addition to the teacher's normal workday, teachers may be required to attend professional meetings, beyond the workday, up to a maximum of thirty (30) hours per school year.

Article VI, Teaching Hours and Teaching Load (continued):

Whenever possible, except in cases of emergency, teachers will be given forty-eight (48) hours notice of meetings along with an agenda covering the purpose of such meetings. The hours for such professional meetings shall be no more than eighteen (18) in each semester.

B. The Board agrees that it should establish reasonable hours and loads in each level of the school system and shall endeavor to do so with the understanding that the administration will have the right in emergencies to go beyond the limits it established and will notify the Association of the reasons therefor.

C. The teacher work year shall consist of 187 days.

D. DUTY FREE LUNCH

The Board of Education will provide a daily duty free lunch period in accordance with the following schedule:

Ravine Drive	45 minutes
Broad Street	45 minutes
Cliffwood Avenue	45 minutes
Strathmore	45 minutes
Cambridge Park	45 minutes
Lloyd Road	40 minutes
Matawan Avenue	40 minutes
Regional High School	40 minutes

Article VI, Teaching Hours and Teaching Load (continued):

E. At the discretion of the Board, the non-teaching duty period may be used as an alternate instructional period, but shall not be used as a regularly scheduled classroom period, or for Compensatory Education purposes, and shall not be solely used to reduce the number of teaching positions within the District. This period shall be subject to the supervision and direction of the Administration.

F. At the discretion of the Board, two (2) parent-teacher conferences may be scheduled in the evening during the normal school year, for a duration of not more than three (3) hours per evening. On the days of such evening conferences, afternoon schedules will be suspended after four (4) hours of work.

ARTICLE VII

TEACHER FACILITIES

A. An airconditioning unit will be installed in each faculty room.

ARTICLE VIII

SPECIALISTS

A. The Board recognizes that the teaching loads of specialist teachers should be educationally optimal and will endeavor to meet this obligation within the limits of its available resources.

ARTICLE IX

TEACHER EMPLOYMENT

Teachers shall be notified of their contract and salary status for the ensuing year no later than April 30th.

ARTICLE X

SALARIES

A. The salaries of all teachers and nurses covered by this Agreement are set forth in Schedule A-1 which is attached hereto and made a part hereof. The salary guide for 1980-81 is retroactive to July 1, 1980.

B. EXTRA-CURRICULAR COMPENSATION:

Compensation for extra-curricular activities shall be made in a check separate from the regular payroll checks. Compensation rates and schedules shall be listed as Schedule A-2.

C. The mileage allowance paid to employees will be as noted below and will be paid in accordance with Board policy:

1. 1980-81 - \$.17 per mile
2. 1981-82 - \$.18 per mile
3. 1982-83 - \$.19 per mile

ARTICLE XI

TEACHER ASSIGNMENT

All teachers shall be given written notice of their salary schedules, class and/or subject assignments, building assignments and room assignments for the forthcoming year not later than the day before the last day of school. In case of emergency when a change in that assignment is necessary, the administration shall immediately notify the teacher and the Association in writing of the change and the reasons for that change.

ARTICLE XII

TEACHER EVALUATION

A. 1. All monitoring or observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher. The use of eavesdropping, public address, audio systems, and similar surveillance devices shall be permitted provided an operative beeper is used.

2. A teacher shall be given a copy of any class-visit or evaluation report prepared by his evaluators no later than ten (10) days following the class-visit and at least one (1) day before any conference to discuss it. No such report shall be submitted to the central office, placed in the teacher's file or otherwise acted upon without prior conference with the teacher. No teacher shall be required to sign a blank or incomplete evaluation form. In the event a teacher wishes to attach any comments to the evaluation form, such comments must be prepared and attached no later than ten (10) days following the conference.

B. 1. Except for recommendations which shall be sealed, a teacher has the right to examine his or her file at reasonable times and to attach comments as a part of the permanent record to any item with which he disagrees. Any comments with respect to a class-visit or evaluation report will be made in accordance with Section A.2. of this Article. The principal or his representative shall be present at all such examinations of files.

Article XII, Teacher Evaluation (continued):

2. Copies of all items to be included in a teacher's file 'except for recommendations' shall be given to the teacher. All items to be included in a teacher's file except for recommendations must be dated and initialed by both the principal and the teacher. The teacher's initials do not necessarily signify agreement with the contents of the documents.

C. 1. Any complaints regarding a teacher made to any member of the administration by any parents, students, or any other person and of which a notation is placed in the file shall be promptly called to the attention of the teacher. The teacher shall be given an opportunity to respond to and/or rebut such complaint, and shall have the right to be represented by the Association at any other meetings or conferences regarding such complaint at which disciplinary action may be contemplated.

ARTICLE XIII

EMPLOYEE BENEFITS

All employee benefits presently existing and unchanged by this Agreement shall remain in effect for the life of the Agreement.

ARTICLE XIV

SUBSTITUTES

Teachers shall not be required to substitute in periods in which they would otherwise be free except in emergencies, when they shall be paid at their regular rate of pay, which shall be equal to one-fifth of that teacher's daily pay per period taught.

ARTICLE XV

PROFESSIONAL RELATIONS COMMITTEE

A. A Professional Relations Committee shall be established composed of equal numbers of representatives of the Administration and the Association which may discuss any question of a professional nature which either party wishes to raise, whose decisions when reached shall be nonbinding but may give rise to recommendations to the Board or other appropriate bodies. In the event that a question remains unsettled after discussion, either party may inform the Board of the disagreement, its views and reasons so long as the other party receives a copy of such communication. Members shall be selected by each party without veto by the other. A sub-committee shall be established for each school of appropriate size.

ARTICLE XVI

MAINTENANCE OF CLASSROOM CONTROL AND DISCIPLINE

A. A definition of the duties and responsibilities of all administrators, coordinators, supervisors and other personnel pertaining to student discipline shall be reduced to writing by the Superintendent and presented to each teacher at the start of each school year.

B. 1. An appropriate student disciplinary procedure shall be developed for each school building by its Faculty Advisory Board. Said procedure shall be submitted to the building faculty for approval and then to the building principal. The procedure shall be subject to the approval of the building principal and the Superintendent prior to its implementation.

2. In the event the building principal and/or the Superintendent rejects the proposed procedure, the same will be returned to the Faculty Advisory Board which shall then resubmit the procedure along with any changes in the manner noted in B.1. above. The decision of the Superintendent on the resubmitted procedure shall be final.

ARTICLE XVII

INSURANCE PROTECTION

A. The Board of Education will continue to pay all premiums for full family coverage under the present plan which consists of New Jersey Blue Cross-Blue Shield-Rider J coverages, and supplementary major medical coverage.

B. The Board will pay up to the sums noted below per employee per annum for the New Jersey Dental Service Plan (known as the Delta Incentive Plan) family coverage as follows:

- | | | | |
|----|---------|---|----------|
| 1. | 1980-81 | - | \$265.32 |
| 2. | 1981-82 | - | \$292.00 |
| 3. | 1982-83 | - | \$292.00 |

C. The Board will pay up to the sums noted below per employee per annum for New Jersey Blue Cross prescription insurance family coverage as follows:

- | | | | |
|----|---------|---|----------|
| 1. | 1980-81 | - | \$ 90.00 |
| 2. | 1981-82 | - | \$110.00 |
| 3. | 1982-83 | - | \$110.00 |



Article XVIII, Deductions From Salary (continued):

or part of the current school year and for succeeding school years. I understand that the disbursing officer will discontinue such deductions only if I file such notice of withdrawal as of the January 1 next succeeding the date on which notice of withdrawal is filed. I also agree that upon termination of employment, the disbursing officer shall deduct any remaining amount due for that current school year. I hereby waive all right and claims for said monies so deducted and transmitted in accordance with this authorization, and relieve the governing board and all its officers from any liability therefor.

I designate the Matawan Regional Teachers Association to receive dues and distribute according to the organization(s) indicated:

- Matawan Regional Teachers Association _____
- Monmouth County Education Association _____
- New Jersey Education Association _____
- National Education Association _____

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

3. Additional authorizations for dues deduction may be received after August 1 under rules established by the State Department of Education.

4. The filing of notice of a teacher's withdrawal shall be prior to December 1 and become effective to halt de-

Article XVIII, Deductions From Salary (continued):

ductions as of January 1 next succeeding the date on which notice of withdrawal is filed.

B. Teachers shall have the right to have deductions made from their salaries upon written authorization for deposit in their account in the Monmouth-Ocean County Credit Union.

This supercedes the previous summer payment plan.

C. Payroll deductions for Tax Sheltered Annuity Programs shall be provided for those teachers expressing an interest in participating in such a program. No more than one (1) change may be made in this selection per school year. This deduction is in addition to the deduction permissible for participation in the Supplemental Annuity Plan of the T.P.A.F.

ARTICLE XIX

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. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provisions or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

C. Any individual contract between the Board and an individual teacher, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

D. The Board agrees to furnish to the Association in response to reasonable requests from time to time all publicly available information concerning the financial resources of the district, including but not limited to: annual financial reports and audits, register of certificated personnel, tentative budgets when adopted, agendas and minutes of all Board meetings, school census data when available, and names and addresses of all

Article XIX, Miscellaneous Provisions (continued):

teachers. It is understood that this paragraph does not require the Board or any of its representatives to deliver any document in the nature of a working paper.

E. Representatives of the Association, the New Jersey Education Association, the National Education Association shall be permitted to transact official Association business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations.

F. The rights and privileges of the Association and its representatives as set forth in this Agreement shall be granted only to the Association for the life of the contract and for so long as it is the majority representative and to no other organization.

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

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

1. If by Association, to Board at Broad and South Streets.

2. If by Board, to Association at Strathmore³ Shopping Center, Route 34, Matawan, New Jersey, 07747.

ARTICLE XX

TERMINAL LEAVE

A. Terminal leave shall be granted to all teachers retiring ~~[after ten (10) years of continuous service in]~~^{from} the Matawan Regional School District in an amount equivalent to one (1) month's salary providing that said teachers meet the following conditions:

1. That they are members of a New Jersey State plan that provides a pension based on their school district employment.

2. That they have applied for and received approval for retirement benefits from said plan.

B. The payment for unused sick leave earned in the district shall be granted to all teachers retiring after ten (10) years of continuous service in the Matawan-Aberdeen Regional School District in the amount of ten (\$10.00) dollars per day. Commencing July 1, 1981 the aforementioned daily rate will be increased to fifteen (\$15.00) dollars per day.

ARTICLE XXI

ABSENCE AND FORFEITURE OF SALARY

A. NON-PROMOTION IN SALARY BECAUSE OF ABSENCE

A member of the teaching staff who has been absent from school during the previous school year, whether such absence has been excused or not, shall be given credit on the guide for the year in question in accordance with the following schedule:

1. Absences up to and including 60 days -full credit.
2. Absences between 61 days and 120 days -half step credit.
3. Absences in excess of 120 days - no credit.

B. APPROVED REASONS FOR ABSENCE

Teachers shall attend their duties faithfully and shall not be absent therefrom except for personal illness or for other good and sufficient reasons authorized by these Board rules and regulations, or approved by the Superintendent of Schools or the Board of Education. Teachers absent from school duty shall forfeit full per diem salary during such absence except as hereinafter provided.

C. SICK LEAVE

1. Sick leave is hereby defined to mean the absence from his or her post of duty, of any person covered by N.J.S.A. 18A:30-2 because of personal disability due to illness or injury, or because he or she has been excluded from school by

Article XXI, Absence and Forfeiture of Salary (continued):

the school district's medical authorities on account of a contagious disease or of being quarantined for such a disease in his or her immediate household (N.J.S.A. 18A:30-1).

2. A teacher absent from school because of personal illness shall suffer no deduction of pay for each of the first ten days (10) of absence in any school year.

3. If any teacher requires less than ten (10) days of sick leave in any school year, the number of days not utilized that year shall be accumulated to be used for additional sick leave if needed in subsequent years.

4. Teachers shall be given a written accounting of their accumulated sick leave days no later than September 15 of each school year.

D. ON THE JOB INJURY

1. Whenever any full time employee of the Matawan Regional School District is absent from his post of duty as a result of personal injury caused by an accident arising out of and in the course of his employment, such employee shall receive his full salary or wages for the period of such absence for up to one (1) calendar year without having such absence charged to the annual sick leave or the accumulated sick leave.

2. Any amount of salary or wages paid or payable to the employee pursuant to this policy shall be reduced by the amount of any workmen's compensation award made for temporary disability. Salary or wage payments provided by the section

Article XXI, Absence and Forfeiture of Salary (continued):

shall be made for absence during the waiting period and during the period the employee received or was eligible to receive a temporary disability benefit under Chapter 15 of Title 34 of the Revised Statute.

E. ABSENCE FOR DEATH IN FAMILY

In case of the death of a parent, brother, sister, husband, wife, child, father-in-law, mother-in-law, grandchild or a relative who is a member of the immediate household of a teacher, the teacher shall be excused, without loss of pay from the day of death to the day after the funeral, inclusive, provided the absence does not exceed five (5) school days.

F. ABSENCE FOR DEATH OF RELATIVE

In case of the death of a relative not included in the above section, a teacher shall be excused for the day of the funeral without loss of pay. The definition of relative in this section shall include the following: grandfather, grandmother, uncle, aunt, nephew, niece, cousin, brother-in-law, sister-in-law, son-in-law, daughter-in-law, stepchild, stepfather, stepmother. If any of the above happen to be members of the immediate household of the teacher, the provision allowing five (5) days' absence applies.

G. ABSENCE BY REASON OF QUARANTINE OR COURT ORDER

A teacher absent from school by reason of quarantine by the Board of Health, or in compliance with the requirements of a court subpoena shall not suffer deductions in pay for such absence. THE MRTA AGREES THAT THIS RULE DOES NOT APPLY

Article XXI, Absence and Forfeiture of Salary (continued):

TO SUBPOENAS FOR ATTENDANCE AT ARBITRATION PROCEEDINGS. The Board of Education agrees to reimburse those teachers who were docked a day's pay for having attended arbitration hearings.

H. ABSENCE FOR APPEARANCE BEFORE MILITARY
OR SELECTIVE SERVICE OFFICIALS

No pay shall be deducted for absence for appearance before military or selective service officials concerning draft or enlistment. Such leave will be in addition to sick leave. One (1) day only is to be allowed.

I. IN CASE OF SERIOUS FAMILY ILLNESS

In case of absence because of illness of a parent, brother, sister, husband, wife, child, mother-in-law, father-in-law, or a relative who is a member of the immediate household of the teacher, the teacher may be excused, without loss of pay, provided the absences do not exceed three (3) days in any school year.

J. PERSONAL DAYS:

(a) Undesignated Personal Day - Teachers shall enjoy one undesignated personal day per year. They shall suffer no loss of pay and no approval shall be required. This day shall be non-accumulative.

Teachers shall give their principal at least one (1) day's notice. The building principal, in his discretion, may waive the notice requirement in the event of an emergency.

No more than five (5) teachers in an elementary or middle school or ten (10) teachers in the high school may be out

Article XXI, Absence and Forfeiture of Salary (continued):

on any one day without the prior approval of the principal and the superintendent.

(b) Designated Personal Day - Teachers shall enjoy one (1) designated personal day per year. They shall suffer no loss of pay and no approval shall be required. This day shall be non-accumulative.

The designated personal day may be taken for the following reasons only:

House closing of the teacher, adoption proceeding by the teacher, marriage of the teacher, request to appear before a Federal or State administrative body, attendance at the funeral of a close friend or distant relative, graduation of the teacher, graduation of a member of the teacher's immediate family from high school, college, or professional school.

Teachers shall give their principal at least one (1) day's notice.

K. REPORT OF ABSENCE

A teacher who is absent from duty because of personal illness, death in the family, quarantine, appearance before military or selective service officials, or in compliance with the requirements of a court shall notify the principal as early as possible, and notification shall be given in advance where possible. A teacher who is absent from duty for any other reason shall first secure permission from the Superintendent

Article XXI, Absence and Forfeiture of Salary (continued):

through the principal. The teacher shall, in reporting absence for personal illness, communicate to the principal the probable duration of the illness.

A teacher who has been absent for two (2) days or more shall, before the end of the school day prior to the return, notify the principal of his expected return.

L. EXAMINATION

The School Physician shall examine all cases of absence for personal illness upon the request of the Superintendent or the Board unless the teacher prefers to arrange for an examination by the teacher's personal physician. If the absence because of personal illness exceeds ten (10) days in a calendar month, certification of such illness by the School Physician or by the teacher's personal physician may be required.

ARTICLE XXII

LEAVE OF ABSENCE

A. APPROVED REASONS FOR LEAVE OF ABSENCE

Leaves of absence shall be granted only for the following reasons:

- (1) Personal illness including on-the-job injury;
- (2) Death in the immediate family as defined in Article XXI, Section E;
- (3) Death of relative as defined in Article XXI, Section F.
- (4) Quarantine or court subpoena;
- (5) Maternity;
- (6) Personal business.

B. LEAVE OF ABSENCE FOR PERSONAL ILLNESS

Leave of absence for personal illness may be granted a teacher by the Board. A leave of absence shall not be granted because of personal illness unless the applicant submits the form prescribed by the Board, signed by a regularly licensed Doctor of Medicine, which in all cases shall give such information as will satisfy the Board that the absence is necessary. In case of mouth ailments, the certificate may be signed by a Doctor of Dental Science or Doctor of Dental Surgery.

C. MATERNITY LEAVE

1. The Board shall grant leaves of absence for medical reasons associated with pregnancy and birth to pregnant

Article XXII, Leave of Absence (continued):

teachers on the same terms and conditions governing leaves of absence for other illness or medical disabilities, as set forth in N.J.S.A. 18A:30-1 et seq. and the rules, regulations and policy statements and this agreement.

2. It is recognized that a teacher's maternity leave application involves both a disability phase and a child care phase. The disability phase is that period of time, both pre-natal and post-natal, during which a physician certifies inability to work. The child care phase is that period of time selected by the teacher which follows the disability phase during which time the teacher voluntarily suspends her teaching career to care for the new born child.

a. Disability Phase. Any tenured or non-tenured teacher seeking a leave of absence on the basis of medical reasons associated with pregnancy or birth shall apply to the Board of Education. At the time of application, which shall be made upon sixty (60) days' notice to the Board, the teacher shall specify in writing the date on which she wishes to commence leave and the date on which she wishes to return to work after the birth. The Board shall require any teacher to produce a certificate from a physician in support of the requested leave dates. Where medical opinion is supportive of the leave dates requested, such request shall be granted by the Board. It is understood that the disability period as certified jointly by the teacher's and Board's physicians may be treated as compensable sick leave time at the option of the teacher.

Article XXII, Leave of Absence (continued):

b. Child Care Phase. Where the requested leave dates are beyond the period of disability associated with pregnancy and is for child care purposes as defined above, the tenured teacher shall be granted, at her discretion, a leave for (a) the balance of the school year in which the birth occurred, or (b) the balance of the school year in which the birth occurred and the entire following school year. Any further extensions of child care leave shall be discretionary with the Board of Education.

The Board need not grant or extend the leave of absence of any non-tenured teacher beyond the end of the contract school year in which leave is obtained.

3. A teacher returning from pregnancy leave of absence shall be entitled to all benefits to which teachers returning from other types of sick or disability leave would be entitled. Nothing contained herein shall be construed to require the Board to grant tenure to any non-tenured employee who would not otherwise have been granted tenure or to offer a new contract for a new school year to any non-tenured employee who would not have been otherwise offered such a contract.

4. No tenured or non-tenured teacher shall be barred from returning to work after the birth of her child solely on the ground that there has not been a stated or prescribed lapse of time between that birth and her desired date of return except as is provided herein. Nothing contained in this

Article XXII, Leave of Absence (continued):

article shall be construed to preclude the Board from requiring any teacher after birth of her child to produce a certificate from her physician showing that she is physically capable of resuming her duties.

D. LEAVE OF ABSENCE FOR OTHER REASONS

Leave of absence with pay will be granted only for reasons specifically mentioned in this Agreement. A leave of absence with full loss of pay shall be granted for any other emergency or urgent reason upon written application to the building principal. For the protection of the employee and for proper payroll accounting and audit, every absence must be accounted for in writing.

E. LEAVE OF ABSENCE FOR MILITARY OR NAVAL SERVICE

Leave of absence shall be granted for entry into military or naval service in accordance with N.J.S.A. 18A:6-33.

ARTICLE XXIII

SABBATICAL LEAVE

A. Sabbatical leave for a full year shall be granted to a maximum of 1% of the membership of the bargaining unit. The number of people in the bargaining unit shall be determined as of January 1 of the year preceding the year for which the leave is requested. In the event that such computation yields a fraction, it is expressly understood that 0 to .49 does not qualify as an additional person; whereas .50 or more does qualify as an additional person.

B. A teacher in order to be eligible for a sabbatical leave shall have been employed in the school district for a minimum of 7 years at the time the requested leave is to commence.

C. A sabbatical leave shall be granted only for the pursuit of full time graduate study and/or foreign or domestic travel.

D. A teacher on sabbatical leave shall receive one-half of the salary which the teacher would have received had he remained in the district.

E. The teacher will submit an application in writing on forms provided. The application shall be filed with the Superintendent of Schools on or before March 15 of the school year preceding the school year in which the sabbatical leave is to commence. In the event the number of eligible applicants exceeds 1% of the bargaining unit as defined above, the sabbati-

Article XXIII, Sabbatical Leave (continued):

cal leaves shall be granted on the basis of seniority in the school district.

F. Subject to limitations provided by law, pension and insurance payments will be deducted from the salary of the teacher while he is on leave, based on one hundred (100%) percent of his contractual salary; and health benefits for the year will be paid as if the teacher were not on leave.

G. Salary payments will be made on the same basis as the regular staff. Payments will not be made in advance.

H. Sick leave shall not accrue while on leave.

I. In the event of serious and/or lengthy illness which prevents the start or completion of the sabbatical program, the teacher will apply for normal sick leave, and/or other leave, if necessary, at which time the Board's sabbatical salary contribution shall cease.

J. A teacher who is granted a sabbatical leave shall upon completion of the sabbatical either return to the District or shall reimburse the Board of Education for all salary received while on leave.

K. Credit on the salary guide shall be earned by the teacher while on sabbatical leave.

ARTICLE XXIV

TUITION REIMBURSEMENT

A. Teachers will be reimbursed for job or certificate related graduate courses taken and successfully completed to a maximum of three hundred (\$300.00) dollars per year per person.

B. In order to avoid a duplication of benefits from public funds, those courses taken under the Veterans Benefit Act, National Science Foundation Grants, NDEA grants or other public scholarship and aids shall not apply.

C. Major courses in the preparation for administrative certification are not eligible for reimbursement.

D. Actual reimbursement will follow within 60 days of submission of official transcript and tuition payment receipts, provided a grade of B or better is attained. In case of pass-fail grading system, pass is acceptable.

ARTICLE XXV

MANAGEMENT RIGHTS CLAUSE

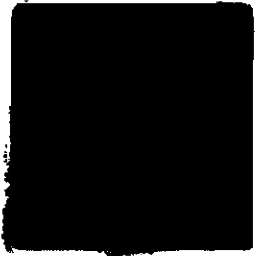
A. The Board, on its own behalf and on the behalf of the electors of the District, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of New Jersey, and of the United States, including but without limiting the generality of the foregoing, the right:

1. To the executive management and administrative control of the school system and its properties and facilities, and the activities of its employees while said employees are engaged in the performance of their duties.

2. To hire all employees and subject to the provisions of the law, to determine their qualifications, and the conditions for their continued employment, or their dismissal or demotion; and to promote, and transfer all such employees, to relieve employees from duty because of lack of work or other legitimate reasons. Where the Board has adopted procedures in the above areas, the Board will follow said procedures.

3. To establish grades and courses of instruction, including special programs, and to provide for athletic, recreational and social events for students, all as deemed necessary or advisable by the Board.

4. To decide upon the means and methods of instruction, the selection of textbooks and other teaching



ARTICLE ~~XXVI~~ XXVII

DURATION OF AGREEMENT

A. This Agreement shall be effective as of July 1, 1980 and shall continue in effect until June 30, 1983.

B. The terms of this Agreement are retroactive to July 1, 1980, except as specified otherwise. The retroactive items are applicable only to those employees employed as of August 22, 1980.

C. This Agreement shall not be extended orally and it is expressly understood that it shall expire at midnight on June 30, 1983.

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

MATAWAN-ABERDEEN REGIONAL BOARD
OF EDUCATION

ATTEST:

EDWARD J. SCULLION, Secretary

By: JOHN COMERFORD, President

MATAWAN REGIONAL TEACHERS ASSOCIATION

ATTEST:

PATRICIA MATTERN, Secretary

By: MARIE PANOS, President

SCHEDULE A-1

MATAWAN-ABERDEEN REGIONAL SCHOOL DISTRICT
TEACHERS AND NURSES SALARY SCHEDULE 1980-81

STEP	B NON DEG.	C B.A.	D B.A.+30	E M.A.	F M.A.+30	G DOCT.	H EMER. VOC.	I CERT. VOC.
1	11800	12700	13400	14100	14800	15500	11000	12200
2	12300	13100	13800	14500	15200	15900	11400	12600
3	12800	13500	14200	14900	15600	16300	11800	13000
4	13300	13900	14600	15300	16000	16700	12200	13400
5	13800	14300	15000	15700	16400	17100	12600	13800
6	14300	14700	15400	16100	16800	17500	13000	14200
7	14800	15100	15800	16500	17200	17900	13400	14600
8	15300	15500	16200	16900	17600	18300	13800	15000
9	15800	16000	16700	17400	18100	18800	14200	15400
10	16300	16500	17200	17900	18600	19300	14600	15800
11	16800	17100	17800	18500	19200	19900	15000	16200
12	17300	17800	18500	19200	19900	20600	15500	16700
13		18500	19200	19900	20600	21300	16000	17200
14		19300	20000	20700	21400	22100	16500	17700
15		20100	20800	21500	22200	22900	17100	18300
16		21100	21800	22500	23200	23900	17700	18900
17		22500	23900	24700	25300	26100	18300	19500

- (a) The Board of Education may withhold, for inefficiency or other good cause, any increment provided for in these guides by a recorded roll call majority vote of the full membership of the Board of Education. It shall be the duty of the Board of Education, within ten (10) days of the adoption of said action, to give written notice of said action, together with the reasons therefore to the Commissioner of Education in accordance with the provisions of N.J.S.A. 18A:29-14. The denial of an increment shall not be otherwise grievable or arbitrable.
- (b) In-Service Credits: Teachers who participate in the in-service program shall be given two (2) credits for each in-service course completed.

J/80/JT

SCHEDULE A-1

MATAWAN-ABERDEEN REGIONAL SCHOOL DISTRICT
TEACHERS AND NURSES SALARY SCHEDULE 1981-82

STEP	B NON DEG.	C B.A.	D B.A.+30	E M.A.	F M.A.+30	G DOCT.	H EMER. VOC.	I CERT. VOC.
1	12200	13100	13900	14600	15500	16200	11400	12600
2	12700	13500	14300	15000	15900	16600	11800	13000
3	13200	13900	14700	15400	16300	17000	12200	13400
4	13700	14400	15200	15900	16800	17500	12700	13900
5	14200	14900	15700	16400	17300	18000	13200	14400
6	14700	15400	16200	16900	17800	18500	13700	14900
7	15200	15900	16700	17400	18300	19000	14200	15400
8	15800	16400	17200	17900	18800	19500	14700	15900
9	16400	17000	17800	18500	19400	20100	15200	16400
10	17000	17600	18400	19100	20000	20700	15700	16900
11	17600	18200	19000	19700	20600	21300	16200	17400
12	18200	18900	19700	20400	21300	22000	16700	17900
13	18800	19600	20400	21100	22000	22700	17200	18400
14		20300	21100	21800	22700	23400	17700	18900
15		21300	22100	22800	23700	24400	18200	19400
16		22300	23100	23800	24700	25400	18700	20000
17		24400	25900	26700	27400	28500	19900	21100

- (a) The Board of Education may withhold, for inefficiency or other good cause, any increment provided for in these guides by a recorded roll call majority vote of the full membership of the Board of Education. It shall be the duty of the Board of Education, within ten (10) days of the adoption of said action, to give written notice of said action, together with the reasons therefore, to the Commissioner of Education in accordance with the provisions of N.J.S.A. 18A:29-14. The denial of an increment shall not be otherwise grievable or arbitrable.
- (b) In-Service Credits: Teachers who participate in the in-service program shall be given two (2) credits for each in-service course completed.

d/80/JT

SCHEDULE A-1

MATAWAN-ABERDEEN REGIONAL SCHOOL DISTRICT
TEACHERS AND NURSES SALARY SCHEDULE 1982-83

<u>STEP</u>	<u>B NON DEG.</u>	<u>C B.A.</u>	<u>D B.A.+30</u>	<u>E M.A.</u>	<u>F M.A.+30</u>	<u>G DOCT.</u>	<u>H EMER. VOC.</u>	<u>I CERT. VOC</u>
1	12600	13500	14400	15100	16100	16600	11800	13000
2	13100	14000	14900	15600	16600	17100	12300	13500
3	13600	14500	15400	16100	17100	17600	12800	14000
4	14100	15000	15900	16600	17600	18100	13300	14500
5	14600	15500	16400	17100	18100	18600	13800	15000
6	15200	16100	17000	17700	18700	19200	14300	15500
7	15800	16700	17600	18300	19300	19800	14900	16100
8	16400	17300	18200	18900	19900	20400	15500	16700
9	17000	17900	18800	19500	20500	21000	16100	17300
10	17700	18600	19500	20200	21200	21700	16700	17900
11	18400	19300	20200	20900	21900	22400	17300	18500
12	19100	20000	20900	21600	22600	23100	18000	19200
13	19800	20700	21600	22300	23300	23800	18700	19900
14	20500	21400	22300	23000	24000	24500	19400	20600
15		22400	23300	24000	25000	25500	20100	21300
16		23900	24800	25500	26500	27000	20800	22000
17		26300	28000	29100	29900	31000	21500	22700

- (a) The Board of Education may withhold, for inefficiency or other good cause, any increment provided for in these guides by a recorded roll call majority vote of the full membership of the Board of Education. It shall be the duty of the Board of Education, within ten (10) days of the adoption of said action, to give written notice of said action, together with the reasons therefore to the Commissioner of Education in accordance with the provisions of N.J.S.A.18A:29-14. The denial of an increment shall not be otherwise grievable or arbitrable.
- (b) In-Service Credits: Teachers who participate in the in-service program shall be given two (2) credits for each in-service course completed.

8/80/JT

SCHEDULE A-2

**MATAWAN-ABERDEEN REGIONAL SCHOOL DISTRICT
EXTRA-CURRICULAR COMPENSATION**

	1980 - 1981			1981 - 1982			1982 - 1983		
Director of Athletics	2450	2700	2950	2585	2835	3085	2750	3000	3250
Faculty Manager	1450	1700	1950	1585	1835	2085	1750	2000	2250
Equipment Manager	1050	1200	1350	1185	1335	1485	1350	1500	1650
Group I Sports <i>Basketball, &</i>									
A. Football-G. Basketball	2000	2150	2300	2135	2285	2435	2300	2450	2600
Assistants	1250	1400	1550	1385	1535	1685	1550	1700	1850
B. Baseball-G. Fld. Hockey <i>track, girls' track, softball, wrestling, soccer and</i>	1400	1650	1900	1535	1785	2035	1700	1950	2200
Assistants	950	1100	1250	1085	1235	1385	1250	1400	1550
Group II Sports									
Boys' Cross Cntry. & Girls	1100	1250	1400	1235	1385	1535	1400	1550	1700
Assistants	850	1000	1150	985	1135	1285	1150	1300	1450
Group III Sports									
W. Track & Gymnastics <i>(B&G) bowling (B&G) golf, boys' tennis, girls' tennis, &</i>	975	1075	1175	1110	1210	1310	1275	1375	1475
Assistants	825	925	1025	960	1060	1160	1125	1225	1325
Coaches in the Middle Schools									
Basketball-G. Basketball <i>Baseball, track, softball, girls' basketball</i>	800	900	1000	890	990	1090	990	1090	1190
Ticket Sellers	\$19.56/game			\$21.42/game			\$23.45/game		
Intramural Activity Prog.									
Lloyd Road									
Bowling Club	190	each		210	each		230	each	
Two Hand Touch (2)	190	each		210	each		230	each	
Softball (2)	190	each		210	each		230	each	
Winter Intramurals (4)	190	each		210	each		230	each	
Fall Intramurals (2)									
(soccer and field hockey)	190	each		210	each		230	each	
Matawan Avenue									
Bowling Club	190	each		210	each		230	each	
Two Hand Touch (2)	190	each		210	each		230	each	
Softball (2)	190	each		210	each		230	each	
Winter Intramurals (4)	190	each		210	each		230	each	
Special Olympics									
Fall	190	each		210	each		230	each	
Winter	190	each		210	each		230	each	
Spring	190	each		210	each		230	each	
Director of Music	360			375			400		
Spec. Ed. Teachers	360			375			400		

SCHEDULE A-2

EXTRA-CURRICULAR COMPENSATION, Pg. 2

	<u>1980 - 1981</u>	<u>1981 - 1982</u>	<u>1982 - 1983</u>
<u>High School</u>			
Cheerleaders	650	710	780
Color Grd. & Flag Twirlers	375	410	450
Drama Coach	650	710	780
Student Council	1000	1100	1200
Yearbook & Bus. Manager	1100	1200	1300
Band Director	1500	1600	1800
Marching Band	375	410	450
Ass't. Band Director	575	660	725
Jazz Band Director	600	660	725
Library Club	250	275	300
Sr. Class (2) or (1) @ full \$ Value	400	450	500
Jr. Class (2) or (1) @ full \$ Value	300	350	400
Sophomore Class	200	250	300
MRHS News	900	1200	1300
Varsity & Madrigal Singers	900	1000	1100
H.S. A. V. Dept.	650	710	780
Student Accts.	250	275	300
Forensics	600	800	900
Honor Society	250	275	300
Honors Math Club	200	225	250
Chess Club	200	225	310
Literary Journal	250	275	300
Hist. & Gov't. Club (3) or (1) @ full \$ Value	400	450	600

High School Department Chairmen:-- \$100 will be added to or subtracted from the following amounts for each teacher added to or subtracted from these departments:

<u>Department</u>	<u># of teachers</u>	<u>1980-81</u>	<u>1981-82</u>	<u>1982-83</u>
Mathematics	13	1550	1697	1858
Science	11	1350	1478	1618
Physical Educ./Health	13	1550	1697	1858
Social Studies	13	1550	1697	1858
English	18	2050	2245	2458
Foreign Language	7	950	1040	1139
Business	10	1250	1369	1499
Industrial & Vocational Arts	15	1750	1916	2098
Art	3	750	821	899
Music	3	750	821	899
Special Education	10	1250	1369	1499
E.O.C.	4	750	821	899

SCHEDULE A-2

EXTRA-CURRICULAR COMPENSATION, Pg. 3

Lloyd Road

Vocal Chorus	390	425	465
Band	650	710	780
Student Organization	390	430	470
Safety Patrol	130	150	170
7th Gr. Class Advisor	175	200	250
A.V. Dept.	390	430	470
Yearbook Advisor	325	355	400
Cheerleaders	200	225	250
School Newspaper	390	425	465

1980 - 1981

1981 - 1983

1982 - 1983

Matawan Avenue

Vocal Chorus	390	425	465
Band	650	710	780
Student Organization	390	430	470
Safety Patrol	130	150	170
9th Gr. Class Advisor	175	200	250
A.V. Dept.	390	430	470
Yearbook Advisor	325	355	400
Cheerleaders	200	225	250

Elementary Schools

Safety Patrol 1/Bldg.	130	150	170
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