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BOARD OF EDUCATION  
CHESTERFIELD TOWNSHIP  
MARCH 24, 1969

1. TEACHER'S SALARY GUIDE

Please see attached chart for complete listing - Starting salaries

Non Degree	\$5,500.00
Non Degree with Permanent Certificate	5,800.00
Bachelor's Degree	6,400.00
Bachelor's Degree / 10 Graduate Credits	6,500.00
Bachelor's Degree / 20 Graduate Credits	6,600.00
Bachelor's Degree / 30 Graduate Credits	6,700.00
Master's Degree	7,000.00

/ \$300.00 Increments for each year's service  
Maximum to be reached in eleven years

2. TEACHER'S AIDS

It is agreed that the use of Teacher's Aids for Lunch Room and Playground Duty and the accompanying free time will be attempted. This plan is to be on a trial basis with careful review to be made continually by the Administration and a decision as to it's benefits or disadvantages and continuance determined at the Christmas vacation of 1969. It is to be emphasized that at no time are Teacher's Aids to have any teaching responsibilities.

Since the Teacher Aid program has been strongly supported by the Chesterfield Township Education Association the Board feels free to make several stipulations. These follow:

- a. Teachers will constructively use the additional free time supplied them through the use of Aids to improve their classroom planning and special problem solution.
- b. In the event a Teacher's Aid cannot be in attendance, Teachers will fill the Aid's responsibilities.
- c. Teachers will be in class during the "Special Teacher" sessions and attempt to develop a continuity in the use of the special teaching program and their regular instruction.
- d. Teachers will help in actively recruiting qualified Teacher's Aids.
- e. Teachers must instruct students to exhibit the same respect of authority to the Teacher Aids as they would to Teachers.

3. CONTRACT NEGOTIATIONS

Negotiations on Teacher's contracts will commence each year on or before October 15th. The Chesterfield Township Education Association is to inform the Administrative Principal of their bargaining representatives and prepare to negotiate on or before that time.

BOARD OF EDUCATION  
MERCERSBURGH TOWNSHIP  
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4. POLICY - INCREMENTS (adopted March 25, 1958, amended March 24, 1969)

Increments will not be automatic but will be granted for satisfactory services only upon the recommendation of the Administrative Principal, subject to the approval of the Board of Education. Failure in any year to grant an increment does not create any future obligations to restore the increment.

In the year in which there is an upward revision of the salary guide for the year, adjustment to the proper place on the guide may be withheld in whole or in part. Before making any recommendation to the Board to withhold in whole or in part any salary adjustment, the Administrative Principal shall send the teacher written notice of such intention and give him or her an opportunity to discuss the reason for such action. Future increases after withholding an adjustment will depend entirely upon the recommendation of the Administrative Principal and the approval of the Board of Education.

5. POLICY - INITIAL EMPLOYMENT (adopted June 27, 1967, amended March 24, 1969)

Credit will be given on an initial employment contract for not more than seven years of prior employment as a teacher at the Board's discretion.

Any person teaching for more than five months in a given school year shall be credited with one full year in service.

6. EXTRACURRICULAR ACTIVITIES  
*AND BOARD APPROVAL*

Upon request, teachers will be paid at the rate of \$5.00 per hour for Board approved extracurricular activities outside the regular school hours.

7. NOTICE (adopted March 24, 1969)

Notice shall be given to a teacher of any action by the Administrative Principal or the Board respecting that teacher when required by the Statutes of New Jersey.

CHESTERFIELD TOWNSHIP SCHOOL DISTRICT

Salary Guide - Effective July 1, 1969

Years of Public School Teach. Exp.	No Degree with N.J. Per (Min. 90 S.H.)	No Degree with N.J. Para. Elem. Teaching Cert.	Bachelor's Degree	Bachelor's Degree Plus 10 Graduate Credits	Bachelor's Degree Plus 20 Graduate Credits	Bachelor's Degree Plus 30 Graduate Credits	Master's Degree	Years of Public School Teach. Exp.
0	5500	5800	6400	6500	6600	6700	7000	0
1	5800	6100	6700	6800	6900	7000	7300	1
2	6100	6400	7000	7100	7200	7300	7600	2
3	6400	6700	7300	7400	7500	7600	7900	3
4	6700	7000	7600	7700	7800	7900	8200	4
5	7000	7300	7900	8000	8100	8200	8500	5
6	7300	7600	8200	8300	8400	8500	8800	6
7	7600	7900	8500	8600	8700	8800	9100	7
8	7900	8200	8800	8900	9000	9100	9400	8
9	8200	8500	9100	9200	9300	9400	9700	9
10	8500	8800	9400	9500	9600	9700	10,000	10
11	8800	9100	9700	9800	9900	10,000	10,300 10,800	11

