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AGREEMENT

Between

CLEARVIEW REGIONAL
HIGH SCHOOL DISTRICT
BOARD OF EDUCATION

AND

CLEARVIEW EDUCATION
ASSOCIATION

~~X~~ July 1, 1988 — June 30, 1990



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PREFACE

The Clearview Regional High School District Board of Education, hereinafter called the "Board", and the Clearview Education Association, hereinafter called the "Association", agree to the contents of this document as enumerated in the following:

ARTICLE 1
RECOGNITION

A. The Clearview Regional High School District Board of Education hereby recognizes the Clearview Regional Education Association as the exclusive representative for all certified teaching personnel and specified non-teaching personnel under contract or on leave, for collective negotiations purposes as defined in Chapter 123, Public Laws of 1974.

B. The term "employee" shall include all teachers, nurses, guidance counselors, school psychologists, or full-time employees of the Board, librarians, reading teachers, learning disability specialists, instructional aides, and all other professional staff under contract and secretaries, cafeteria workers, attendance officers, custodians, matrons, and bus drivers; but excluding confidential employees, supervisory employees and managerial executives within the meaning of the Act.

C. Non-teaching personnel who shall be charged with the specific responsibility to supervise and evaluate teachers, however, shall be excluded from the unit.

D. The term "teacher" as herein used shall include all certified professional educators. The term "support personnel" as herein used shall include all custodians, secretaries, clerks, administrative secretaries, cafeteria workers, attendance officers and matrons.

E. The term "employee(s)" as herein used shall include all teachers and support personnel.

ARTICLE II
NEGOTIATIONS PROCEDURE

A. By October 1, or one hundred and twenty (120) school days prior to the budget submission date of the Board, the Association will submit to the Board of Education, a copy of its proposal. Fifteen (15) days after receipt of the Associations' proposal, the Board of Education will submit its counterproposal to the Association. Meetings shall be scheduled for negotiations as soon thereafter as possible at mutually agreed to times and places.

B. All meetings shall terminate at 11:00 p.m. unless otherwise extended by mutual agreement.

C. Provisions agreed upon by the negotiating representatives of the Association and the Board may be submitted individually to the parent bodies for approval. They shall not be formally adopted, however, nor become effective until such a time as they are ratified as a total agreement by the parent bodies.

D. The Board and the Association shall, upon request of the other party, freely exchange any pertinent information, data, or surveys which shall not constitute a breach of statutes or rules and regulations of the State Board of Education, the local Board policy, or Statutes of the State of New Jersey. Association representatives shall have access to the minutes of the Board as well as the annual audit report and copies of the current year's budget.

ARTICLE III
SABBATICAL LEAVE POLICY

A. The Board of Education, in seeking to enhance the general welfare and competency of the professional staff and to stimulate enrichment of the educational environment, shall grant sabbatical leave to full-time professional employees, not to exceed two (2) in any one (1) academic year, in accordance with the following provisions:

1. Eligible professional staff members shall have served a minimum of seven (7) consecutive years in the Clearview District immediately prior to the year of requested leave.

2. Such leave shall be restricted to post baccalaureate study within the scope of the candidate's area of certification or teaching assignment and shall be granted for a period of not less than one half (1/2) academic year, five (5) months, nor more than one (1) full contractual year.

3. Reimbursement shall be at the rate of one half (1/2) of the salary for which the employee would be eligible during the term of leave as determined by his/her appropriate placement on the prevailing salary schedule. The year of sabbatical leave shall be included for purposes of determination.

4. Requests for sabbatical leave shall be submitted to the Superintendent five (5) months in advance of the effective date. Such a request shall include a detailed outline of the applicants proposed program for the sabbatical period. In the event the number of

applications shall exceed the number of leaves which may be awarded in a given year, a recommendation shall be made, by the Superintendent, based on which proposals would seem to be potentially most beneficial to the educational program of the district. An applicant shall be notified of the disposition of this request within two (2) months following submission.

5. A recipient, during leave, shall be eligible for such "fringe benefits" as any other full-time employee excepting that they shall not be eligible for reimbursement for tuition under the "Professional Improvement Policy" if tuition is otherwise paid for, such as by a fellowship or grant.

6. Recipients shall agree to return to duties within the district for a period of not less than two (2) full contractual years following such leave. In default of such agreement, the recipient shall reimburse the Board the full amount if he/she returns for less than one (1) year or one half (1/2) the awarded amount if for more than one (1), but less than two (2) years.

7. Recipients, following such leave, shall be assigned to a position and duties essentially comparable to those engaged in prior to such leave.

8. Credit for salary guide purposes shall be granted for the sabbatical period.

9. The recipient of a leave shall be eligible for subsequent leave after having completed seven (7) additional years following resumption of his/her duties.

ARTICLE IV
GRIEVANCE PROCEDURE

A. Definitions

1. Non-Arbitrable Grievance

A "non-arbitrable grievance" is an allegation by an employee covered by this Agreement or the Association that there has been a violation of Board policies or that an Administrative decision violates the rights of the employee. The Board shall be the last step in this procedure on this type of grievance. These non-contract grievances may not be submitted to binding arbitration.

2. Arbitrable Grievance

An "arbitrable grievance" is an allegation that there has been a violation of a provision of this Agreement. Such grievances may be submitted through the entire grievance procedure up to and including binding arbitration as the final step in that procedure. Only grievances that deal with the violations of the provisions of this Agreement may be submitted to binding arbitration.

3. Grievant

A "grievant" is an employee who files the grievance or the Association.

4. Representative

A "representative" is an employee who files the grievance or the Association.

5. Day

"Day" means a day when district schools are open for business.

6. Party in Interest

"Party in Interest" is a person, agent, or agency with an interest in the grievance.

B. Procedures

1. Grievances shall be processed promptly and expeditiously.

2. Formal grievances and appeals shall be filed in writing.

3. Communications and decisions concerning formal grievances shall be in writing.

4. A grievant shall be permitted a representative at all levels of the procedure.

5. There shall be no additional evidence submitted during the grievance process by either party once a grievance has been submitted to the Board.

6. Failure by the grievant to process a grievance within the specified time shall render the grievance null and void.

7. Failure by the Board to issue a decision within the specified time limits shall render the relief sought by the grievant.

8. Grievances shall be adjudicated according to the terms of this procedure and the filing, pendency, or hearing of any grievance shall not impede the normal management of the work force or operations of any of the activities or functions of the Board.

9. Forms for grievance processing shall be developed between the parties and shall be mutually agreed by the parties and distributed on an as needed basis by either party.

10. The parties in interest will cooperate in investigating and providing pertinent information concerning a grievance being processed.

11. Notice of hearings shall be given to the grievant at least five (5) days in advance and such hearing shall be held on mutually agreeable premises.

C. Processing

1. Step One - A grievance, to be considered under this procedure, must be initiated by the grievant within fifteen (15) days from the time of its occurrence or the time when the aggrieved became aware or should have become aware of the alleged grievance. Any employee covered by this Agreement who has a grievance shall discuss it first with his/her Principal or immediate supervisor in an attempt to resolve the matter informally at that level of supervision.

2. Step Two - If, as a result of the above discussion, the matter is not resolved satisfactorily within five (5) school days, the grievant shall set forth his/her grievance in writing to the Principal or Director of Pupil Personnel Services, as applicable, or in the case of non-teaching personnel, to the next level of supervision on the form provided. The Principal, Director of Pupil Personnel, or appropriate supervisor shall communicate his/her decision to the grievant in writing within ten (10) school days after receipt of the written grievance.

3. Step Three - The grievant, no later than five (5) days after receipt of the decision in the foregoing step, may appeal the decision to the Superintendent of Schools. The appeal to the Superintendent must be made on the form provided, reciting the matter as specified above and his/her dissatisfaction with decisions perviously rendered. The Superintendent shall attempt to resolve the matter as promptly as possible, but within a period not to exceed fifteen (15) days. The Superintendent shall communicate his/her decision in writing to the grievant and all related papers and evidence shall be attached.

4. Step Four - If the grievance is not resolved to the grievant's satisfaction, he/she may request, not later than five (5) days after receipt of the Superintendent's decision, a review by the Board. The request shall be submitted in writing to the Superintendent of Schools and all related papers and evidence shall be attached. The Board, or a committee thereof, shall review the grievance and shall, at the option of the Board, hold a hearing with the grievant and render a decision in writing within twenty (20) days of receipt of the grievance by the Board.

5. Step Five -

a. If a decision of the Board does not resolve the grievance to the satisfaction of the grievant and the Association wishes review by a third party, the grievance may be submitted to binding arbitration as long as the grievance concerns a matter that is an allegation that a provision of the contract has been violated. If arbitration is requested, the Association shall notify the Board

of Education within ten (10) days of receipt of the Board's decision in Step Four. The notification to the Board of Education shall be submitted by certified mail to the Office of the Superintendent of Schools.

b. Grievances concerning (1) any matter for which a specified method of review is prescribed either by law or in any regulation of the State Commissioner of Education or any matter which according to law is either beyond the scope of the Board authority or limited to action by the Board alone; (2) a complaint of a non-tenure teacher which arises by reason of his/her not being re-employed; (3) a complaint by any teacher occasioned by an appointment to or lack of appointment to, retention or lack of retention in these positions, in which tenure is either not possible or not required; (4) any matter not part of this Agreement; and (5) any Board policy shall not be deemed to be arbitrable.

D. Services of an Arbitrator

The following procedures shall be used to secure the services of an arbitrator:

1. Once the Board of Education has received the notification within the time limits stated in C - 5. Paragraph A above, the Association may request the Public Employment Relations Commission arbitration selection procedures be invoked. It will be the responsibility of the parties to follow those selection procedures in determining who shall serve as arbitrator in each instance.

2. The following rules will be binding on any arbitrator and the parties:

a. The aribrator must first rule on the arbitrability of the grievance if so requested by either party.

b. The arbitrator shall have no power to add to, subtract from, or alter the language of this Agreement. He/She will have no power to make an award inconsistent with law and he/she shall have no power to entertain grievances that do not constitute violations of this Agreement. The arbitrator shall rule only on the allegation that a provision of the Agreement has been violated.

c. The arbitrator's decisions shall be final and binding on all parties on matters regarding violations of the contract.

d. The cost of the services of the arbitrator shall be shared equally by the parties in interest.

E. End of the Year Grievances

If a grievance occurs at the end of the school year and if an insufficient number of school days exist before the last day of school in which the grievance can be processed fully, the time limits may be reduced or extended by mutual agreement.

ARTICLE V
TEACHER ASSIGNMENT

The building principal shall cause to be mailed to each teacher a written notice of their class and/or subject assignments for the forthcoming year on or before August 1st or as soon thereafter as is practicable. The teacher not advised of such assignments by August 1st shall instead be mailed an explanation of the reason for the delay and be given a subsequent date when they might reasonably expect such notification of assignment. The purpose and intent of this Article is to make known to teachers their class and subject assignments as soon as factors of scheduling and staffing shall permit.

ARTICLE VI
EVALUATION PROCEDURE

A. Teachers

1. Teachers shall be evaluated only by professional employees of the district who hold bonafide state certificates for supervision and only in terms of those documents which have been placed in their files.

2. Signed evaluations will be completed in duplicate with one copy transmitted to the teacher. One of the copies shall be signed by the teacher and returned to the evaluator; the other will be retained by the teacher. Should the teacher wish to make comment about his/her evaluation in general, or about any part of his/her evaluation in particular, he/she may do so on the evaluation sheet he/she signs and returns. Additional sheets may be appended to the original evaluation, but each must be signed and dated by the person originating same.

3. Teachers shall receive a copy of any written evaluation and/or other reports with the exception of letters of recommendation, and be given an opportunity to note differences of opinion on such reports prior to their inclusion in their personal file. The building principal shall undertake a review of all files of each professional employee assigned to his/her building at least every three (3) years. Teachers wishing an interim review may initiate a request through the Association representative or directly with the building principal.

During such review, the principal shall remove from the file such data and/or reports which would seem to have become irrelevant. Within ten (10) days of the review, the teacher concerned will receive a list of the documents contained therein.

4. Under this procedure, end-year summary evaluations will be presented utilizing observation evaluation data previously included in the employee's file.

B. Support Personnel

1. Evaluations of employee performance will be conducted by an appropriate supervisor or administrator on at least two (2) occasions during the contract year. An employee will receive a written evaluation sheet after completion of the necessary evaluation activities. If the employee wishes to discuss the supervisory comments on the evaluation sheet, the employee should contact the immediate supervisor and make an appointment for said discussion. Any disagreements the employee has with the evaluation should be made known to the immediate supervisor during the conference.

2. All conferences held in connection with this Article will be held in strict confidence and not in the presence of other members of the bargaining unit or other employees of the district.

3. The employee shall affix his/her initials to the evaluation report once the evaluation conference has been completed.

4. Under this procedure, end-year summary evaluations will be presented utilizing observation and evaluation data previously included in the employee's file.

5. All employees will receive a copy of their written

evaluation at least twenty-four (24) hours before a conference.

6. Placement of employee's initials on an evaluation form signifies receipt but not acceptance of the contents of the form.

7. An employee may attach a written comment to an evaluation form after the conference is concluded. Such response shall also be sent to the employee's supervisor.

8. If an employee wishes to review the contents of his/her personal file, the employee must notify the Superintendent for an appointment at least seventy-two (72) hours before the file is to be reviewed. No file may be reviewed without an administrator present and no material may be removed from the file.

9. If the intent of the supervisor is to take disciplinary action based on the evaluation, the employee shall be entitled to a representative at the conference to review said evaluation.

ARTICLE VII
STAFF VACANCIES AND PROMOTIONS

A. The Board of Education subscribes to the belief that preference should be given to promotion of qualified staff personnel to appropriate vacancies as they occur. In consideration of its legal and moral responsibilities, however, the Board of Education, through the Superintendent, retains the right to assign and/or reassign personnel in accordance with the best interests of the educational program and the school district.

B. To implement this policy, the Superintendent shall cause written notice to be posted announcing all vacancies as they occur on the bulletin board in each main office, and a copy forwarded to the President of the Association. Such notice shall include the nature of the vacancy, time to submit, requirements for the position and data pertaining to salary.

ARTICLE VIII

WORK TIME

A. WORK DAY

1. Teachers

a. Teachers shall signify their availability for duty by properly indicating their availability on the "check-in" board at the time designated for him/her by the building principal. Such designated time shall not be earlier than 7:30 a.m., nor later than 8:30 a.m. Teachers may leave by properly noting their departures on the "sign-out" board 430 minutes after his/her designated "check-in time" except as set forth in Paragraph b. below. Teachers will be notified of their "sign-in time" when they are notified of their classroom assignments. The "sign-in time" will not be modified unless required by the needs of this district.

b. For the purpose of general faculty or departmental meetings or other meetings of a similar nature, teachers may be required to "check-in" earlier or "sign-out" later than as specified above, provided that (1) they shall be notified at least 48 hours in advance (except in cases of emergency,) (2) such earlier or later scheduling shall not exceed 30 minutes, (3) such earlier or later scheduling shall not exceed four (4) in one calendar month or twenty (20) in one school year.

c. The weekly teaching load for all teachers shall not exceed twenty-five (25) teaching periods and five (5) coverage periods

or thirty (30) teaching periods or a seven (7) period day.

d. All teachers shall receive one (1) planning period per day while departmental chairpersons shall receive two (2) planning periods per day.

e. The teacher work day shall not exceed four hundred and thirty (430) minutes and shall end no later than 3:15 p.m., except as is otherwise provided for in this Article, and in accordance with established practice regarding evening meetings, i.e. Back-to-School Night, Achievement Night, etc.

f. Work before or after the normal work day of four hundred and thirty (430) minutes shall be scheduled only by the appropriate administrator. In such cases, compensatory time equal to the time worked shall be granted. That time shall be taken within forty (40) working days thereafter at a time mutually agreed to by the administrator and the employee. The administrator shall not unreasonably deny the scheduling of the compensatory time. Nothing in this provision shall be construed to diminish the obligations set forth in Paragraphs b. and e. above.

g. Teachers, upon the completion of their assigned duties, shall be excused following the dismissal of pupils on Fridays and days preceding a holiday unless otherwise directed by the principal on the preceding day.

2. Administrative Secretaries, Secretaries, and Clerks

a. The secretarial work day will not exceed four hundred and eighty (480) consecutive minutes and,

b. Will include a sixty (60) minute duty-free lunch and

two (2) fifteen (15) minute work breaks, one (1) each morning and afternoon.

c. Secretaries will be dismissed after four hundred and fifty (450) consecutive minutes on the work days prior to Thanksgiving, Christmas, and Good Friday.

d. During an eight (8) week period occurring during the summer recess, the secretarial work day will consist of four hundred and fifty (450) consecutive minutes including a sixty (60) minute duty-free lunch. Lunch schedules will be at the discretion of the building administrators.

3. Custodians and Matrons

a. Custodians will not work more than four hundred and eighty (480) consecutive minutes plus a thirty (30) minute duty-free lunch, and

b. Will be granted a fifteen (15) minute work break each morning and afternoon.

4. Food Service Employees

a. No food service employee will work more than four hundred and eighty (480) consecutive minutes, including

b. A thirty (30) minute duty-free lunch.

c. But only those employees who are scheduled to work three hundred and sixty (360) minutes or more will be entitled to the thirty (30) minute duty-free lunch.

5. Attendance Officer

a. The attendance officer will work no more than three

hundred (300) consecutive minutes per day.

6. Bus Drivers and Transportation Aides

a. Bus drivers will be guaranteed a minimum of 720 hours per school year, which will typically equate to 20 hours weekly.

b. In addition to the minimum hours allocation as set forth in paragraph one, each bus driver will accept up to an additional 20 hours of work per week as assigned by their supervisor; without receiving overtime pay treatment. Said additional assignments will consist of any type of route or trips as is determined by the supervisor.

c. Bus drivers will not be required to work more than 40 hours per week.

d. Any bus driver who accepts an offer by their supervisor to work more than 40 hours per week will receive overtime pay treatment as set forth in the contract.

7. Instructional Aides

The regular work day shall not exceed six (6) hours.

8. Lavatory Aide

The regular work day shall not exceed four (4) hours.

B. WORK WEEK

The work week of all employees will be from Monday to Friday inclusive. However, the parties recognize that bus transportation of students, at times, occurs on other days and bus drivers and aides are required to work as necessary to provide that transportation.

C. WORK YEAR

1. Teachers

a. The teacher work year will not exceed one hundred and eighty-six (186) days.

b. Including two (2) days for the NJEA Convention.

c. Make-up days for inclement weather or other emergencies will be scheduled at the Board's discretion.

d. The impact of scheduled make-up days will be negotiable.

2. Administrative Secretaries, Secretaries, and Clerks

a. The secretarial work year will include all weeks that a secretary is under contract.

b. The secretary will be at his/her appointed station except on holidays and vacations as hereinafter designated and on Saturdays and Sundays of the work week and on days when school is closed for inclement weather.

c. The work year of twelve-month secretaries will begin on July 1st and end on June 30th following.

d. The work year of eleven-month secretaries will begin on August 1st and end on June 30th following.

e. The work year of ten-month secretaries will be ten (10) consecutive calendar months long.

3. Custodians and Matrons

a. The custodial work year will include all weeks that a custodian is under contract.

b. The custodian will be at his/her appointed station except on holidays and vacations as hereinafter designated and on Saturdays and Sundays of the work week.

c. The custodial work year will begin on July 1st and end on the following June 30th, for twelve (12) month custodians.

d. The custodial work year will be eleven (11) consecutive calendar months for eleven (11) month custodians.

e. The work year for ten (10) month custodians will be ten (10) consecutive calendar months long.

4. Food Service Employees

a. All food service hourly employees are guaranteed a minimum of one hundred and eighty (180) working days in the work year.

b. The Board, at its discretion, may require more than one hundred and eighty (180) days per contract year without incurring an overtime rate of pay for the employee.

5. Attendance Officer

a. The attendance officer will not work in excess of one hundred and eighty-four (184) days in any contract year.

b. The attendance officer's contract year will begin September 1st and end on the following June 30th.

6. Bus Drivers and Transportation Aides

Ordinarily, bus transportation needs do not exceed one hundred and eighty (180) days per school year. The scheduling and assigning of bus drivers shall depend upon those needs as determined by the Board.

7. Instructional Aides

The regular work year shall not exceed one hundred and eighty-three (183) days.

8. Lavatory Aide

The regular work year shall not exceed one hundred and eighty (180) days.

D. OVERTIME

1. Overtime is defined as an amount of time in excess of the work day, work week, or work year of any employee as such time is herein defined.

2. The overtime rate of pay is one and one-half (1-1/2) times the employee's negotiated pay rate multiplied by the amount of time worked in excess of the negotiated time limits.

3. Custodians who may work in any other job description for additional hours or days shall not be entitled to be paid as custodians.

4. Overtime rates will be paid only if the employer requires the employee to work additional time.

E. VACATIONS and HOLIDAYS

1. Vacations

a. All twelve (12) month employees are granted two (2) weeks' paid vacation after one (1) year of employment. An additional one (1) day per year will be added each year after the fifth (5) consecutive contract year continuing to a maximum of four (4) weeks.

b. All eleven (11) month employees are granted one (1)

weeks' vacation pay at the end of their contract year, but no vacation time during their eleven (11) months under contract.

c. Ten (10) month employees are granted no vacation time and no vacation pay.

d. Vacations will normally be taken during the summer closing of school excluding the week after school closes and the week before it reopens and will be granted on the basis of seniority. Provisions for taking a vacation at other times of the year shall be approved by the Superintendent.

e. The scheduling of vacations shall not leave any school building without at least two secretarial/clerical employees at their work stations.

2. Holidays

a. The following days are holidays for all employees:

- (1) New Year's Eve day and New Year's Day
- (2) Martin Luther King Day
- (3) Presidents' Day and the Friday preceding
- (4) Good Friday
- (5) Memorial Day
- (6) July Fourth - If July 4th falls on a Tuesday or Thursday, it shall result in a four day weekend. If it falls on a Saturday or Sunday, it shall be taken as a holiday on the workday designated as the National Holiday.
- (7) Labor Day and the Friday preceding
- (8) Thanksgiving Day and the Friday immediately following
- (9) Christmas and Christmas Eve day.

b. The following days are holidays for secretaries only:

- (1) Two (2) days each during the winter and spring recesses when such recesses exist.
- (2) Such days are to be taken two (2) at each recess or four (4) at one and none at the other, the latter in accordance with the employee's desire and at the employer's discretion.
- (3) Should one or both recesses fail to exist due to emergency, no benefit shall automatically accrue to the secretaries nor shall the impact be negotiable.

c. Holidays will be granted only to those employees who would otherwise be working that day.

ARTICLE IX
PROFESSIONAL IMPROVEMENT POLICY

The Board will grant tuition reimbursement on the following basis:

1. The teacher must submit the request to the Superintendent at least forty-five (45) days prior to enrollment and shall include the school, the course (it must be for graduate credit), and how the course will benefit the educational program of the District.

2. The Superintendent will place the request on the Board agenda for the next regularly scheduled Board meeting with a recommendation. The Board will act and its decision shall be final.

3. If the request is approved and the course is successfully completed, (C or better), then the teacher will be reimbursed for full tuition, but not to exceed the tuition charged by Glassboro State College. Moreover, the maximum amount a teacher will be reimbursed for courses completed within one year (July 1 to June 30) will be equivalent to the tuition charges by Glassboro State College for nine (9) graduate credits.

4. To receive reimbursement, the teacher must present documentary evidence of the cost and successful completion within thirty (30) days after receiving the official grade. After reviewing official documentation, reimbursement will be made within (60) sixty days. If teacher resigns or retires prior to completing the following school year, he/she shall reimburse the board for any tuition paid for those courses taken.

5. If the Board requires any employee to take a course, the Board will reimburse for 100% of the books, fees, and tuition.

ARTICLE X

DEDUCTION OF DUES

A. The Board of Education Secretary is directed to deduct organization dues from salary checks in accordance with written authorization from the State Association, New Jersey Statutes, and State Board of Education regulations. Payment of such dues will be made to the Association Treasurer according to provisions of the statute.

B. The Board is absolved of any responsibility for the disbursement of dues money, once said funds are received by the Treasurer or the President of the local Association. The local Association will notify the Board of Education of the names of its officers.

ARTICLE XI
LEAVES OF ABSENCE

A. SICK LEAVE

1. All employees will be entitled to a number of sick leave days each year equal to the number of months in their contract year each year as the first official day of said contract year whether or not they report for duty on that day.

2. Unused sick days shall accumulate from year to year with no maximum limit.

3. Upon the retirement from employment with the school district pursuant to the provisions of the Teachers Pension and Annuity Fund or the Public Employee Retirement System, whichever is applicable, the Board of Education will buy back unused accumulated sick days upon the following conditions:

a. The employee must have had at least ten years of service in the school district prior to retirement;

b. Accumulated sick days will be subject to the buy back provision based upon the following rates and conditions:

Teachers:

- Minimum to qualify - 50 days
- Maximum buy back - 125 days
- Rate - \$25.00 per day

Other Employees:

- Minimum to qualify - 50 days
- Maximum buy back - 125 days
- Rate - \$20.00 per day

c. The Employee will receive the reimbursement no later than sixty (60) days following retirement.

d. In case of death, the reimbursement will be paid to the appointed beneficiary or estate.

4. Employees shall be given a written accounting of their accumulated sick days no later than the first teacher pay day of each school year.

5. When absence arises out of or from a school related injury, the employee shall be entitled to full salary and other benefits for the period of such absence and shall not forfeit any sick leave days.

B. EXTENDED LEAVE

The Board may grant extended leaves of absence without remuneration for employees. The Board of Education may grant leaves for no longer than two (2) years. Such leaves shall be in accordance with the following procedures:

1. The employee shall write to the Superintendent requesting the leave at least ninety (90) days prior to the requested starting date. The leave may be granted prior to the end of the ninety (90) day period. The employee shall be notified of a determination at least forty-five (45) days before the starting date of the leave.

2. The Superintendent shall transmit the request to the Board for their approval or disapproval.

3. The Board shall send a recommendation, in writing, to the Pension and Annuity Fund requesting that the employee be kept on

the non-contributory rolls for no longer than two (2) years.

4. The returning employee will be placed on the salary scale at the same place he/she would have reached had he/she not taken a leave. Extended leave will not be counted as time on guide for salary advancement. An employee returning from extended leave will be advanced one (1) step on the salary guide; however, no employee shall gain unearned increment on Extended Leave either in full or partial steps.

5. Pensions and Annuity credit for the time spent on leave shall be determined in accordance with the rules and regulations of the Teachers Pension and Annuity.

6. The leave may be extended or renewed with Board approval.

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

C. PERSONAL DAYS (TEMPORARY LEAVES OF ABSENCE)

1. Personal Days

Three (3) personal days per year shall be granted for personal business which cannot be conducted outside the regular work day, for example, house closing, court appearance, doctor's visit, graduation, etc. Notification of such day shall be communicated to the appropriate administrator by filling out the personal day form at

least forty-eight (48) hours in advance, whenever possible, and noting the reason on the list provided. In the case of an emergency, the appropriate administrator should be contacted by phone. Unused personal days will be accumulated as sick leave and shall be subject to the buy-back provision (Article XI - A.3)

Any personal days taken before or after the Winter break, Spring break, President's weekend or on the first day or last day of the school year shall be charged as two personal days.

If a unit member takes a personal day on the days mentioned above and has only one (1) personal day to his/her credit, said unit member shall be docked a day's pay plus the personal day.

The Superintendent has the authority to grant approval for emergency reasons on the days mentioned above (not subject to paragraph 3.) if a day is available.

2. Death -----

Employees shall be granted five (5) days at any one time in the event of death of employee's spouse, child, parents, brother, sister or grandparents.

Employee shall be granted three (3) days at any one time in the event of death of son-in-law, daughter-in-law, father-in-law, mother-in-law, brother-in-law, sister-in-law and any other member of the immediate household.

An additional two (2) days can be granted by the Superintendent for special circumstances, however, no more than five (5) days will be granted at any one time.

D. DISABILITY LEAVE RELATED TO PREGNANCY

1. A disability leave related to pregnancy shall be granted for the period of time during which an employee is unable to perform her duties due to disability directly related to the bearing and delivery of a child.

2. Written notice of disability leave related to pregnancy shall be given to the Board at least sixty (60) days prior to the commencement of such leave. Such notice shall include the notice of anticipated return date and confirmation by the attending physician. In the event of any change, the employee shall notify the Superintendent.

3. Disability leave related to pregnancy leave shall be paid to the extent that the teacher has sufficient sick leave days available.

4. The Board reserves the right to require that the teacher be examined by a physician of its choice and its expense.

E. CHILD REARING LEAVE

1. A child rearing leave without pay shall, upon written request, be granted to the parent of a newly born child, or newly adopted pre-school child, said leave to commence upon the conclusion of maternal disability as medically verified.

2. Usually the request for child rearing leave shall be submitted at the same time as the notice and request referred to in Paragraph E.1. above.

3. A child rearing leave granted to teachers under tenure shall be for the balance of that school year in which it is granted,

and, if requested, for the entire following school year.

4. Upon the conclusion of the child rearing leave, the teacher shall return to work either on the first work day in September or the beginning of the third marking period. The return date shall be included in the original leave request.

5. Child care leave for non-tenure teachers may be granted without pay for the remainder of the school year in which the leave is requested and such leave shall not extend beyond the end of the teacher's contract for the school year in which the leave is granted.

6. Upon the conclusion of the child rearing leave, the teacher shall return to work on the first teacher work day thereafter.

7. In the event of the loss of the child, the employee shall submit a request for reinstatement thirty (30) days in advance of the intended return date.

8. Benefits for which the employee would otherwise be eligible shall continue during the period of leave. Upon reinstatement, employees will be assigned to a substantially equivalent position. The time on leave, however, will not be counted as time on guide for salary advancement.

ARTICLE XII
MANAGEMENT'S RIGHTS

A. The Board reserves to itself sole jurisdiction and authority over matters of policy and according to provisions of State law, retains the right, subject only to the limitations imposed by the language of this Agreement, in accordance with applicable laws and regulations:

1. To hire, promote, transfer, assign, and retain employees in positions within the school district and for just cause to suspend, demote, discharge, or take other disciplinary action against employees;

2. To abolish any such position for reasons of economy or because of reduction in the number of pupils or of change in the reorganization of the district or for other good cause;

3. To maintain the efficiency of the school district operations entrusted them;

4. To determine the means by which such operations are to be conducted; and

5. To take whatever actions may be necessary to carry out the mission of the school district in situations of emergency. The rights of the Board shall include, but not be limited to, provisions set forth in this paragraph.

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

C. This Agreement incorporates the entire understanding of the

parties on all negotiable matters and shall not be added to or deleted from until the subsequent reopening of negotiations in adherence with the dates set forth in this Agreement.

ARTICLE XIII

RULES

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

B. This does not in any way change existing Board rules as of the date of this Agreement.

ARTICLE XIV

SEPARABILITY

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

ARTICLE XV
ASSOCIATION RIGHTS

A. Upon written request to the Principal, the Association may be permitted to use school facilities for association business, at the discretion of the Principal.

B. The Association may use school equipment provided such use does not disrupt the educational process or program of the district and provided that all supplies are paid for along with any damage that occurs through Association use of equipment.

C. The Association may have a bulletin board for its own use and of its own purchase in each building.

D. The mail boxes of the school district may be used for Association notices, provided they are so identified that they pertain only to CEA business.

E. The Association may purchase and keep in a school building a file cabinet; however, the Board is not responsible for its safety, protection, or maintenance.

F. The Association will be invited to send a representative as a speaker on the day or time designated as orientation for new teachers.

ARTICLE XVI

INSURANCE BENEFITS

A. Each member of the unit shall be entitled to a Board contribution of an amount equal to \$1,800.00 for the cost of family coverage under the New Jersey Public Employees Health Protection Plan effective July 1, 1988 and \$2,400.00 of said cost effective July 1, 1989, which will be applicable to the programs listed below:

1. New Jersey Public Employees Health Protection Plan - individual and family coverage
2. Washington National Insurance Protection Plan.

B. Each member shall also be provided with an individual prescription plan with the contribution to be paid 100% by the Board with a \$2.00 deductible in each instance. This coverage shall be provided in addition to and independent of the benefits enumerated in Paragraph A. of this Article.

C. The Board shall continue to provide an employee dental plan with a cap of \$220.00. Any increase above that amount shall be split between the Board and employee.

D. In no event, however, shall duplicate membership which results in a premium rebate to a subscriber be permitted nor shall members be eligible for a cash payment in lieu of coverage.

ARTICLE XVII
REPRESENTATION FEE

A. PURPOSE OF FEE

If an employee does not become a member of the Association during any membership year (i.e., from September 1st to the following August 31st) which is covered in whole or in part by this Agreement, said employee will be required to pay a representation fee to the Association for that membership year. The purpose of this fee will be to offset the employee's per capita cost of services rendered by the Association as majority representative.

B. AMOUNT OF FEE

1. Notification

Prior to the beginning of each membership year, the Association will notify the Board in writing of the amount of the regular membership dues, initiation fees and assessments charged by the Association to its own members for that membership year. The representation fee to be paid by non-members will be determined by the Association in accordance with the law.

2. Legal Maximum

In order to adequately offset the per capita costs of services rendered by the Association as majority representative, the representation fee should be equal in amount to the regular membership dues, initiation fees and assessments charged by the Association to its own members, and the representation fee may be set up to eighty-five percent (85%) of that amount as the maximum presently

allowed by law. If the law is changed in this regard, the amount of the representation fee automatically will be increased to the maximum allowed, said increase to become effective as of the beginning of the Association membership year immediately following the effective date of the change.

C. DEDUCTION AND TRANSMISSION OF FEE

1. Notification

Once during each membership year covered in whole or in part by this Agreement, the Association will submit to the Board a list of those employees who have not become members of the Association for the then current membership year. The Board will deduct from the salaries of such employees, in accordance with Paragraph 2. below, the full amount of the representation fee and promptly will transmit the amount so deducted to the Association.

2. Payroll Deduction Schedule

The Board will deduct the representation fee in equal installments, as nearly as possible, from the pay checks paid to each employee on the aforesaid list during the remainder of the membership year in question. The deduction will begin with the first pay check paid.

a. Ten (10) days after receipt of the aforesaid list by the Board, or

b. Thirty (30) days after the employee begins his/her employment in a bargaining unit position, unless the employee previously served in a bargaining unit position and continued in the

employee of the Board in a non-bargaining unit position or was on layoff, in which event the deductions will begin with the first pay check paid ten (10) days after the resumption of the employee's employment in a bargaining unit position, whichever is later.

3. Termination of Employment

If an employee who is required to pay a representation fee terminates his/her employment with the Board before the Association has received the full amount of the representation fee to which it is entitled under this Article, the Board will deduct the unpaid portion of the fee from the last pay check paid to said employee during the membership year in question.

4. Mechanics

Except as otherwise provided in this Article, the mechanics of the deduction of representation fees and the transmission of such fees to the Association will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Association.

5. Changes

The Association will notify the Board in writing of any changes in the list provided for in Paragraph 1. above and/or the amount of the representation fee, and such changes will be reflected in any deduction made more than ten (10) days after the Board receives said notice.

6. New Employees

On or about the last day of each month, beginning with the month this Agreement becomes effective, the Board will submit to the Association a list of all employees who began their employment in a bargaining unit position during the preceding thirty (30) day period. The list will include names, job titles, and dates of employment for all such employees.

ARTICLE XVIII

SALARIES

LONGEVITY

\$100.00 will be added to the salary of every employee in the district receiving his/her 10th (tenth) consecutive contract in the district. An additional \$100.00 will be added for every employee in the district receiving his/her 15th (fifteenth) consecutive contract in the district.

TEACHER SALARY GUIDE

1988-89

| STEP | BACHELORS | BACH. + 30 | MASTERS | MASTERS + 30 | DOCTORATE |
|------|-----------|------------|---------|--------------|-----------|
| 1 | 20,500 | 21,262 | 21,708 | 22,418 | 23,476 |
| 2 | 21,400 | 22,162 | 22,608 | 23,318 | 24,376 |
| 3 | 22,250 | 23,012 | 23,458 | 24,168 | 25,226 |
| 4 | 23,570 | 24,332 | 24,778 | 25,488 | 26,546 |
| 5 | 24,420 | 25,182 | 25,628 | 26,338 | 27,396 |
| 6 | 25,600 | 26,362 | 26,808 | 27,518 | 28,576 |
| 7 | 26,850 | 27,612 | 28,058 | 28,768 | 29,826 |
| 8 | 28,230 | 28,992 | 29,438 | 30,148 | 31,206 |
| 9 | 29,330 | 30,092 | 30,538 | 31,248 | 32,306 |
| 10 | 30,072 | 30,834 | 31,280 | 31,990 | 33,048 |
| 11 | 31,105 | 31,867 | 32,313 | 33,023 | 34,081 |
| 12 | 32,430 | 33,192 | 33,638 | 34,348 | 35,406 |
| 13 | 33,679 | 34,441 | 34,887 | 35,597 | 36,655 |
| 14 | 35,859 | 36,621 | 37,067 | 37,777 | 38,835 |
| 15 | | | 37,777 | 38,487 | 39,545 |

The people who were off guide in 1985-86 will receive an additional \$550.00 above printed step.

TEACHER SALARY GUIDE

1989-90

| STEP | BACHELORS | BACH. + 30 | MASTERS | MASTERS + 30 | DOCTORATE |
|------|-----------|------------|---------|--------------|-----------|
| 1 | 21,500 | 22,262 | 22,708 | 23,418 | 24,476 |
| 2 | 22,400 | 23,162 | 23,608 | 24,318 | 25,376 |
| 3 | 23,350 | 24,112 | 24,558 | 25,268 | 26,326 |
| 4 | 24,250 | 25,012 | 25,458 | 26,168 | 27,226 |
| 5 | 25,645 | 26,407 | 26,853 | 27,563 | 28,621 |
| 6 | 26,570 | 27,332 | 27,778 | 28,488 | 29,546 |
| 7 | 27,800 | 28,562 | 29,008 | 29,718 | 30,776 |
| 8 | 29,150 | 29,912 | 30,358 | 31,068 | 32,126 |
| 9 | 30,630 | 31,392 | 31,838 | 32,548 | 33,606 |
| 10 | 31,922 | 32,684 | 33,130 | 33,840 | 34,898 |
| 11 | 32,780 | 33,542 | 33,988 | 34,698 | 35,756 |
| 12 | 33,905 | 34,667 | 35,113 | 35,823 | 36,881 |
| 13 | 35,479 | 36,241 | 36,687 | 37,397 | 38,455 |
| 14 | 38,059 | 38,821 | 39,267 | 39,977 | 41,035 |
| 15 | | | 39,977 | 40,687 | 41,745 |

The people who were off guide in 1985-86 will receive an additional \$550.00 above printed step.

CO-CURRICULAR SALARY SCHEDULE

1988-89/1989-90

| ACTIVITY | POINTS | 1988-1989 | 1989-1990 |
|----------------------------------|--------|--------------------|--------------------|
| | | STIPEND \$16.45 | STIPEND \$18.10 |
| 1. Class Sponsor(2) Grade 10 | 47 | \$ 773.15 | \$ 850.70 |
| 2. Class Sponsor(2) Grade 11 | 55 | 904.75 | 995.50 |
| 3. Class Sponsor(2) Grade 12 | 63 | 1,036.35 | 1,140.30 |
| 4. Student Council(2) Senior | 55 | 904.75 | 995.50 |
| 5. Student Council(Head) Jr. | 58 | 954.10 | 1,049.80 |
| 6. *Student Council(2-Asst.) Jr. | 54 | 888.30 | 977.40 |
| 7. School Store Advisor, Jr. | 41 | 674.45 | 742.10 |
| 8. National Honor Society | 45 | 740.25 | 814.50 |
| 9. School Newspaper, Senior | 41 | 674.45 | 742.10 |
| 10. Marching Band Director | 125 | 2,056.25 | 2,262.50 |
| 11. Marching Band Asst. Dir. | 75 | 1,233.75 | 1,357.50 |
| 12. Band Front Advisor (2) | 75 | 1,233.75 | 1,357.50 |
| 13. AVA Coordinator, Senior | 49 | 806.05 | 886.90 |
| 14. AVA Coordinator, Junior | 49 | 806.05 | 886.90 |
| 15. Dramatics Director | 125 | 2,056.25 | 2,262.50 |
| 16. Dramatics Assoc. Director | 83 | 1,365.35 | 1,502.30 |
| 17. Dramatics Asst., Sets | 60 | 987.00 | 1,086.00 |
| 18. Dramatics Business Manager | 40 | 658.00 | 724.00 |
| 19. Yearbook Sponsor | 70 | 1,151.50 | 1,267.00 |
| 20. Yearbook Sponsor, Asst. | 50 | 822.50 | 905.00 |
| 21. Debating Team | 37 | 608.65 | 669.70 |
| 22. Choir Director | 65 | 1,069.25 | 1,176.50 |

| ACTIVITY | POINTS | 1988-1989 | 1989-1990 |
|--|--------|--------------------|--------------------|
| | | STIPEND \$16.45 | STIPEND \$18.10 |
| 23. DECA Advisor | 40 | \$ 658.00 | \$ 724.00 |
| 24. Detention Monitor(2) Sr. | 53 | 871.85 | 959.30 |
| 25. Detention Monitor(2) Jr. | 53 | 871.85 | 959.30 |
| 26.**Department Chairpersons(17) | 93 | 1,529.85 | 1,683.30 |
| Activity Totals | 3544 | \$ 58,298.80 | \$ 64,146.40 |
| * 1 Assistant - Newspaper Sponsor | | | |
| ** A Department Head shall receive an additional \$50.00 for each person in his department over 4. Any Department Head who serves both buildings shall receive an additional \$200.00. | | | |
| 27. Athletic Director | 300 | \$ 4,935.00 | \$ 5,430.00 |
| 28. Football Head Coach | 206 | 3,388.70 | 3,728.60 |
| 29. Football Asst. Coach (5) | 123 | 2,023.35 | 2,226.30 |
| 30. Basketball Head Co. (Boys) | 175 | 2,878.75 | 3,167.50 |
| 31. Basketball Asst. Co.(Boys) | 110 | 1,809.50 | 1,991.00 |
| 32. Bsktball Asst. Co.(Boys) 9 | 102 | 1,677.90 | 1,846.20 |
| 33. Basketball (Boys) Gr. 7-8 | 41 | 674.45 | 742.10 |
| 34. Basesball Head Coach | 138 | 2,270.10 | 2,497.80 |
| 35. Baseball Asst. Coach (2) | 87 | 1,431.15 | 1,574.70 |
| 36. Track Head Coach (Boys) | 134 | 2,204.30 | 2,425.40 |
| 37. Track Asst. Coach(Boys) 2 | 84 | 1,381.80 | 1,520.40 |
| 38. Cross Country Coach | 92 | 1,513.40 | 1,665.20 |
| 39. Boys Soccer Head Coach | 124 | 2,039.80 | 2,244.40 |
| 40. Boys Soccer Asst. Coach(2) | 78 | 1,283.10 | 1,411.80 |
| 41. Girls Soccer Head Coach | 124 | 2,039.80 | 2,244.40 |
| 42. Girls Soccer Asst. Coach | 78 | 1,283.10 | 1,411.80 |

| | | 1988-1989 | 1989-1990 |
|---------------------------------|--------|--------------------|--------------------|
| ACTIVITY | POINTS | STIPEND \$16.45 | STIPEND \$18.10 |
| 43. Soccer Grades 7-8 | 41 | \$ 674.45 | \$ 742.10 |
| 44. Swimming Head Coach | 162 | 2,664.90 | 2,932.20 |
| 45. Wrestling Head Coach | 163 | 2,681.35 | 2,950.30 |
| 46. Wrestling Asst. Coach (2) | 103 | 1,694.35 | 1,864.30 |
| 47. Faculty Manager | 78 | 1,283.10 | 1,411.80 |
| 48. Tennis Coach (Boys) | 97 | 1,595.65 | 1,755.70 |
| 49. Tennis Asst. Coach (Boys) | 65 | 1,069.25 | 1,176.50 |
| 50. Tennis Coach (Girls) | 97 | 1,595.65 | 1,755.70 |
| 51. Tennis Asst. Coach (Girls) | 65 | 1,069.25 | 1,176.50 |
| 52. Golf Coach | 78 | 1,283.10 | 1,411.80 |
| 53. Cheerleader Coach(Fall) Sr. | 82 | 1,348.90 | 1,484.20 |
| 54. Cheerldr. Coach(Winter) Sr. | 83 | 1,365.35 | 1,502.30 |
| 55. Cheerleader Coach(Fall) Jr. | 42 | 690.90 | 760.20 |
| 56. Cheerldr. Coach(Winter) Jr. | 43 | 707.35 | 778.30 |
| 57. Field Hockey Head Coach | 124 | 2,039.80 | 2,244.40 |
| 58. Field Hockey Asst. Coach(2) | 78 | 1,283.10 | 1,411.80 |
| 59. Bsktball Head Coach(Girls) | 175 | 2,878.75 | 3,167.50 |
| 60. Bsktball Asst.Coach(Girls) | 110 | 1,809.50 | 1,991.00 |
| 61. Bsktball Asst.Cch.(G) Gr.9 | 102 | 1,677.90 | 1,846.20 |
| 62. Basketball (Girls) Gr. 7-8 | 41 | 674.45 | 742.10 |
| 63. Softball Head Coach(Girls) | 138 | 2,270.10 | 2,497.80 |
| 64. Sftball Asst. Coach (G)(2) | 87 | 1,431.15 | 1,574.70 |
| 65. Track Head Coach (Girls) | 134 | 2,204.30 | 2,425.40 |
| 66. Track Asst. Coach (Girls) | 84 | 1,381.80 | 1,520.40 |

| | | 1988-1989 | 1989-1990 |
|--|--------|---------------------|---------------------|
| ACTIVITY | POINTS | STIPEND \$16.45 | STIPEND \$18.10 |
| 67. Weight Room Director | 124 | \$ 2,039.80 | \$ 2,244.40 |
| Athletic Totals | 5485 | \$ 90,228.25 | \$ 99,278.50 |
| Grand Totals | 9029 | \$148,527.05 | \$163,424.90 |
| Home Instruction/ Summer School hourly rate | | \$14.04 per hour | \$15.16 per hour |

OFFICE PERSONNEL SALARY GUIDES

ADMINISTRATIVE SECRETARY SALARY GUIDE

| STEP | 1988-1989 | STEP | 1989-1990 |
|------|-------------|------|-------------|
| 1 | \$15,800.00 | 1 | \$17,100.00 |
| 2 | 16,500.00 | 2 | 17,800.00 |
| 3 | 17,200.00 | 3 | 18,500.00 |
| 4 | 17,800.00 | 4 | 19,100.00 |
| 5 | 18,500.00 | 5 | 19,800.00 |
| 6 | 19,200.00 | 6 | 20,500.00 |
| 7 | 19,760.00 | 7 | 21,100.00 |
| 8 | 20,360.00 | 8 | 21,800.00 |
| 9 | 20,960.00 | 9 | 22,400.00 |
| 10 | 21,560.00 | 10 | 23,000.00 |

OFFICE PERSONNEL SALARY GUIDES

1988-1989 SECRETARY SALARY GUIDE

| STEP | 12 MONTH | STEP | 10 MONTH |
|------|-------------|------|-------------|
| 1 | \$12,785.00 | 1 | \$10,654.00 |
| 2 | 13,600.00 | 2 | 11,333.00 |
| 3 | 14,100.00 | 3 | 11,750.00 |
| 4 | 14,490.00 | 4 | 12,075.00 |
| 5 | 15,100.00 | 5 | 12,583.00 |
| 6 | 15,675.00 | 6 | 13,063.00 |
| 7 | 16,475.00 | 7 | 13,729.00 |
| 8 | 17,496.00 | 8 | 14,580.00 |
| 9 | 18,634.00 | 9 | 15,528.00 |
| 10 | 19,900.00 | 10 | 16,583.00 |

1989-1990 SECRETARY SALARY GUIDE

| STEP | 12 MONTH | STEP | 10 MONTH |
|------|-------------|------|-------------|
| 1 | \$13,286.00 | 1 | \$11,072.00 |
| 2 | 13,986.00 | 2 | 11,655.00 |
| 3 | 14,686.00 | 3 | 12,238.00 |
| 4 | 15,301.00 | 4 | 12,751.00 |
| 5 | 15,720.00 | 5 | 13,100.00 |
| 6 | 16,355.00 | 6 | 13,629.00 |
| 7 | 17,968.00 | 7 | 14,140.00 |
| 8 | 18,000.00 | 8 | 15,000.00 |
| 9 | 19,020.00 | 9 | 15,850.00 |
| 10 | 21,300.00 | 10 | 17,750.00 |

OFFICE PERSONNEL SALARY GUIDES

1988-1989 CLERK SALARY GUIDE

| STEP | 12 MONTH | STEP | 10 MONTH |
|------|-------------|------|-------------|
| 1 | \$10,300.00 | 1 | \$ 8,583.00 |
| 2 | 10,650.00 | 2 | 8,875.00 |
| 3 | 11,284.00 | 3 | 9,403.00 |
| 4 | 11,961.00 | 4 | 9,966.00 |
| 5 | 12,638.00 | 5 | 10,532.00 |
| 6 | 13,316.00 | 6 | 11,097.00 |
| 7 | 14,126.00 | 7 | 11,772.00 |
| 8 | 14,936.00 | 8 | 12,447.00 |
| 9 | 15,746.00 | 9 | 13,122.00 |
| 10 | 16,556.00 | 10 | 13,797.00 |

1989-1990 CLERK SALARY GUIDE

| STEP | 12 MONTH | STEP | 10 MONTH |
|------|-------------|------|-------------|
| 1 | \$10,700.00 | 1 | \$ 8,917.00 |
| 2 | 11,124.00 | 2 | 9,270.00 |
| 3 | 11,502.00 | 3 | 9,585.00 |
| 4 | 12,187.00 | 4 | 10,156.00 |
| 5 | 12,918.00 | 5 | 10,765.00 |
| 6 | 13,649.00 | 6 | 11,374.00 |
| 7 | 14,381.00 | 7 | 11,985.00 |
| 8 | 15,256.00 | 8 | 12,713.00 |
| 9 | 16,131.00 | 9 | 13,443.00 |
| 10 | 17,006.00 | 10 | 14,172.00 |

SUPPORT PERSONNEL SALARY GUIDES

CUSTODIANS

| STEP | 1988-1989 | STEP | 1989-1990 |
|------|-------------|------|-------------|
| 1 | \$13,500.00 | 1 | \$14,100.00 |
| 2 | 13,929.00 | 2 | 14,507.00 |
| 3 | 14,529.00 | 3 | 15,107.00 |
| 4 | 15,129.00 | 4 | 15,707.00 |
| 5 | 15,545.00 | 5 | 16,307.00 |
| 6 | 15,960.00 | 6 | 16,756.00 |
| 7 | 16,560.00 | 7 | 17,204.00 |
| 8 | 17,160.00 | 8 | 17,800.00 |
| 9 | 17,740.00 | 9 | 18,454.00 |
| 10 | 18,570.00 | 10 | 19,054.00 |
| 11 | 19,100.00 | 11 | 19,834.00 |
| 12 | 21,000.00 | 12 | 22,214.00 |

SUPPORT PERSONNEL SALARY GUIDES

MATRON SALARY GUIDE

| STEP | 1988-1989 | STEP | 1989-1990 |
|------|-------------|------|-------------|
| 1 | \$10,800.00 | 1 | \$11,200.00 |
| 2 | 11,200.00 | 2 | 11,664.00 |
| 3 | 11,664.00 | 3 | 12,096.00 |
| 4 | 11,949.00 | 4 | 12,597.00 |
| 5 | 12,649.00 | 5 | 13,660.00 |
| 6 | 13,349.00 | 6 | 14,417.00 |
| 7 | 14,049.00 | 7 | 15,173.00 |
| 8 | 14,749.00 | 8 | 15,929.00 |
| 9 | 15,449.00 | 9 | 16,685.00 |
| 10 | 16,149.00 | 10 | 17,441.00 |

HEAD COOK SALARY GUIDE

| 1988-1989 | 1989-1990 |
|-------------|-------------|
| \$11,668.00 | \$12,601.00 |

FOOD SERVICE SALARY GUIDE

| STEP | 1988-1989 | STEP | 1989-1990 |
|------|-----------|------|-----------|
| 1 | \$6.70 | 1 | \$7.25 |
| 2 | 7.17 | 2 | 7.74 |

LAV AIDE SALARY GUIDE

| 1988-1989 | 1989-1990 |
|-----------|-----------|
| \$4.27 | \$4.61 |

INSTRUCTIONAL AIDE SALARY GUIDE

| 1988-1989 | 1989-1990 |
|------------|-------------|
| \$9,634.00 | \$10,405.00 |

ATTENDANCE OFFICER SALARY GUIDE

| 1988-1989 | 1989-1990 |
|------------|-------------|
| \$9,532.00 | \$10,295.00 |

BUS DRIVER SALARY GUIDE

| STEP | 1988-1989 | STEP | 1989-1990 |
|------|-----------|------|-----------|
| 1 | \$8.10 | 1 | \$8.75 |
| 2 | 9.02 | 2 | 9.74 |

BUS AIDE SALARY GUIDE

| 1988-1989 | 1989-1990 |
|-----------|-----------|
| \$5.07 | \$5.48 |

ARTICLE XIX

DURATION OF AGREEMENT

A. The above Agreement by and between the Clearview Regional High School District Board of Education and the Clearview Education Association shall become effective July 1, 1988 and remain in effect until June 30, 1990 or until a successor Agreement is signed. Any other changes agreed to by the parties shall be incorporated into the Agreement.

B. If a mutually acceptable amendment to this Agreement is negotiated by the parties, it shall be reduced to writing and approved by the Association and then by the Board and inserted as an amendment to the existing Agreement.

C. This Agreement shall not be modified in whole or in part by either party except as noted in Paragraph B. above.

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

CLEARVIEW REGIONAL HIGH SCHOOL DISTRICT




Board of Education President

--ATTEST:



Negotiations Chairperson

CLEARVIEW EDUCATION ASSOCIATION



President

-ATTEST:



Negotiations Chairperson