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THIS BOOK DOES  
NOT CIRCULATE

AGREEMENT

THIS AGREEMENT, made the 30th day of June, 1969 by and between the Board of Education of the Borough of Hasbrouck Heights in the County of Bergen, State of New Jersey (hereinafter sometimes referred to as "board") and the Hasbrouck Heights Education Association (hereinafter sometimes referred to as "association"),

WITNESSETH that,

WHEREAS Chapter 303 of the Laws of 1968, commonly known as "The New Jersey Employer--Employee Relations Act" requires the negotiation of the terms and conditions of employment between public employers and their employees, and

WHEREAS the board and the association have arrived at certain understandings which they desire to reduce to writing,

NOW THEREFORE, in consideration of the mutual covenants hereinafter set forth, it is agreed by and between the parties as follows:

1. The board recognizes the Hasbrouck Heights Education Association as the sole and exclusive representative of the board's professional employees.
2. The 1969--1970 salary guide and salary pay schedule, copies of which are attached hereto and made a part hereof, are hereby accepted and approved.
3. The Sabbatical Leave Policy and Pre-retirement Sabbatical Policy, copies of which are attached hereto and made a part hereof, are hereby adopted and approved.
4. This agreement shall be effective immediately and shall continue in effect until June 30, 1970 unless earlier amended, modified, superseded or terminated by agreement of the parties.

IN WITNESS WHEREOF, the board has caused this agreement to

TEACHERS' SALARY GUIDE

Hasbrouck Heights Public Schools

1969 - 1970

<u>Step</u>	<u>B.A.</u>	<u>B.A.+15</u>	<u>B.A.+30</u>	<u>M.A.+15</u>	<u>M.A.+30</u>	<u>PhD or EdD</u>
1	6700	6950	7200	7450	7700	
2	7000	7250	7500	7750	8000	
3	7300	7550	7800	8050	8300	
4	7600	7850	8100	8350	8600	9100
5	7900	8150	8400	8650	8900	9400
6	8300	8550	8800	9050	9300	9800
7	8700	8950	9200	9450	9700	10200
8	9100	9350	9600	9850	10100	10600
9	9500	9750	10000	10250	10500	11000
10	9900	10150	10400	10650	10900	11400
11	10300	10550	10800	11050	11300	11800
12	10700	10950	11200	11450	11700	12200
13	11200	11450	11700	11950	12200	12700
14			12200	12550	12750	13250
15					13400	13900
	4 @ 300		4 @ 300		4 @ 300	
	7 @ 400		7 @ 400		7 @ 400	
	1 @ 500		2 @ 500		1 @ 500	
					1 @ 550	
					1 @ 650	

\$250 Longevity

BOARD OF EDUCATION  
Hasbrouck Heights, N. J.

PAY SCHEDULE  
1969 - 1970

September	12	Friday	September	26	Friday
October	15	Wednesday	October	31	Friday
November	14	Friday	November	28	Friday
December	10	Wednesday	December	19	Friday
January	9	Friday	January	23	Friday
February	11	Wednesday	February	27	Friday
March	13	Friday	March	26	Thursday
April	10	Friday	April	24	Friday
May	8	Friday	May	22	Friday
June	5	Friday	June	19	Friday

## HASBROUCK HEIGHTS BOARD OF EDUCATION

### SABBATICAL LEAVE POLICY

**Purpose:** To encourage and enable professional employees to improve their teaching or administrative ability, the Board of Education of Hasbrouck Heights, New Jersey, will include as a part of its 1969-1970 contract with the Hasbrouck Heights Education Association a Special Leave Policy, conditions and details of which are outlined below.

Employees, including teachers, principals, nurses, guidance personnel, librarians and psychological services personnel, may be granted a sabbatical leave at full pay for one-half year absence or one-half pay for a full year absence providing:

1. Leave is requested at least four months before the beginning of a new school year.
2. Leave is requested for purpose of:
  - a. full-time college enrollment
  - b. research under auspices of a recognized university or foundation.
3. The applicant has completed a minimum of seven consecutive years service in the Hasbrouck Heights School System or has completed ten consecutive years service since his last sabbatical.
4. The applicant agrees to serve at least two years in the system upon his return from leave.

No more than 2 employees may be on a sabbatical leave simultaneously and only one from the high school in any school year. If several applications are received, employees with the longest term of service in

## HASBROUCK HEIGHTS BOARD OF EDUCATION

### PRE-RETIREMENT SABBATICAL POLICY

To encourage excellent attendance and to provide longevity among members of its staff, the Board of Education of Hasbrouck Heights, New Jersey, will include as a part of its 1969-1970 contract with the Hasbrouck Heights Education Association a Pre-retirement Sabbatical Policy, conditions and details of which are outlined below.

Eligibility - To be eligible for the pre-retirement sabbatical, an employee must have reached his 60th birthday or be eligible for disability retirement. The sabbatical must be taken so that the last day of the leave is the day prior to the employee's eligibility for retirement pension. This leave may be taken at any time providing the above requirements are met.

Conditions - 1. Application for pre-retirement sabbatical leave must be made early enough in the school year to allow for completion of the entire leave within the same school year. No leave shall be extended or continued into the next school year.

2. During that portion of the school year which precedes the pre-retirement sabbatical leave, assignment of staff members will be at the discretion of the superintendent of schools. For example: a teacher may be assigned to regular class duty, to substitute service or to curriculum revision or other professional duties as determined by the superintendent of schools. Secretarial and custodial employees will also be assigned to duties within their own areas of competence as determined by the superintendent.

3. No employee may collect sick leave salary and sabbatical leave salary at the same time; the two types of leave may not

be signed by its president, attested to by its secretary and its corporate seal affixed hereto, and the association has caused this agreement to be signed by its president and secretary, all on the day and year first above written.

BOARD OF EDUCATION OF  
HASBROUCK HEIGHTS

BY: William T. Carroll  
President

Attest:

Margaret M. Hiller  
Secretary

HASBROUCK HEIGHTS  
EDUCATION ASSOCIATION

BY: Joseph A. Divald  
President

Joan R. Andrews  
Secretary

AGREEMENT

BETWEEN

THE BOARD OF EDUCATION OF  
HASBROCK HEIGHTS

AND

THE HASBROCK HEIGHTS  
EDUCATION ASSOCIATION

Dated: June 30, 1969

KIEFER, BOLLERMANN & DURKIN  
Counselors at Law  
140 Main Street  
Hackensack, New Jersey 07601

RECEIVED  
OCT 27 1969  
N.J.P.E.R.C.