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Gloucester 08-02

Rep.

AGREEMENT

Between

DEPTFORD TOWNSHIP BOARD OF EDUCATION

And The

DEPTFORD EDUCATION ASSOCIATION

1975-1978

gloucester

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ARTICLE I
RECOGNITION

1 A. The Deptford Township Board of Education, Deptford
2 Township, Gloucester County hereafter known as the Board hereby
3 recognizes the Deptford Education Association hereafter known as
4 the Association as the exclusive representative for collective
5 negotiation concerning the terms and conditions of employment for
6 all fully certified personnel under contract and employed by the
7 Board and so assigned as an employee who teaches students directly
8 such as class room teacher, special area teacher, plus librarian,
9 guidance counselors - nurse, social worker and learning disability teacher
10 consultant.

11 B. The Association hereby recognizes the Board as the
12 legal authority elected as representatives of the people and further
13 recognizes the responsibilities of the Board and the Superintendent
14 for the conduct and operation of the school district in compliance
15 with New Jersey Statutes Title 18A.

ARTICLE II

NEGOTIATION PROCEDURES

1 A. The parties agree to enter into collective negotiations
2 over a successor Agreement, (and they agree that this Agreement shall
3 remain in force until such times as a new Agreement is reached in
4 accordance with Chapter 303 Public Laws of 1963.) Such negotiations
5 shall begin not later than the third Thursday of October of the
6 calendar year preceding the calendar year in which this Agreement
7 expires.

8 B. The Board agrees to furnish the Association upon reason-
9 able request, such information as will assist the Association in
10 developing intelligent, feasible and constructive proposals in behalf
11 of teachers, students, and the school system. This information may
12 include a complete and accurate financial report and tentative budget
13 for the next school year.

14 C. The Association agrees to furnish the Board and Super-
15 intendent upon reasonable request, research information and data,
16 gathered by the Association, that will assist the Board and the
17 Superintendent in the development of sound educational programs.

18 D. During the term of this Agreement neither party shall be
19 required to negotiate with respect to any matter whether or not
20 covered by this Agreement and whether or not within the knowledge
21 contemplation of either or both of the parties at the time they
22 negotiated or executed this Agreement.

23 E. This Agreement shall not be modified in whole or in part
24 by the parties except by an instrument in writing duly executed by both parties.
25 Board policy shall prevail on all matters not covered by this Agreement.

ARTICLE III

GRIEVANCE PROCEDURE EFFECTIVE 1975/76-1976/77

1 A. Definitions

2 1. Grievance - is defined as an alleged violation, mis
3 interpretation, or misapplication of this Agreement.

4 2. Aggrieved - is defined as the employee making the
5 complaint.

6 3. Days - means school attendance days.

7 B. Time Limits

8 A grievance shall be processed within the specified time
9 limits. Time limits may be extended by mutual agreement. Any grievance not
10 advanced from one step to the next within the time limits of that step shall be
11 considered dropped.

12 C. Record Keeping

13 Documents, communications and records dealing with the
14 processing of a grievance shall be filed in a separate grievance file and shall
15 not be kept in the personnel file of any of the participants.

16 D. Representation

17 The aggrieved may be represented at all stages of the
18 grievance procedure by himself or at his option by a representative. When the
19 aggrieved is not represented by the Association, the Association shall have the
20 right to be present as observer. All meetings and hearings under this procedure
21 shall not be conducted in public and shall include only such parties in
22 interest and their representatives and counsel.

23 E. Procedure

24 Level I

25 Step A - Informal

26 Within ten (10) school days of the time a grievance
27 occurs, the aggrieved shall first discuss this grievance with his immediate
28 supervisor and/or principal directly with the objective of resolving the
29 matter informally.

30 Step B

31 If the aggrieved person is not satisfied with the
32 disposition of his grievance after informal discussion or if no decision has
33 been rendered within (5) school days after presentation of the grievance, he/she
34 may file the grievance with his/her immediate supervisor and/or principal within
35 ten (10) school days of receipt of principal's answer. The grievance shall
36 be stated in writing and signed by the aggrieved.

ARTICLE III - continued

1 The "Statement of Grievance", shall name the individual
2 employee or employees involved, shall state the facts giving rise to the
3 grievance, shall identify the alleged infraction of this Agreement, shall
4 state the contention of the employee with respect to the alleged infraction
5 and shall indicate the specific relief sought.

6 Level II

7 If the aggrieved is not satisfied with the disposition
8 of his/her grievance at Level I or if no decision has been rendered within
9 five (5) school days after presentation of the grievance, hw may within ten
10 (10) school days of principal's answer file the grievance in writing with the
11 Superintendent of Schools. At the same time a copy of the grievance shall be
12 given to the Principal involved. The Superintendent or his designee shall
13 give the aggrieved an answer in writing no later than ten (10) school days
14 after receipt of written grievance. The decision may be announced to the
15 parties concerned.

16 Level III

17 If the aggrieved person is not satisfied with the dis-
18 position of his/her grievance at Level II, or if no decision has been rendered
19 within ten (10) school days after presentation of the grievance to the
20 Superintendent, the aggrieved person may within ten (10) school days file the
21 grievance in writing with the Board of Education. The aggrieved person shall
22 be granted a hearing with the Board of Education within ten (10) days of the
23 receipt of the written grievance. The Board shall give the aggrieved person
24 an answer in writing within ten (10) school days of the date of the hearing.

25 Level IV

26 In the event that the grievance shall not have been dis-
27 posed of at Level III the aggrieved may within thirty (30) school days after
28 the Board's decision refer the unsettled grievance to advisory arbitration
29 (non-binding).

30 F. Advisory Arbitration (non-binding)

31 The Advisory Arbitrator (non-binding) shall be selected
32 within thirty (30) days following the request of either party to the other,
33 under the rules and procedures of the American Arbitration Association.

34 The Advisory Arbitrator (non-binding) shall be limited
35 solely to making recommendations in cases of alleged violations of the specific
36 article and sections of this Agreement.

ARTICLE III - continued

1 The Advisory Arbitrator (non-binding) shall have the
2 authority to confer separately or jointly with the Board, Superintendent, and
3 the Association or to use any other source of information.

4 The Advisory Arbitrator (non-binding) shall make
5 recommendations for resolution within thirty (30) days. The recommendations
6 shall be submitted to both parties, the Board and the Association. The Board
7 shall render its decision prior to the Advisory Arbitrators (non-binding),
8 recommendations being made public by either party.

9 The Advisory Arbitrator's (non-binding) recommendations
10 after twenty (20) days may be made public by either party, the Board or the
11 Association.

12 G. Costs

13 The cost and expense incurred in securing and utilizing
14 the services of the Advisory Arbitrator (non-binding) shall be the shared
15 responsibility of the parties engaging his services.

16 H. No reprisals shall be taken against any participants by
17 reason of participation.

ARTICLE III

GRIEVANCE PROCEDURE EFFECTIVE 1977/78

1 A. Definitions

2 1. Grievance - is defined as an alleged violation, mis-
3 interpretation, or misapplication of this Agreement.

4 2. Aggrieved - is defined as the employee making the
5 complaint.

6 3. Days - means school attendance days.

7 B. Time Limits

8 A grievance shall be processed within the specified time
9 limits. Time limits may be extended by mutual agreement. Any grievance not
10 advanced from one step to the next within the time limits of that step shall be
11 considered dropped.

12 Record Keeping

13 Documents, communications and records dealing with the
14 processing of a grievance shall be filed in a separate grievance file and shall
15 not be kept in the personnel file of any of the participants.

16 D. Representation

17 The aggrieved may be represented at all stages of the
18 grievance procedure by himself or at his option by a representative. When the
19 aggrieved is not represented by the Association, the Association shall have the
20 right to be present as observer. All meetings and hearings under this procedure
21 shall not be conducted in public and shall include only such parties in
22 interest and their representatives and counsel.

23 E. Procedure

24 Level I

25 Step A - Informal

26 Within ten (10) school days of the time a grievance
27 occurs, the aggrieved shall first discuss this grievance with his/her immediate
28 supervisor and/or principal directly with the objective of resolving the
29 matter informally.

30 Step B

31 If the aggrieved person is not satisfied with the
32 disposition of his/her grievance after informal discussion or if no decision has
33 been rendered within (5) school days after presentation of the grievance, he/she
34 may file the grievance with his/her immediate supervisor and/or principal within
35 ten (10) school days of receipt of principal's answer. The grievance shall
36 be stated in writing and signed by the aggrieved.

ARTICLE III - continued

1 The "Statement of Grievance", shall name the individual
2 employee or employees involved, shall state the facts giving rise to the
3 grievance, shall identify the alleged infraction of this Agreement, shall
4 state the contention of the employee with respect to the alleged infraction
5 and shall indicate the specific relief sought.

6 Level II

7 If the aggrieved is not satisfied with the disposition of
8 his/her grievance at Level I or if no decision has been rendered within five
9 (5) school days after presentation of the grievance, he may within ten (10)
10 school days of principal's answer file the grievance in writing with the
11 Superintendent of Schools. At the same time a copy of the grievance shall be
12 given to the Principal involved. The Superintendent or his designee shall
13 give the aggrieved an answer in writing no later than ten (10) school days
14 after receipt of written grievance. The decision may be announced to the
15 parties concerned.

16 Level III

17 If the aggrieved person is not satisfied with the dis-
18 position of his/her grievance at Level II, or if no decision has been rendered
19 within ten (10) school days after presentation of the grievance to the
20 Superintendent, the aggrieved person may within ten (10) school days file the
21 grievance in writing with the Board of Education. The aggrieved person shall
22 be granted a hearing with the Board of Education within ten (10) days of the
23 receipt of the written grievance. The Board shall give the aggrieved person
24 an answer in writing within ten (10) school days of the date of the hearing.

25 Level IV

26 In the event that the grievance shall not have been dis-
27 posed of at Level III the aggrieved may within thirty (30) school days after
28 the Board's decision refer the unsettled grievance to binding arbitration.

30 F. Binding Arbitration

31 The Arbitrator (binding) shall be selected within thirty
32 (30) days following the request of either party to the other, under the
33 rules and procedures of the American Arbitration Association.

34 The Arbitrator (binding) shall be limited solely to
35 making determinations in cases of alleged violations of the specific
36 article and sections of this Agreement.

ARTICLE III - continued

1 The Arbitrator (binding) shall have the authority
2 to confer separately or jointly with the Board, Superintendent, and
3 the Association or to use any other source of information.

4 The Arbitrator (binding) shall make determinations
5 for resolution within thirty (30) days. The recommendations
6 shall be submitted to both parties, the Board and the Association. The
7 Board and the Association shall implement the decision of the Arbitrator.
8 (binding).

9 The Arbitrator's (binding) decision, after twenty (20)
10 days may be made public by either party, the Board or the Association.

11 G. Costs

12 The cost and expense incurred in securing and utilizing
13 the services of the Arbitrator (binding) shall be the responsibility of the
14 parties engaging his services.

15 H. No reprisals shall be taken against any participant
16 by reason of participation.

ARTICLE IV

RIGHTS

- 1 A. Nothing contained herein shall be construed to deny or
2 restrict to any employee such rights as he/she may have under New Jersey
3 School Laws/the laws of New Jersey.
- 4 B. The Board of Education shall endeavor to insure safe work-
5 ing conditions. In the event of disorder or disruption in the regular
6 school program, representatives of the Association shall have the
7 right to meet with the school administrators as direct representatives
8 of the Board of Education.
- 9 C. The Board shall reimburse teachers for the reasonable cost
10 of any clothing or personal property damaged or destroyed as a result of
11 student assault while the teacher was acting in discharge of
12 duties within the scope of his/her employment.
- 13 D. No employee shall be disciplined without just cause.
- 14 E. Nothing contained herein shall be construed to deny the
15 Board or Superintendent their rights at any time to call a meeting
16 of the educational staff to present its position in any matter that
17 in its judgment may affect the educational program.
- 18 F. The Board reserves to itself sole jurisdiction and
19 authority over matters of policy and retains the right, subject only
20 to the limitations imposed by the language of this Agreement, in
21 accordance with applicable laws and regulations (a) to direct
22 employees of the school district, (b) to hire, promote, transfer,
23 assign, and retain employees in position in the school district,
24 and for just cause to suspend, to demote, discharge, or take other
25 disciplinary action against employees, (c) to relieve employees
26 from duty because of lack of work or for other legitimate reasons,
27 (d) to maintain the efficiency of the school district operations
28 entrusted to them, (e) to determine the methods, means and personnel
29 by which such operations are conducted and (f) to take whatever
30 actions may be necessary to carry out the mission of the school
31 district in situations of emergency.

ARTICLE V

ASSOCIATION PRIVILEGES

1 A. The Association or its named representatives shall be
2 privileged to transact official Association business on property
3 at reasonable times, provided that this shall not interfere with
4 or interrupt any individual assignment or the normal operation of
5 the school.

6 B. The Association or its named representative shall be
7 privileged to process school-building-use applications for unit
8 activities.

9 C. The Association shall be privileged the exclusive use
10 of a bulletin board in each school building in addition to space
11 on the bulletin board of the central office where one is in existence.
12 The location of the Association bulletin board may be designated
13 by the Association president so long as it does not interfere with
14 the orderliness of the area.

15 D. The Association shall be given one (1) hour during
16 teacher orientation to conduct official Association business. The
17 Association shall be notified of the times prior to the opening of
18 school

ARTICLE VI

SCHOOL CALENDAR - LENGTH OF DAY - WEEK - YEAR

1 A. The school calendar shall be as set forth by the Board.

2 B. School Day - The teacher's school day shall be defined
3 as: six (6) hours and fifty (50) minutes--minimum, seven (7) hours and five
4 (5) minutes maximum.

5 C. School Week - The school week shall consist of five full
6 working days, Monday through Friday inclusive, except where legal
7 holidays and vacation periods are included in the school calendar.

8 D. School Year - The school year shall be ten calendar
9 months for professional employees who hold a ten-month contract.

10 E. The parties recognize that some of the duties of profession-
11 al employees may extend beyond the defined school day. These duties during
12 the school year are in excess of assignments for which extra compensation is
13 paid. These hours may be spent on the school premises, in charge of pupil
14 activities, or other approved activities. They may also include attendance
15 at PTA meetings, service on curriculum and other committies, and such items
16 as chaperoning of social and athletic events and working with individual
17 pupils.

18 F. Employees shall be entitled to a duty free lunch period
19 as prescribed by State Board of Education rulings. Employees shall
20 sign in and sign out in the office of the building principal upon
21 entering and leaving the premises within the prescribed school hours
22 at times other than their assigned schedule.

ARTICLE VII
TEACHING LOAD

1 A. The administration shall whenever possible minimize
2 additional responsibilities to the normal teaching assignments.

3 B. Lunch Period

4 1. Teachers in the self-contained program shall
5 receive a duty-free lunch period of forty-five (45) minutes minimum.

6 2. Teachers in the departmentalized program shall
7 receive a duty-free lunch period of forty (40) minutes minimum.

8 C. Preparation Time

9 1. Effective 1975-1976 school year - classroom teachers
10 in the self-contained program shall receive 120 minutes preparation time
11 per week in the form of four (4) periods of thirty (30) minutes to be
12 assigned on individual days.

13 Effective 1975-1976 school year - teachers in the
14 departmentalized program shall receive one forty (40) minute preparation
15 period per day.

16 A hearing may be requested by any teacher with the
17 principal and the superintendent in reference to teaching load.

18 Effective 1975-1976 school year - any staff member
19 with more than three (3) preparations per day shall receive one (1)
20 additional preparation period per day.

ARTICLE VIII

CLASS SIZE

1 A. The administration shall, whenever possible, maintain
2 maximum class size in the self-contained elementary grades within the limits
3 of twenty-five to thirty-two pupils.

4 B. In the departmentalized school program, the administration
5 shall endeavor to maintain class sizes to a maximum of twenty-eight pupils.

6 C. Exception to class size limitations may be made in the
7 areas of music, art, physical education, typing, team teaching, and with
8 activity groups in which instruction can be expected.

ARTICLE IX

EMPLOYMENT

1 A. The best qualified shall be given full consideration.
2 Certification requirements shall be made known to all applicants
3 for professional positions. The Board shall act upon the recommendation
4 of the Superintendent.

5 1. Agreement as to Initial Salary - Whenever a person
6 shall hereafter accept office, position or employment as a member
7 of the Deptford Township Public School District, his initial place
8 on the salary schedule shall be at such point as may be agreed
9 upon by the employee and the Deptford Township Board of Education.

10 2. Academic Year - Shall mean the period between the
11 opening day of school in Deptford Township after the general summer
12 vacation, or ten days thereafter, and the next succeeding summer
13 vacation.

14 3. Years of Employment - Shall mean employment by a
15 fully certified teacher for one academic year in any publicly
16 owned and operated college, school or other institution of learning
17 for one academic year in this or any other state or territory of
18 the United States.

19 4. Credit for Military Service - Every member who,
20 after July 1, 1949, has served or hereafter shall serve, in the
21 active military or naval service, in the women's army corp, the
22 women's reserve of the naval reserve, or any similar organization
23 authorized by the United States to serve with the army or navy,
24 in time of war or an emergency, or for or during any period of
25 training, or pursuant to or in connection with the operation of
26 any system of selective service, shall be entitled to receive
27 equivalent years of employment credit for such service as if he
28 had been employed for the same period of time in some publicly
29 owned and operated college, school or institution of learning in
30 this or any other state or territory of the United States, except
31 that the period of such service shall not be credited toward more
32 than three (3) employment or adjustment increments.

ARTICLE IX - continued

1 G. Co-Curricular Activities

2 Establishment of an activity with extra compensation
3 and number of personnel assigned shall be determined by the Board of Education.

4 Co-curricular salaries shall be as set forth in salary
5 schedule B.

6 Any employee holding a co-curricular position during the
7 1974/75 school year may continue to hold that position for the duration of
8 this Agreement. Any vacancy and/or new position shall be filled by a member
9 of the bargaining unit as defined in Article I of this Agreement.

10 1976/77 - The Board agrees to pay additional co-curricular
11 salaries as per tentative Agreement.

12 1977/78 - The Board agrees to pay additional co-curricular
13 salaries as per tentative Agreement.

ARTICLE X

INSURANCE PROTECTION

1 A. The Board of Education shall adopt a health insurance
2 plan equivalent to the plan of Blue Cross, Blue Shield, Rider J, and
3 Major Medical.

4 Enrollment shall be optional.

5 The Board shall provide the premium cost, for any
6 combination of the above according to the following plan:

7 A. 1975/76 school year

8 100% - single employee coverage for employees who
9 elect to be enrolled.

10 100% - family plan coverage for employees who
11 elect to be enrolled.

12 B. 1976/77 school year

13 100% - family plan, \$750. (Series Plan), Blue Cross,
14 Blue Shield, Rider J, Major Medical

15 C. 1977-78 school year

16 The Board agrees to pay \$50.00 towards any plan of
17 Washington National Group Income Protection to each
18 employee who agrees to abide by the requirements for
19 participation as stipulated by the insurance carrier.

20 The Board agrees, as soon as feasible, to provide
21 payroll deduction services for a prescription drug
22 plan as set forth by the Association.

23 All insurance coverage is by the approved Board/Association
24 vender.

ARTICLE XI

PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

- 1 A. The Board agrees to pay three hundred (\$300.) dollars
- 2 maximum per year toward tuition and other expenses excluding travel, incurred
- 3 in connection with course work taken at a recognized college, university and/or
- 4 approved workshops and conferences with prior approval by the Superintendent
- 5 of Schools.
- 6 B. Verification of credits earned shall be submitted with the
- 7 voucher for payment.

ARTICLE XII

TRANSFER, ASSIGNMENT AND REASSIGNMENT

1 A. Definitions

2 Transfer - Is defined as a change from one building
3 to another with a possible change of assignment.

4 Assignment - is defined as

5 In elementary - a grade level

6 In secondary - a certified subject area at a specified
7 level.

8 Vacancy and/or New Position - Is defined as an un-
9 occupied position which requires additional certification beyond a standard
10 teachers certificate and would result in an increase in salary for a currently
11 employed teacher.

12 B. Teacher Initiated Transfer

13 The teacher shall submit his/her request for transfer
14 for the succeeding year to the Superintendent of Schools, in writing, by
15 February 1. This request shall include the transfer desired and the reasons
16 for the request. Such requests represent consent to transfer and may be
17 acted upon without further consultation with the teacher. The Superintendent
18 shall implement his action.

19 C. Administration Initiated Transfer

20 The Superintendent shall notify the teacher whose
21 transfer is pending. The teacher shall be provided the opportunity of discuss-
22 ing the pending transfer and any objections shall be duly considered. The
23 Superintendent shall implement his decision.

24 D. Teacher Initiated Reassignment

25 The teacher shall submit his/her request for reassign-
26 ment for the succeeding year to the building principal, in writing, by
27 February 1. This request shall include the assignment desired and the reasons
28 for the request. Such requests represent consent to reassignment and may be
29 acted upon without further consultation with the teacher. The principal,
30 subject to ratification by the Superintendent, shall implement his decision.

31 E. Administration Initiated Reassignment

32 The principal shall notify the teacher whose reassign-
33 ment is pending. The teacher shall be provided the opportunity of discussing
34 the pending reassignment and any objections shall be duly considered. The
35 principal, subject to ratification by the Superintendent, shall implement his
36 decision.

ARTICLE XIII - continued

1 F. Transfer and/or reassignment shall be restricted normally
2 to the opening date of school or it may be made at other times when deemed
3 necessary by the Superintendent. Seniority shall be one of the factors
4 considered in evaluating a request for transfer and/or reassignment. An
5 exchange of two teacher assignments within a building, at the request of the
6 teachers involved who hold comparable certification may be permitted at the
7 discretion of the principal. An exchange of two teachers involving transfer,
8 at the request of the teachers involved, who hold comparable certification
9 may be permitted at the discretion of the Superintendent. Requests for
10 transfer and/or reassignment shall be renewed annually.

11 G. Vacancies and/or new positions as defined in this
12 article shall be announced by posting in the schools as a vacancy or new
13 position occurs. Vacancies created by teacher reassignment need not be posted.
14 Applications shall be made in writing to the Superintendent of Schools.

15 H. Twice each year, once in May and once in June, a list
16 of known unoccupied assignments which continue to remain in effect for the
17 following school year shall be established. Copies of said lists shall be
18 sent to the President of the Association who may post them in each school
19 building. In addition copies may be posted by each building principal in
20 the office.

21 I. Tentative School Designation

22 Tentative school building designations shall be
23 indicated in addition to elementary grade level and/or secondary certified
24 subject area with the issuance of salary statements and/or contracts on or
25 before April 15th, if administratively feasible, provided a completed Agreement
26 has been reached for the succeeding year. Employees shall return contracts
27 on or before April 30th.

ARTICLE XIII
TEACHER EVALUATION

1 A. Principals shall keep employees informed as to whether
2 or not the kind of service they are rendering is satisfactory in terms
3 of the standards of the school district. Written evaluation reports are
4 to be sent to the employees by the principals with copies forwarded to the
5 Superintendent.

6 B. Written narrative evaluations shall be given to the
7 employee for his/her signature and comments prior to submission of the reports
8 to the Superintendent. These evaluations shall include suggestions for
9 improvement.

10 C. The use of audio system for observing teacher perform-
11 ance, if necessary, shall be used only with the teacher's knowledge.

12 D. Upon prior written notice, employees shall be permitted
13 to examine evaluation reports in their personnel folder as maintained in the
14 Office of the Superintendent in the presence of an administrator.

15 E. A teacher shall upon written request to the Superintendent,
16 be granted a teacher observation made by an additional administrator to be
17 assigned by the Office of the Superintendent.

18 F. All non-tenure teachers shall be evaluated three times
19 per year. Suggested schedule is: November, January, March but not less than
20 two evaluations prior to February.

ARTICLE XIV

EDUCATIONAL COUNCIL

1 A. The scope of this Educational Council is virtually
2 unlimited as to subjects appropriate to its interest. All matters which relate
3 to the education of children or the effectiveness of teaching are matters of
4 concern to this committee. It advises the Superintendent at his request in
5 matters requiring his action; it calls to his attention matters it considers
6 of importance to the Superintendent or to the Board of Education; it serves as
7 a channel of communication between the Superintendent and the faculty to bring
8 better understanding in both directions about matters affecting the schools and
9 the teachers.

10 B. It is the purpose of this Council to provide the high-
11 est quality professional counsel to the Superintendent in all matters which he
12 places before the group or which it determines, in its wisdom, to call to
13 his attention. Such responsibility calls for the election of teacher members
14 whose professional stature, insight and wisdom are such that they enjoy the
15 respect and confidence of their colleagues in dealing with matters affecting
16 education in Deptford Township.

17 The Deptford Educational Council is not a legislative
18 or a decision-making body. It shall be advisory. The Board of Education or its
19 executive officer, the Superintendent, acting within policies laid down by
20 the Board, must accept by law the responsibility for making decisions.

21 C. Membership

22 1. The Educational Council shall include as elected members
23 nine (9) teachers, one high school administrator, one junior high administrator
24 and one elementary administrator. Non elected members shall include the
25 Assistant Superintendent of Schools, Director of Secondary Education, Director
26 of Elementary Education, Director of Special Services, Superintendent of Schools
27 ex officio, and the President of the Association, ex officio.

28 2. Teachers shall be elected from the senior high school,
29 junior high school, and elementary schools. The Educational Council shall
30 establish its own procedures for the number and length of term of teacher
31 representatives from each of these three areas.

32 D. Election of Educational Council

33 1. The following election committees shall be formed:

34 A three (3) member election committee of administrators
35 appointed by the Superintendent to conduct the election of three (3) administ-
36 ors.

ARTICLE XIV - continued

1 A three (3) member election committee appointed by the
2 Association to conduct the election of nine (9) teacher representatives.

3 2. The election of Council members shall take place on the
4 first Tuesday of October to be followed by a meeting of the elected members on
5 the second Tuesday of October for the purpose of organization.

6 E. Meetings

7 1. Meetings of the Council shall be held at the request of
8 the Superintendent or the President of the Educational Council upon mutual
9 agreement by the Superintendent and President of the Educational Council.

10 Meetings shall be held a minimum of one (1) per month.

11 F. The Superintendent shall respond to the receipt of all
12 recommendations by the Educational Council.

ARTICLE XV

SICK LEAVE

1 A. Definition of Sick Leave - Sick leave is hereby defined
2 to mean the absence from duty of any person because of physical disability,
3 illness or injury, or quarantine or exclusion from school by medical
4 authorities.

5 B. Sick Leave Allowable - All persons who are steadily
6 employed full time by the Board of Education shall be allowed sick leave with
7 full pay to the amount of ten (10) days in any given year.

8 C. Accumulated Sick Leave - Ten days of allowable sick
9 leave not utilized in any year shall be cumulative to be used for additional
10 sick leave in subsequent years.

11 D. Physician's Certificate Required for Sick Leave - A
12 physician's certificate may be requested by the Superintendent when sick leave
13 is claimed after five consecutive working days absence.

14 E. Workmen's Compensation - Workmen's compensation awards
15 shall be deducted from the regular salary of the employee for the days absence
16 covered by Workmen's Compensation Act. The time lost from employment under
17 the Workmen's Compensation Act shall not be deducted from days permitted for
18 regular sick leave allowance.

ARTICLE XVI

PERSONAL LEAVE

1 A. The Board of Education upon recommendation of the
2 Superintendent of Schools shall grant a total of ten (10) days leave per
3 school year (not to be accumulated) to any regularly employed person for the
4 following emergencies or conditions.

5 1. Death in immediate family - up to five (5) days
6 (immediate family-mother, father, mother-in-law, father-in-law, children,
7 husband, wife, brother, sister, or any relative who has lived within the same
8 household for a period of over two years). Additional emergencies will be
9 judged upon request by the Superintendent of Schools.

10 2. Personal Leave - up to three (3) days - (legal, house-
11 hold, family business). Personal Business - business that cannot be conducted
12 outside the normal work day.

13 Employees shall not be granted personal leave days on a
14 day immediately before or after a holiday, vacation period or during the first
15 or last week of the school year.

16 3. The Superintendent of Schools may grant additional
17 personal leave without pay.

18 4. Paternity Leave - One (1) day - Birth of a child

19 5. Visitation Leave - One (1) day per year may be granted
20 by the Superintendent of Schools to any personnel, for school visitation and
21 observation in other school system. In each case a written report shall be
22 submitted to the principal who will forward it to the Superintendent. Arrange-
23 ments for such visitation shall be made by the building principal, with the
24 approval of the Superintendent.

25 B. In the event all sick leave days have been used, five
26 (5) days herein specified in section A, 2, 3, 4, and 5 may be granted as sick
27 leave days not to be accumulated.

ARTICLE XVII

MATERNITY LEAVE

1 A. Maternity leave without pay shall be granted to all
2 female teachers under tenure for six months or a period not to exceed the end
3 of the school year following the school year in which the leave is granted.
4 Maternity leave for female non-tenure teachers may be granted without pay for
5 the remainder of the school year in which the leave is requested and such leave
6 shall not extend beyond the end of the teachers contract for the school year
7 in which the leave is granted (the year in which maternity leave is granted
8 shall not count toward fulfillment of the time requirements for acquiring
9 tenure).

10 Request for maternity leave, without pay, shall be made
11 by a teacher between the third and fifth months of pregnancy. Leave shall begin
12 as recommended by the teacher's personal physician. A teacher may return to
13 work after the birth of a child upon the presentation of a medical certificate
14 from the teacher's personal physician stating she is capable of performing her
15 duties. If a teacher decides not to return, she shall notify the Superintendent
16 by giving notice or resignation at least ninety days before the leave expires.
17 A teacher shall be credited for salary increment purposes as follows:

18 3 - 6 months of teaching, 1/2 year credit

19 7 - 10 months of teaching, 1 year credit

20 B. Teachers granted maternity leave shall, upon request,
21 be reassigned to the same grade and/or subject area, whenever possible.

22 C. Tenured teachers, adopting an infant child shall receive
23 similar leave which shall commence upon her receiving de facto custody of said
24 infant, or earlier if necessary to fulfill the requirements for the adoption.

25 D. If any provisions of this article are contrary to law,
26 such provisions shall not be deemed valid except to the extent permitted by law.

ARTICLE XVIII

SABBATICAL LEAVE

1 Upon recommendation of the Superintendent of Schools,
2 sabbatical leave may be granted to any certificated member of the staff
3 by the Board of Education subject to the following conditions:

4 A. Requests for sabbatical leave must be received by the
5 Superintendent of Schools in writing, in such form as may be required by
6 him. Such requests must be in the Superintendent's hands no later than
7 October 31st of the fiscal year preceding the school year for which the
8 sabbatical leave is requested.

9 B. Notifications of applicant selected shall be given to
10 applicants by March 15th of the fiscal year preceding the school year in
11 which the sabbatical leave is requested.

12 C. The applicant must have completed at least seven (7)
13 consecutive full school years of service in the Deptford Township Public
14 Schools.

15 D. Payment for sabbatical leave is granted on the follow-
16 ing basis:

17 1. The full annual contracted salary (2 semesters of
18 schooling) will be granted for a full year's leave for study.

19 2. One-half (1/2) the annual contracted salary will be
20 granted for one semester (1/2 year) of study.

21 E. The benefactor will agree to return to the Deptford
22 Township Public Schools for three (3) full years of employment on appropriate
23 salary scale following the leave.

24 If the benefactor of the sabbatical leave does not
25 fulfill his/her return agreement to Deptford Township Public Schools, he/she
26 will be obligated to reimburse the Board of Education for the salary received
27 during the sabbatical leave although service credit will be granted according
28 to the following plan.

<u>Leaving before</u>	<u>% of salary to be reimbursed to the Board of Education</u>
30 2 years service	100% of annual salary
31 3 years service	50% of annual salary

ARTICLE XVIII - continued

1 F. To the extent feasible, with due regard for the interest
2 of the school program, teachers returning to work after a sabbatical leave
3 shall be offered the same or a similar position.

4 G. A sabbatical year will be considered as a year of
5 teaching experience in determining the individual's salary.

6 H. The Board shall make available a maximum of one (1)
7 sabbatical leave per year district wide to eligible certified staff subject
8 to these conditions.

9 In the event a sabbatical leave is not granted in a
10 given year, the Board shall make available a one-half (1/2) year (one semester)
11 sabbatical leave the following year.

ARTICLE XIX
MISCELLANEOUS PROVISIONS

1 A. The Board will be informed only through the
2 Superintendent in any matter requiring its decision. Any employee or employee
3 group should communicate through the proper channels of authority.
4 When the matter requires Board action it shall be directed through proper
5 channels to the Board of Education.

6 B. It is agreed by both parties that the negotiations will
7 be conducted without the use of pressure tactics. The parties also agree,
8 during the period of negotiations that the only publicity accorded the
9 negotiations by the parties will consist of a joint press release or,
10 in the event the parties are unable to agree upon wording, a joint
11 press release stating that "no progress has been made."

12 C. It is understood by all parties that under the ruling
13 of the Courts of New Jersey and the State Commissioner of Education,
14 the Board of Education is forbidden to waive any rights or powers
15 granted it by law.

16 D. The parties agree to follow the procedures outlined in
17 the Agreement, and to use no other channels to resolve any question
18 or proposal until the procedures within this Agreement are fully exhausted.

19 E. There shall be no discrimination in practices and
20 procedures of the school system policies in hiring, training, assignments,
21 promotions, transfer or discipline of employees on the basis of race, creed,
22 color, religion, national origin, sex, domicile, marital status, or association
23 activities.

24 F. Whenever any notice is required to be given by either
25 party of this Agreement to the other, pursuant to the provisions of this
26 Agreement, either party shall do so in writing with signed receipt of delivery,
27 at the following addresses:

28 1. If by the Association to the Board -
29 1555 Good Intent Road
30 Deptford, New Jersey 08096

31 2. If by the Board to the Association - The school building
32 where the President of the Association is assigned.

DEPTFORD TOWNSHIP PUBLIC SCHOOLS - SALARY SCHEDULE
1975/76

<u>STEP</u>	<u>NON DEGREE</u>	<u>B.A.</u>	<u>B.A.+30</u>	<u>M.A.</u>	<u>M.A.+30</u>
1	8,000.	9,000.	9,500.	10,000.	10,500.
2	8,600.	9,600.	10,100.	10,600.	11,100.
3	8,925.	9,925.	10,425.	10,925.	11,425.
4	9,250.	10,250.	10,750.	11,250.	11,750.
5	9,590.	10,590.	11,090.	11,590.	12,090.
6	9,940.	10,940.	11,440.	11,940.	12,440.
7	10,315.	11,315.	11,815.	12,315.	12,815.
8	10,690.	11,690.	12,190.	12,690.	13,190.
9	11,090.	12,090.	12,590.	13,090.	13,590.
10	11,490.	12,490.	12,990.	13,490.	13,990.
11	11,915.	12,915.	13,415.	13,915.	14,415.
12	12,365.	13,365.	13,865.	14,365.	14,865.
13	12,935.	13,935.	14,435.	14,935.	15,435.
16	13,135.	14,135.	14,635.	15,135.	15,635.

\$700. on scale

\$200. @16th step

CO-CURRICULAR SALARIES

Bl 1975/76

Athletic Director	\$1,600.	Athletic Director (Jr. High)	\$850.
Head Football	1,640.	Frosh Football	725.
Ass't. Football	840.	Frosh Football	600.
Ass't. Football	815.	Frosh Soccer	550.
Ass't. Football	815.	Frosh Hockey	550.
Ass't. Football	750.	Frosh Track	550.
Head Basketball (B)	1,150.	Frosh Basketball (B)	550.
Head Basketball (G)	1,150.	Frosh Basketball (G)	550.
Ass't. Basketball (B)	775.	Frosh Baseball	550.
Ass't. Basketball (G)	775.	Frosh Softball	410.
Head Soccer	900.	Frosh Wrestling	600.
Head Hockey	900.	Intramurals (Jr. High)	510.
Ass't. Soccer	575.	Student Activities Director	450.
Ass't. Hockey	575.	Student Council	350.
Head Wrestling	1,150.	Newspaper	300.
Ass't. Wrestling	775.	A.V.	292.
Head Baseball	900.	Public Relations	400.
Head Softball	900.	Band Director	380.
Ass't. Baseball	575.	Majorettes	190.
Ass't. Softball	575.	Cheerleaders	400.
Head Track (B)	900.	Frosh Advisors 2@	50.
Head Track (G)	900.		
Ass't. Track (B)	575.		
Cross Country	475.		
Indoor Track	475.		
Tennis 2@ B&G	475.		
Golf	475.		
Bowling 2@ B&G	475.		
Weight Training	200.		
Student Activities Director	1,350.		
Student Council	540.		
Yearbook Advisor	700.		
Yearbook Business Advisor	292.		
Newspaper	644.		
Public Relations	400.		
A.V.	500.		
School Play	340.		
Stage Crew	460.		
Culture Club	250.		
National Honor Society	150.		
F.T.A.	150.		
Jerseymen	150.		
Band Director	1,200.		
Ass't. Band Director	775.		
Ass't. Band Director	700.		
Majorettes	775.		
Cheerleaders	775.		
Class Advisors			
Seniors 2@	300.		
Juniors 2 @	200.		
Sophomores 2@	75		

Co-curricular money available:

1975/76	\$45,200.
1976/77	\$49,720.
1977/78	\$54,692.

The D.E.A. in conjunction with the Superintendent's approval will determine final salaries in each area for 1976/77, 1977/78.

DEPTFORD TOWNSHIP PUBLIC SCHOOLS - SALARY SCHEDULE

1976/77

<u>STEP</u>	<u>NON DEGREE</u>	<u>B.A.</u>	<u>B.A.+15</u>	<u>B.A.+30</u>	<u>M.A.</u>	<u>M.A.+15</u>	<u>M.A.+30</u>
1	8,600.	9,600.	9,850.	10,100.	10,600.	10,850.	11,100.
2	9,400.	10,400.	10,650.	10,900.	11,400.	11,650.	11,900.
3	9,725.	10,725.	10,975.	11,225.	11,725.	11,975.	12,225.
4	10,050.	11,050.	11,300.	11,550.	12,050.	12,300.	12,550.
5	10,390.	11,390.	11,640.	11,890.	12,390.	12,640.	12,890.
6	10,740.	11,740.	11,990.	12,240.	12,740.	12,990.	13,240.
7	11,115.	12,115.	12,365.	12,615.	13,115.	13,365.	13,615.
8	11,490.	12,490.	12,740.	12,990.	13,490.	13,740.	13,990.
9	11,890.	12,890.	13,140.	13,390.	13,890.	14,140.	14,390.
10	12,290.	13,290.	13,540.	13,790.	14,290.	14,540.	14,790.
11	12,715.	13,715.	13,965.	14,215.	14,715.	14,965.	15,215.
12	13,165.	14,165.	14,415.	14,665.	15,165.	15,415.	15,665.
13	13,735.	14,735.	14,985.	15,235.	15,735.	15,985.	16,235.

\$800. on scale

\$200. @16th step

B.A.+15 \$250. differential

M.A.+15 \$250. differential

DEPUEFORD TOWNSHIP PUBLIC SCHOOLS - SALARY SCHEDULE
1977/78

<u>STEP</u>	<u>NON DEGREE</u>	<u>B.A.</u>	<u>B.A.+15</u>	<u>B.A.+30</u>	<u>M.A.</u>	<u>M.A.+15</u>	<u>M.A.+30</u>
1	9,600.	10,600.	10,850.	11,100.	11,600.	11,850.	12,100.
2	10,400.	11,400.	11,650.	11,900.	12,400.	12,650.	12,900.
3	10,725.	11,725.	11,975.	12,225.	12,725.	12,975.	13,225.
4	11,050.	12,050.	12,300.	12,550.	13,050.	13,300.	13,550.
5	11,390.	12,390.	12,640.	12,890.	13,390.	13,640.	13,890.
6	11,740.	12,740.	12,990.	13,240.	13,740.	13,990.	14,240.
7	12,115.	13,115.	13,365.	13,615.	14,115.	14,365.	14,615.
8	12,490.	13,490.	13,740.	13,990.	14,490.	14,740.	14,990.
9	12,890.	13,890.	14,140.	14,390.	14,890.	15,140.	15,390.
10	13,290.	14,290.	14,540.	14,790.	15,290.	15,540.	15,790.
11	13,715.	14,715.	14,965.	15,215.	15,715.	15,965.	16,215.
12	14,165.	15,165.	15,415.	15,665.	16,165.	16,415.	16,665.
13	14,735.	15,735.	15,985.	16,235.	16,735.	16,985.	17,235.

\$1,000. on scale

\$200. @16th step

B.A.+15 differential \$250.

M.A.+15 differential \$250.