

2375

AGREEMENT BETWEEN
KNOWLTON TOWNSHIP EDUCATION ASSOCIATION
AND
KNOWLTON TOWNSHIP BOARD OF EDUCATION

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PREAMBLE

This agreement entered into this 1st day of July, 1994, by and between the Board of Education of Knowlton Township, Delaware, New Jersey, hereinafter called the Board and the Knowlton Township Education Association, hereinafter called the Association.

WITNESSETH:

WHEREAS, the Board and the Association recognize and declare that providing a quality education for the students of the Knowlton Township School District is their primary aim, and that the character of such education depends predominately upon the quality of teaching, the availability of materials, the functional use of facilities, imagination in planning, the application of democratic processes in administration, and the maintenance of high morale among the teaching faculty, and

WHEREAS, the members of the teaching profession are particularly qualified to advise the formulation of policies and programs designed to improve educational standards, and

WHEREAS, the Board has an obligation, pursuant to Chapter 303, Public Laws 1968 to negotiate with the Association as the representative of employees, hereinafter designated with respect to the terms and conditions of employment, and

WHEREAS, the parties have reached certain understandings which they desire to confirm in the Agreement, be it

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

ARTICLE I
RECOGNITION

A. Unit

The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiation concerning grievances and terms and conditions of employment for all teachers, nurses, and custodians whether under contract, on leave, employed or to be employed by the Board.

B. Definition of Employee

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

ARTICLE II

NEGOTIATION OF SUCCESSOR AGREEMENT

A. Deadline Date

The parties agree to enter into collective negotiation over a successor agreement in accordance with Chapter 123, Public Laws 1975 in a good-faith effort to reach agreement on all matters concerning the terms and conditions of employees' employment. Such negotiations shall begin not later than October 1 of the calendar year preceding the calendar year in which this Agreement expires. Any agreement so negotiated shall be subject to ratification by both the Association and the Board and shall not be binding on either party until properly signed by both parties.

B. Modification

This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

C. Past Practice

In any negotiation of a successor agreement, both the Board and the Association agree not to maintain a position against a proposal, solely on the basis that it was, or was not a practice in the past.

ARTICLE III
GRIEVANCE PROCEDURE

A. Definitions

1. Grievance

A "Grievance" is a claim by an employee or the Association based upon the interpretation, application, or violation of this Agreement, policies or administrative decisions and past practices affecting an employee or a group of employees.

2. Aggrieved person

An "aggrieved person" is the person or persons or the Association making the claim.

3. Party in interest

A "party in interest" is the person or persons making the claim and any person including the Association or the Board, who might be required to take action or against whom action might be taken in order to resolve the claim.

B. Purpose

The purpose of this procedure is to secure at the lowest possible level, equitable solutions to the problems which may from time to time arise affecting employees. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

C. Procedure

1. Time limits

The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.

2. Year end grievance

In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, and if left unresolved until the beginning of the following school year, could result in irreparable harm to a party in interest, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.

Article III

LEVEL I

An aggrieved person shall first discuss it with his immediate superior, either directly or through the Association's designated representative, with the objective of resolving the matter informally.

LEVEL II

If the aggrieved person is not satisfied with the disposition of his grievance at Level I, and desires to appeal the decision, or if no decision has been rendered within five school days after receipt of the grievance, he, or the Association's designated representative, shall file the grievance in writing with the Chief School Administrator within five school days after the decision at Level I or ten school days after the grievance was received, whichever is sooner.

LEVEL III

If the aggrieved person is not satisfied with the disposition of the grievance at Level II, or if no decision has been rendered within five school days after the grievance was received by the Chief School Administrator and the aggrieved desires to appeal, he or the Association's designated representative shall within ten school days after the grievance was received by the Chief School Administrator, submit a request in writing to the President of the Board of Education, stating that he requests a hearing by the full Board. Within ten school days after submitting this written request to the President of the Board of Education, a date that is mutually acceptable to the Board of Education and the aggrieved person shall be established for hearing by the full Board. After this hearing, and within a period of five school days, a decision of the Board shall be delivered in writing to the aggrieved person.

LEVEL IV

a. If the aggrieved person is not satisfied with the disposition of his grievance at Level III, or if no decision has been rendered within fifteen school days after the grievance was delivered to the Board, and only if the grievance arises as a claim by the employee or the Association based upon the interpretation, application, or violation of this Agreement, he may, within ten school days after a decision by the Board, or twenty-five school days after the grievance was delivered to the Board, whichever is sooner, request in writing that the Chairman of the Association's Grievance Committee submit his grievance to arbitration. If the Grievance Committee determines that the grievance is meritorious, it may submit the grievance to

Article III

arbitration within fifteen school days after receipt of a request by the aggrieved person.

b. Within ten school days after such written notice of submission to arbitration, the Board and the Grievance Committee shall attempt to agree upon a mutually acceptable arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators shall be made to the Public Relations Commission, as outlined in Chapter 12, Paragraph 14, of the Rules and Regulations and Statement of Procedure.

c. The arbitrator so selected shall confer with the representatives of the Board and the Grievance Committee, holding hearings promptly, and shall issue his decision not later than twenty days from the date of the close of the hearings or, if oral hearings have been waived, then from the date of the final statements and proofs on the issues are submitted to him. The arbitrator's decision shall be in writing and shall set forth his findings of fact, reasoning, and conclusions on issues submitted.

d. The arbitrator shall be without power or authority to make any decision which requires the commission of an act prohibited by law, or which is violative of the terms of this agreement. The decision of the arbitrator shall be submitted to the Board and the Association, and shall be binding.

e. The cost for the service of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses, and the cost of the hearing room, shall be borne equally by the Board and the Association. Any other expense incurred shall be paid by the party incurring same.

D. Rights of Employees to Representation

1. Employee and Association

Any aggrieved person may be represented at all stages of the grievance procedure by himself, or, at his option, by representatives selected or approved by the Association. When an employee is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance procedure.

Article III

2. Reprisals

No reprisals of any kind shall be taken by the Board or by any member of the administration against any party in interest, any representative, any member of the Association, or any other participant in the grievance procedure by reason of such participation.

E. Miscellaneous

1. Group grievance

If, in the judgment of the Association, a grievance affects a group or class of employees, the Association may submit such grievance in writing to the Chief School Administrator directly and the processing of such grievance shall be commenced at Level II. The Association may process such a grievance through all levels of the grievance procedure even though the aggrieved person does not wish to do so.

2. Written decisions

Decisions rendered at Level I which are unsatisfactory to the aggrieved person and all decisions rendered at Levels II and III of the grievance procedure shall be in writing setting forth the decision and the reasons therefore and shall be transmitted promptly to all parties in interest and to the Association.

3. Separate grievance file

All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.

4. Forms

Forms for filing grievances, serving notices, taking appeals, making reports and recommendations and other necessary documents shall be prepared jointly and be mutually agreeable by the Chief School Administrator and the Association and given appropriate distribution so as to facilitate operation of the grievance procedure.

Article III

5. Meetings and hearings

All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives heretofore referred to in the ARTICLE.

ARTICLE IV

EMPLOYEE RIGHTS

A. Rights and Protection in Representation

Pursuant to Chapter 123 Public Laws 1975, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Association and its affiliates for the purpose of engaging in collective negotiations and other concerted activities for mutual aid and protection. As a duly selected body exercising governmental power under the laws of the State of New Jersey, the Board undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce any employee in the enjoyment of any rights conferred by Chapter 123, Public Laws 1975 or any other laws of New Jersey or the Constitutions of New Jersey and the United States; that it shall not discriminate against any employee with respect to hours, wages, or any terms of conditions of employment by reason of his membership in the Association and its affiliates, his participation in any activities of the Association and its affiliates, collective negotiations with the Board, or his institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms of conditions of employment.

B. Statutory Savings Clause

Nothing contained herein shall be construed to deny or restrict to any employee such rights as he may have under New Jersey School Laws or other applicable laws and regulations. The rights granted to employees hereunder shall be deemed to be in addition to those provided elsewhere.

C. Just Cause Provision

No employee shall be discharged, disciplined, reprimanded, reduced in rank or compensation, or deprived of any professional advantage, or given an adverse evaluation of his professional services without just cause. Any such unjustified action asserted by the Board, or any agent or representative thereof, shall be subject to the grievance procedure and non-negotiable as determined by applicable law.

D. Required Meetings or Hearings

Whenever any employee is required to appear before any administrator or supervisor, Board or any committee, member, representative or agent thereof concerning any matter which could adversely affect the continuation of that employee in his office, position or employment or the salary or any increments pertaining thereto, then he shall be given prior written notice of the reasons for such meeting or interview and shall be

Article IV

entitled to have representative(s) of the Association present to advise him and represent him during such meeting or interview. Upon suspension, the employee's salary shall be put into an escrow account, and if cleared of charges, the employee shall be paid the full amount plus interest. Evaluation conferences are excluded from this category.

E. Evaluation of Students

The teacher shall maintain the right and responsibility to determine grades of students within the grading policies of the Knowlton Township School District based upon his professional judgment of available criteria pertinent to any given subject area or activity to which he is responsible. No grade shall be changed without consultation with the teacher.

F. Criticism of Employees

1. Any question or criticism by a supervisor, Administrator, or Board member of an employee and/or his instructional methodology shall be made in confidence and not in the presence of students, parents, or other public gatherings, in compliance with the Sunshine Law, NJSA 10:4-12.

G. Association Identification

No employee shall be prevented from wearing pins or other identification of membership in the Association or its affiliates.

ARTICLE V

ASSOCIATION RIGHTS AND PRIVILEGES

A. Information

The Board agrees to furnish to the Association in response to reasonable requests from time to time such information as may be deemed by law to be public information.

B. Released Time for Meetings

Whenever any representative of the Association or any employee participates during the working hours in negotiations or grievance proceedings, he shall suffer no loss in pay.

C. Use of School Buildings

The Association and its representatives shall have the right to use school buildings at all reasonable hours for meetings. The Chief School Administrator of the building in question shall be notified in advance of the time and shall designate the place of all such meetings. No approval shall be required. If meetings are held after the custodian's hours, the Association will pay the custodian.

D. Use of School Equipment

The Association shall have the right to use school facilities and equipment, including typewriters, mimeographing machines, other duplicating equipment, calculating machines, and all types of audiovisual equipment at reasonable times, when such equipment is not otherwise in use. The Association shall pay for the actual cost of all materials and supplies incident to such use and for any repair necessitated as a result thereof.

E. Mail Facilities and Mail Boxes

The Association shall have the right to use the inter-school mail facilities and school mail boxes as it deems necessary with the approval of the Chief School Administrator. Said approval shall not be unreasonably denied.

F. The rights and privileges of the Association and its representatives as set forth in this Agreement shall be granted only to the Association as the exclusive representative of the employees, and to no other organizations.

G. The KTEA president shall be entitled to 60 minutes of release time, of which 45 minutes shall be consecutive, per week for association business.

ARTICLE VI

EMPLOYEE WORK YEAR

A. Teacher In-school Work Year

1. Ten (10) month personnel

The regular in-school work year for teachers employed on a ten month basis (other than new personnel who may be required to attend an additional one (1) day of orientation) shall not exceed one hundred and eighty-two (182) for the school years 1992-93 and 1993-94.

2. Definition of in-school work year

The teacher in-school work year shall include days when pupils are in attendance, and orientation and/or in-service days.

3. Inclement weather

Teacher attendance shall not be required whenever student attendance is not required due to inclement weather.

4. In addition to 2 scheduled in-service days, one additional staff development day may be added to the annual school calendar. Teacher attendance will be optional and paid at a stipend based on 1/200 of salary.

B. School Calendar

Interim changes in the school calendar may be made by the Board after consultation with the Association. Each teacher shall be provided with a copy of the subsequent school year calendar prior to the last day of school of the year preceding.

C. Custodians

1. Work year for custodians shall be 12 months.

2. Custodians shall be entitled to vacation based on the following schedule: One to four years of employment, two weeks' vacation will be granted; five to 14 years of employment, three weeks' vacation will be granted; 15 or more years of employment, four weeks' vacation will be granted. This schedule pertains to all custodians hired full time after July 1, 1992; full time

ARTICLE VI

custodians hired prior to July 1, 1992, will maintain their present vacation benefit of four weeks per year. Vacations will be scheduled during the period of July 1 to within one week of the end of August, after one year's service. The exact dates shall be submitted to the Chief School Administrator for approval prior to the June Board meeting.

3. Custodians shall be entitled to the following holidays: New Year's Day, President's Weekend, Memorial Day, Labor Day, Columbus Day, Thanksgiving Day, Christmas Day, Fourth of July, Good Friday, and the day after Thanksgiving.

In addition, New Year's Eve or Christmas Eve (a minimum of one shall work Christmas Eve) shall replace Columbus DAY as a vacation day only in those years that school is in session during Columbus Day.

ARTICLE VII

EMPLOYEE WORK HOURS

A. Teacher Day

1. Check-in procedure

As professionals, teachers are expected to devote to their assignments the time necessary to meet their responsibilities, but they shall not be required to "clock in or clock out" by hours and minutes.

2. Length of Teacher Work Day

Teachers' total in-school workday shall be six (6) hours and forty-five (45) minutes which shall include a 30 minute duty-free lunch period. Teacher "load" will be determined by calculating total time spent teaching, handling a duty, and/or supervising homeroom.

Teachers without homeroom responsibilities will be scheduled for duties for an amount of time comparable to that required for homeroom supervision, except in cases in which the non-homeroom teacher already has a greater "teaching load" than homeroom teachers.

The Board reserves the right to adjust starting/ending times; consultation with the Association will precede any change in starting/ending times.

3. Preparation Time

Each full time classroom teacher shall be scheduled for one (1) preparation period for each day with a "normal" schedule. One additional preparation period per week will be provided. Preparation periods shall not be less than forty-five (45) minutes in length. The Chief School Administrator reserves the right to direct activities of preparation time in case of emergency.

4. Extra pay for extra service

Any teacher who is requested to work beyond the regular teacher in-school work year as defined in ARTICLE VI, or beyond the total in-school workday as defined in paragraphs 2 and 3 above, excepting customary after school activities, shall be compensated at 1/200 of that teacher's salary or fraction thereof, except as otherwise stated in the salary guide addendum. Compensation for overnight class trips will be \$100.00 per night.

5. Any teacher who provides home-bound instruction shall be compensated at 1/200 of that teacher's salary or fraction thereof.

Article VII

B. Custodian Terms and Conditions

1. Forty (40) hours custodian time per week; 1-1/2 regular pay for hours over 40. Daily hours shall be determined by the Chief School Administrator or School Business Administrator. The custodian will have a half-hour lunch period. (Lunch not included in eight (8) working hours.)

2. Notice of absence, due to illness, shall be reported to the Chief School Administrator or to the School Business Administrator.

3. A custodian shall be present at the regular Board meetings.

4. The Chief School Administrator will notify the custodian of community or school affairs he must attend.

5. No overtime shall be paid unless the employee received permission to work from the Chief School Administrator. The date, time, and nature of the work shall be recorded and reported to the Board.

6. Sick leave: As per Board policy, custodians shall be granted 12 sick leave days per year, which are accumulative. Three personal days per year shall also be granted.

7. Under no circumstances is the custodian to place orders for supplies or equipment without first obtaining the regular requisition order from the Chief School Administrator or the School Business Administrator.

C. Teacher Attendance at Evening Functions

1. As part of their responsibilities, teachers will participate in customary all-school activities that require extended hours beyond the normal work day. In these instances, no additional financial compensation will be paid, but in some instances, compensatory release time will be given.

2. Events or activities requiring teacher attendance in the evening will be included in the annual school calendar, when possible, although these dates may be changed due to extenuating circumstances.

3. The Board recognizes the value of a teacher's time; teachers who frequently and voluntarily give of their own time in the support of school activities may qualify for special commendation and/or some form of compensation, as recommended by the Chief School Administrator.

ARTICLE VII

D. Leaving the Building

Employees may leave the building, without requesting permission, during their scheduled duty free lunch periods, but must sign out and in.

E. Meetings

1. Faculty and other

Teachers may be required to remain after the end of the regular workday, without additional compensation, for the purpose of attending faculty or other professional meetings no more than two (2) days each month. Such meetings shall begin no later than fifteen (15) minutes after the student dismissal time and the combined duration of such meetings shall be no more than one hundred twenty (120) minutes. Each meeting shall be limited to a maximum of sixty (60) minutes.

Professional meetings shall include committee meetings for curriculum revision, grade level meetings, grade-to-grade articulation, etc. A calendar for meetings shall be given to all staff members at the first teacher day in September.

2. Prior to holidays and weekends

Meetings which take place after the regular in-school workday and which require attendance shall not be called on Fridays or on any day immediately preceding any holiday, or other day upon which teacher attendance is not required at school, except in cases of an emergency involving the health and safety of students and teachers.

3. Notice and agenda

Notice of an agenda for any meeting shall be given to the teachers involved at least two (2) days prior to the meetings, except in an emergency. Teachers shall have the opportunity to suggest items for the agenda.

F. Field Trips

Written permission for field trips shall be obtained from the Chief School Administrator to guarantee insurance coverage as a school sponsored activity. For participation in field trips which extend beyond the teachers' in-school workday, participating teachers shall be compensated for dinner only, at a reasonable rate.

ARTICLE VIII

SUBSTITUTE COVERAGE

A. Coverage

1. The Board agrees to provide paid teacher coverage of classes in the event a regular substitute is not available. While teachers have the option of accepting or refusing coverage, teachers are encouraged to accept coverage when requested in order to contribute to the over all smooth operation of the school. Every effort will be made to see that a substitute teacher is obtained.

2. If and when teachers are asked to cover classes, they will be paid at an hourly rate of \$15.00. The Chief School Administrator will keep a record of teacher coverage pay due. The following guidelines will apply regarding paid coverage:

a. If a teacher covers a class/activity during his/her prep period or lunch period, the coverage is at \$15 per hour.

b. If a class is "doubled up" and taught by a teacher who is normally scheduled to teach that period anyway, the coverage is at \$15 per hour.

c. Teachers who end up with extra free periods due to a class being away on a field trip may be scheduled to cover classes on the same day at no coverage pay, unless the number of classes covered exceeds the number of free periods. Free periods will not carry over to subsequent days for use as non-paid class coverage.

d. Coverage of 15 minutes or less will not be paid unless such coverage occurs more than 3 times a month. Such type coverage shall be incidental and the administration shall assign such only in cases of unforeseen circumstances.

e. Coverage pay will not be paid when "pull out" classes are cancelled, such as Skills, Cats, etc., and students remain in class instead of going to the "pull out" activity. However, a substitute will be requested for those special class teachers, when practical. Lesson plans are to be provided for the special classes.

f. Coverage must be approved in advance by a building administrator, who will then see that the time is entered in the log book.

g. Teachers may request payment of accrued coverage pay in December and/or June.

ARTICLE IX

NON-TEACHING DUTIES

A. Intent

The Board and Association acknowledge that a teacher's primary responsibility is to teach and that his energies should, to the extent possible, be utilized to this end.

B. Secretarial Assistance

The Chief School Administrator shall provide secretarial help, whenever possible, to assist teachers in the preparation of materials.

ARTICLE X

EMPLOYEE EMPLOYMENT

A. Credit for experience

Credit up to the maximum step of any salary level on the Teacher Salary Schedule shall be given for previous outside teaching experience in a duly accredited Public school upon initial employment in accordance with the provisions of Schedule A. Additional credit will not exceed four years for military experience.

B. Returning to the District

A teacher with previous teaching experience in the Knowlton Township School District shall, upon returning to the system, receive full credit on the salary schedule for all full time public school teaching experience or military experience.

C. Previous Sick Leave Accumulation

Previously accumulated unused leave days shall be restored to all returning employees, who have been granted a leave of absence by the Board of Education.

D. Notification of Contract and Salary

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

E. Part Time Employees

Employees employed on a part-time basis will receive salary directly proportionate to their employment time per week. Annual sick leave and personal leave shall be prorated.

ARTICLE XI

SALARIES

A. Salary Schedule

The salary of each employee covered by the Agreement is set forth in Schedule A, which is attached hereto and made a part hereof.

1. Any teacher shall receive longevity as follows:

at 20 years,	\$ 800.
at 25 years,	\$ 1300.
at 30 years,	\$ 1600.

Longevity pay will be in addition to salaries listed in the salary guides as listed in Schedule A.

2. Part-time teachers will receive full longevity.

B. Procedure for withholding Increments

Regular salary guide increments excluding adjustment may be withheld for inefficiency or other just cause related to the performance of duties.

C. Method of Payment

1. Employees covered by this agreement shall be paid on the 15th and 30th of the month. When payday falls on or during a school holiday, vacation, or weekend, employees shall receive their pay checks on the last school day prior to the holiday, vacation or weekend. Each employee may receive his final check on the last working day in June.

2. Teachers shall have the option of a 10 or 12 month pay program. Option shall be available for the entire term of this agreement. Teachers must give notice to the School Business Administrator by June 1 of each year for the upcoming year.

3. The Board agrees to deduct monies from employees' salaries for deposit at either the Hope Bank or the Tri-Co Federal Credit Union, under the optional summer payment plan.

ARTICLE XII

EMPLOYEE ASSIGNMENT

A. Notification

All employees shall be given written notice of their salary schedules, and, if applicable, tentative class and/or subject assignments and room assignments for the forthcoming year not later than the end of the school year. A list of said schedules and assignments shall be simultaneously sent to the Association, subject to change. The employee and the Association shall be notified in writing as soon as possible of any such changes.

B. Assignment Criteria

In order to assure that pupils are taught by teachers working within their areas of competence, teachers shall only be assigned to teach in areas for which they hold a standard teaching certificate issued by the New Jersey State Board of Examiners.

ARTICLE XIII

VOLUNTARY TRANSFERS AND REASSIGNMENTS

A. Notification of Vacancies

1. Date

The Chief School Administrator shall deliver to the Association in the school building a list of the known vacancies which shall occur during the following school year as soon as known.

2. Filling requests

Teachers who desire a change in grade and/or subject assignment may file a written statement of such desire with the Chief School Administrator. Such statement shall include the grade and/or subject to which the teacher desires to be assigned. Such requests for reassignments for the following year shall be submitted not later than April 30th or when applicable.

ARTICLE XIV

INVOLUNTARY TRANSFERS AND REASSIGNMENTS

A. Notice

Notice of an involuntary transfer or reassignment shall be given to teachers as soon as practicable.

ARTICLE XV

EMPLOYEE EVALUATION

A. Committee

A committee comprised of the officers of the KTEA and the Personnel Committee of the KTBE shall be established to recommend evaluation procedures for tenured and non-tenured teachers to the Board. The Chief School Administrator will be responsible for calling the session to order, and the committee shall meet during the first quarter of every even-numbered year, to be held beyond the normal school day.

B. Non-tenured Teachers

Non-tenured teachers shall be evaluated by their immediate superior at least three times in each school year, to be followed in each instance by a written evaluation report and by a conference between the teacher and his immediate superior for the purpose of identifying any deficiencies, extending assistance for their correction and improving instruction. Each evaluation shall consist of at least one classroom observation report, as well as the Board approved checklist.

C. Custodian

1. Custodians shall be evaluated at least twice per year, in writing, by the Chief School Administrator or School Business Administrator (6 month evaluation optional; annual evaluation mandatory)

D. General Criteria

1. Open Evaluation

All monitoring or observation of the work performance of an employee shall be conducted openly and with full knowledge of the employee.

2. Evaluation by certified supervisors

Teachers shall be evaluated only by persons certified by the New Jersey State Board of Examiners to supervise instruction.

3. Copies of evaluation

An employee shall be given a copy of any class visit or evaluation report prepared by his evaluator at least one day before any conference to discuss it. No such report shall be submitted to the central office, placed in the employee's file or otherwise acted upon without prior conference with the employee. No employee shall be required to sign a blank or incomplete evaluation form.

E. Reports

Evaluation reports shall be presented to each employee by his immediate superior in accordance with the following procedures:

1. Such reports shall be presented by the immediate superior based on a compilation of reports and observations by any or all supervisory personnel who come into contact with the employee in a supervisory capacity.

2. These reports shall be addressed to the employee.

3. Portions of such reports shall be written in narrative form and shall include, when pertinent:

a. strengths of the employee as evidenced during the period since the previous report.

b. weaknesses of the employee as evidenced during the period since the previous report.

c. specific suggestions as to measures which the employee might take to improve his performance in each of the areas wherein weaknesses have been indicated.

F. Derogatory material

No material derogatory to a employee's conduct, service, character or personality shall be placed in his personnel file unless the employee has had an opportunity to review the material. The employee shall acknowledge that he has had the opportunity to review such material by affixing his signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The employee shall also have the right to submit a written answer to such material and his answer shall be reviewed by the Chief School Administrator or his designee and attached to the file copy.

After 3 years, any derogatory comments or unsatisfactory supplemental information in an individual's personnel file will be removed and destroyed. However, it is understood that employee observations and evaluations will remain in the employee's permanent personnel file.

Although the Board agrees to protect the confidentiality of personal references, academic credentials and other similar documents, it shall not establish any separate personnel file which is not available for the employee's inspection.

Article XV

G. Termination of employment

Final evaluation of a employee upon termination of his employment shall be concluded prior to severance and no documents and/or other material shall be placed in the personnel file of such employee after severance or otherwise than in accordance with the procedures set forth in this ARTICLE.

ARTICLE XVI
EMPLOYEE FACILITIES

A. Listing of Facilities

The school shall have the following facilities:

1. Space for each teacher within each instructional area in which he teaches to store his instructional materials and supplies.
2. Suitable private closet space with lock and key for each employee.
3. The Board will attempt to provide, within budgetary limits, adequate teaching supplies.
4. A private faculty room shall be provided, with a private phone, the base rate of which shall be paid by the Board of Education.

ARTICLE XVII

ASSOCIATION-ADMINISTRATION LIAISON

A. Organization

The Association Executive Committee shall meet with the Chief School Administrator; meetings will be convened on every even year in the first quarter by the Chief School Administrator. Meetings will be held during the school day, during non-class time.

B. Areas for consideration

Areas for consideration at these meetings shall include, but not be limited to, decisions regarding:

1. Administration of this Agreement.
2. Curriculum, instruction, in-service, and other areas of professional concern.
3. Revision and development of building policies and practices.

ARTICLE XVIII

SICK LEAVE

A. Accumulative

As of September 1, 1982, all teachers employed shall be entitled to twelve (12) sick days each school year as of the first official day of said school year whether or not they report for duty on that day. Unused sick leave days shall be accumulated from year-to-year with no maximum limit. Sick days shall be used on a "last in/first out" accounting basis. These sick days may also be used by Teacher for illness in the immediate family.

B. Notification of Accumulation

The Board shall provide a written accounting of accumulated sick leave at the beginning of each school year for every Teacher. In addition, any Teacher employed prior to June 30th, 1986, shall be provided with an official tabulation of sick days earned prior to June 30, 1986, for the purposes of retirement compensation for accumulated sick leave.

C. Retirement

Upon retirement or death, teachers or their beneficiaries shall be compensated for their accumulated sick leave, as follows:

A. Sick leave accumulated prior to June 30, 1986, in accordance with the official tabulation provided in paragraph B above, shall be computed at an exchange of two sick days for one sick day, which one sick day is to be computed at a rate of 50 percent of the current (date of retirement) daily rate of a substitute.

B. All additional sick days accumulated after September 1, 1986, are computed on a one-for-one basis, and each sick day shall be computed at a rate of 50 percent of the current (date of retirement) daily rate of a substitute.

Also eligible to receive compensation shall be those teachers who leave the district after a minimum of seventeen (17) years of service in this district.

ARTICLE XIX

PERSONAL LEAVE

A. Reasons

1. In addition to the leaves granted under B. of this ARTICLE each employee may request to be excused without loss of pay for not more than 3 days per school year for personal business. Employees will not be required to state the reason for requesting personal days.

2. Requests for personal leave should be made in writing as far in advance as possible but no later than 2 days before the day requested except emergency days. In an emergency, the request should be made to the Chief School Administrator by telephone or other means of communication.

3. The Chief School Administrator shall notify the employee of his approval or disapproval. Personal leave days shall not be arbitrarily withheld.

4. \$100 bonus will be given to any employee with perfect attendance (no sick or personal days) except for professional days.

5. All accumulated personal days as of June 30, 1988, shall remain as such and may be used without restriction.

Any personal days earned after July 1, 1988, and not used during the school year in which they were earned shall be accumulated as sick days and for the purpose of the retirement bonus.

6. Employees will not be allowed to use personal days in 1/2 day allotments.

B. Death

1. Five days leave to be granted to each employee for death in the immediate family. Immediate family will be considered as: Mother, Father, Step-parents, sister, brother, wife, husband, child, and/or other person residing with the employee. Three days leave will be given on the death of mother-in-law, father-in-law, grandmother, grandfather, daughter-in-law, son-in-law, and/or grandchildren.

2. One day leave to be granted for the death of others related to employee but not considered immediate family.

Article XIX

C. Each teacher shall be entitled to a minimum of one professional day each school year, in addition to any professional day(s) that may be assigned by the Chief School Administrator. A teacher may attend a 2-day workshop if granted permission by the Chief School Administrator or if that teacher had not taken a professional day in one of the preceding 3 years. Reimbursement by the Board for the combined costs of travel and registration fees shall not exceed \$120.

ARTICLE XX

EXTENDED LEAVES OF ABSENCE

A. International and Federal Programs

A leave of absence without pay of up to two (2) years shall be granted to any tenured teacher who joins the Peace Corps, VISTA, National Employee Corps, or serves as an exchange employee or overseas employee, and is a full-time participant in either of such programs, or accepts a Fulbright Scholarship.

B. Outside Teaching

A teacher of tenure shall be granted a leave of absence without pay for up to one (1) year to teach in an accredited college or university. A teacher is entitled to only one such leave.

C. Military

Military leave without pay shall be granted to any employee who is inducted or enlists in any branch of armed forces of the United States for the period of said service and three (3) months thereafter, or three (3) months after recovery of any wound or sickness at time of discharge. A similar leave shall be granted to a employee whose spouse is inducted to join him for the period of special training, in preparation for duty in combat zones.

The Board shall be notified of all leaves cited under ARTICLE XX as listed above by April 30th. The employee's return shall be in the Fall term of the school year.

D. Maternity and Adoption

The Board shall grant maternity leave without pay to any employee upon request subject to the following stipulations and limitations:

1. A member who is pregnant shall notify the Chief School Administrator as to the dates requested for this leave.

2. Request for maternity leave of absence shall be made by completing the form "Application for Maternity or Child Rearing Leave of Absence," and presenting it to the Chief School Administrator no later than eight (8) weeks prior to the requested date of the leave. The member shall give the Chief School Administrator notice of her anticipated delivery date at least four (4) months prior to said date.

Article XX

3. The effective date of the leave shall be both in the best interest of the school and consistent with the health and welfare of the member. If the requested maternity leave is to be preceded by a paid "sick leave" or disability period, the effective date of the unpaid maternity leave may precede the initial date of the "sick leave" period.

4. The leave of absence for a teacher under tenure may extend, at a maximum, for the remaining portion of the school year in which the maternity leave commenced, plus one (1) additional full school year. If the tenured teacher elects to take the maximum allowable leave, a return to employment at the beginning of the next school year following the expiration of the approved leave shall be required.

5. The Board is under no obligation to continue the employment of a non-tenure employee beyond the contracted period so long as the non-renewal of employment is not based solely upon a condition of pregnancy or childbirth. The maternity/child rearing leave period shall not be counted for tenure purposes.

6. Accumulated sick leave, as prescribed by law, will apply, but only to the extent of the sick leave accumulated while employed at Knowlton Township Elementary School. Accumulated sick leave may only be used during periods of actual disability. All other periods during which a member is away from work as a result of child bearing or childrearing shall be deemed unpaid maternity leave. For the purpose of this article, a member is entitled to a presumption of disability thirty days before and thirty days after the birth of her child.

7. Application for returning to work shall be made to the Chief School Administrator in writing five (5) months prior to the date on which she plans to return, within the allowable time provided in paragraph D.

8. Upon return, the member's placement shall be determined, as of the date the leave commenced, on the appropriate step as set forth on the Schedule contained within Article XX - Paragraph H, with all benefits previously accrued.

9. Any tenure member adopting an infant child shall receive similar leave which shall commence upon the member's receiving de facto custody of said infant, or earlier, if necessary to fulfill the requirements for the adoption.

Article XX

E. Illness in Family

A leave of absence without pay of up to one (1) year shall be granted for the purpose of caring for sick member of the employee's immediate family (being employee's father, mother, children and spouse). Additional leave may be granted at the discretion of the Board.

F. Political

The Board shall grant a leave of absence without pay to any employee to campaign for or serve in the public office of New Jersey State Assembly person, State Senator, N.J. Governor, U.S. Senator, and President and U.S. Congressman.

G. Good Cause

Other leaves of absence without pay may be granted by the Board for good reason.

H. Return from Leave

Upon return from a leave of absence granted under this article, a teacher's placement on the salary schedule shall be determined by the number of days worked in the school year in which the leave commenced. The teacher's placement on the salary schedule on the September 1 following the return from the leave of absence shall be determined by the number of days worked in the school year in which the teacher returned from the leave of absence. Both of these salary schedule placements shall be determined by the following formula:

0 - 45 days worked	- no increase
46 - 135 days worked	- 1/2 step increase
136 - 180 days worked	- 1 step increase

No increase shall be granted on return from a leave, if the leave of absence is begun and ended in the same school year.

I. Extensions and Renewals

All extensions or renewals of leaves shall be applied for in writing and answered in writing. Except in emergency, requests for renewals or extensions of leaves shall be made at least 60 days prior to the starting date of the extension or renewal. The Board shall notify the employee as to its determination within 30 days.

J. Employees granted leave for jury duty will not have the time counted against personal days and compensation for jury duty will be returned to the Board in return for no loss of pay.

ARTICLE XXI

SABBATICAL LEAVES

A. Purpose

A sabbatical leave shall be granted to a teacher by the Board for study, for travel, or for other reasons of value to the school system.

B. Conditions

Sabbatical leave shall be granted, subject to the following conditions:

1. Percentage of teachers

If there are sufficient qualified applicants, sabbatical leaves shall be granted to a minimum of one (1) teacher at any one time.

2. Requests

Requests for sabbatical leave must be received by the Chief School Administrator in writing in such form as may be mutually agreed on by the Association and the Chief School Administrator, no later than January 1, and action must be taken on all such requests no later than February 1, of the school year preceding the school year for which the sabbatical leave is requested.

3. Minimum time to qualify

The teacher must have completed seven (7) full school years of service in the Knowlton Township School District.

4. Pay

A teacher on sabbatical leave (either for one-half of a school year with a minimum of 12 credits or for a full school year with a minimum of 21 credits) shall be paid by the Board at fifty (50%) percent of the salary rate which he would have received if he had remained on active duty if said leave is for study and at zero (0%) percent if for travel or other reason.

ARTICLE XXII

PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

A. Purpose

In our rapidly changing society, teachers must constantly review curricular content, teaching methods and materials, educational philosophy and goals, social change and other topics related to education. The Board recognizes that it shares with its professional staff responsibility for the upgrading and updating of teacher performance and attitudes. The Board and the Association support the principle of continuing training of teachers and the improvement of instruction. The parties further agree that each teacher should fulfill the obligation for professional improvement in ways that best serve his own problems, functions, interests, and needs.

B. Programs

The Board agrees to the following:

1. Pay expenses for required training

To pay the full cost of tuition and other reasonable expenses incurred in connection with any courses, workshops, seminars, conferences, in-service training sessions, or other such sessions which a teacher is requested by the administration to take.

Should the Chief School Administrator request a teacher to attend a professional meeting, workshop, or in-service seminar on a non-school day, such teacher shall be entitled to a per diem stipend of up to \$50, which shall be over and above re-imbusement for registration, travel, meals, or any other expenses directly related to the meeting. The Chief School Administrator shall have discretionary authority in the applicability of this policy. The teacher shall have the right to refuse such attendance.

2. Professional Library

To expend up to three (3) dollars per teacher each school year to purchase educational publications for use by the professional staff for professional development and educational improvement. The Board shall provide adequate space for housing said books and materials in convenient and readily accessible locations.

3. Experimentation

The Association and the Board have a mutual responsibility to promote better instruction. The Board

Article XXII

welcomes Association participation in all aspects of strengthening the education program to best meet the needs of the students and the community.

4. When attending the NJEA convention, each employee may purchase school related material up to the amount of \$25.00 which will be fully reimbursed by the Board of Education. A receipt and the material will be presented to the Chief School Administrator.

5. Each teacher will be entitled to \$50.00 per year for teaching activity supplies. Such money will not be used for general teaching supplies, but for special classroom projects.

ARTICLE XXIII

PROTECTION OF EMPLOYEES, STUDENTS AND PROPERTY

A. Unsafe and Hazardous Conditions

Employees shall not be required to work under unsafe or hazardous conditions or to perform tasks which endanger their health, safety, or well-being.

B. Reporting Assaults

1. Employees

Employees shall immediately report cases of assault suffered them in connection with their employment to the Chief School Administrator.

2. Administrator

The administrator shall comply with any reasonable request from the employee for information in the possession of the administrator relating to the incident or the persons involved, and shall act in appropriate ways as liaison between the employee, the police, and the courts, in accordance with the law.

ARTICLE XXIV

INSURANCE PROTECTION

A. Full Health-Care Coverage

The Board shall pay full premium for each employee and in cases where appropriate for family-plan insurance coverage. Both parties acknowledge an additional requirement of mandatory second surgical opinion, as described in Article XXIV-C. Part-time employees who work less than 80% will be pro-rated.

B. The Association agrees to a change in the prescription co-pay from \$3.00 to \$5.00 for the life of this contract.

C. Description to Employees

The Board shall provide to each employee a description of the health-care insurance coverage provided in this ARTICLE - no later than July 1st of the school year, which shall include a clear description of conditions and limits of coverage as listed above, depending on availability from carrier.

D. Washington National Meetings

The Chief School Administrator shall permit representatives of the NJEA Washington National Income Protection Plan to meet with employees for the purpose of enrolling new members and permitting present members to adjust their coverages at meetings on a district or building level at the request of the Association. Requests for such meetings shall be made no more than once a year. It is agreed that the Washington National representative shall be permitted a minimum of twenty (20) minutes for the meetings after school hours.

E. The Association has the right to have non-voting representation on the committee investigating medical carriers.

ARTICLE XXV

DEDUCTION FROM SALARY

A. Association Payroll Dues Deduction

1. The Board agrees to deduct from the salaries of its employees, dues for the Knowlton Township Association, the Warren County Education Association, the New Jersey Education Association or the National Education Association as said employees individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 233 N.J. Public Laws of 1969 (NJSA 52: 14-15.90) and under the rules established by the State Department of Education. Said monies together with current records of any corrections shall be transmitted to such person as may from time to time be designated by the Knowlton Township Education Association by the 15th of each month following the monthly pay period in which deductions were made.

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

B. Local, State and National Services

The Board agrees to deduct from employee's salaries money for local, state and/or national association services and programs as said employees individually and voluntarily authorize the Board to deduct and to transmit the monies promptly to such association or associations. Any employee may have such deductions discontinued at any time upon sixty (60) days' written notice to the Board and the appropriate association. These programs are restricted to Pension Annuity Fund and Loans, Washington National Insurance, and NEA Life Insurance.

ARTICLE XXVI

MISCELLANEOUS PROVISIONS

A. Nondiscrimination

The Board and the Association agree that there shall be no discrimination, and that all practices, procedures, and policies of the school system shall clearly exemplify that there is no discrimination in the hiring, training, assignment, promotion, transfer, or discipline of employees or in the application or administration of this Agreement on the basis of race, creed, color, religion, national origin, sex, domicile, or marital status.

B. Board policy

This agreement constitutes policy of the Board for the term of said Agreement, and the Board shall carry out the commitments contained herein and give them full force and effect as policy of the Board.

C. Separability

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such 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 and effect.

D. Compliance between Individual Contract and Master Agreement

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

E. Printing Agreement

Copies of this Agreement shall be printed by the Board within thirty (30) days after the Agreement is signed. The Agreement shall be presented to all employees now employed, hereafter employed, by the Board within this contract period.

F. Notice

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

1. If by Association to Board at Knowlton School or School Business Administrator's Home
2. If by Board to Association at Knowlton School or K.T.E.A. Secretary's Home Address

G. Agency Fee

1. Upon receipt of written authorization, the Board shall deduct a representation fee from the wages of each employee who is not a member of the Association and shall remit the monies collected to the Association once each month, not later than the 15th of the month.

2. The Association agrees to indemnify and hold harmless the Employer from any causes of action, claims, loss of damages incurred as a result of this clause.

3. Any employee in the bargaining unit on the effective date of this Agreement who does not join the Association within 30 days thereafter, any new employee who does not join within 30 days of initial employment within the unit and any employee previously employed within the unit who does not join within 10 days of reentry into employment within the unit shall as a condition of employment pay a representation fee to the Association by automatic payroll deduction.

4. The representation fee shall be in an amount equal to 85% of the regular Association membership dues, fees and assessments as certified to the Board by the Association. The Association may revise its certification of the amount of the representation fee at any time to reflect changes in the Association membership dues, fees and assessments. The Association entitlement to the representation fee shall continue beyond the termination date of this agreement so long as the Association remains the majority representative of the employees in the unit, provided that no modification is made in this provision by a successor Agreement between the Association and the Board.

Article XXVI

5. For the purpose of this provision, employees who are reappointed from year to year shall be considered to be in continuous employment.

6. The Association shall establish and maintain at all times a demand and return system as provided by N.J.S.A. 34:15A-5.4(2) (c) and (3) (L. 1979, c.477), and membership in the Association shall be available to all employees in the unit on an equal basis at all times. In the event the Association fails to maintain such a system or if membership is not so available, the Board shall immediately cease making said deductions.

7. 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 XXVII

BOARD OF EDUCATION REIMBURSEMENT FOR COLLEGE CREDITS

A. Reimbursement is subject to the prior approval of the Chief School Administrator of the district.

B. Employee may enroll in undergraduate/graduate courses which are related to Elementary Education. Undergraduate courses may not be applied toward any teacher certification. Custodians may enroll in non-college courses which are related to their job responsibilities, and be reimbursed at the same rate in "C" below.

C. Employees to be reimbursed at the rate of up to \$1500.00 for 94-95, \$1600 for 95-96, and \$1700.00 for 96-97. There will be no credit limit. The Board will reimburse the employee the actual cost of credit up to the amount specified. An employee hired on a temporary basis for an employee on leave shall be reimbursed only upon approval of the Chief School Administrator.

D. Reimbursement to employee will be made upon presentation of evidence of successful completion of such study. Evidence of successful completion shall be in the form of a grade sheet issued by the institution. Successful completion will be based on attainment of a grade B or PASS issued by the institution.

E. Board will make adjustment to proper step on guide upon employee attaining the necessary credits. This adjustment is to be made on September 1st or January 1st, whenever the employee has attained these credits. Transcripts must be produced by October 31st or February 28th. There will be no horizontal movement on the salary guide for undergraduate credits, except for those teachers who have already moved horizontally on the guide with the aid of undergraduate credits as of June 30, 1986, or have reached the requirement of movement horizontally with the use of undergraduate credits as of June 30, 1986.

F. As an additional incentive for teachers to gain increased knowledge on teaching skills through their attendance at educational workshops, the Board will award to the teacher one (1) credit on the local salary guide for every 15 hours of workshops attended, subject to the following provisions:

1. The workshop attended must be on the teacher's own time. Workshops attended as part of an approved professional day would not qualify.

2. If the teacher anticipates that attendance at a workshop would qualify towards the 15 hour requirement, notification to and approval by the Chief School Administrator must be obtained in advance.

Article XXVII

3. In determining eligibility of workshops to be credited under this policy, the Chief School Administrator will consider funds available and the relative benefits to be gained by the teacher and/or the school district. Final approval or disapproval of credit eligibility rests with the Chief School Administrator.

4. This policy does not preclude the employee from being reimbursed for related registration and/or travel expenses.

ARTICLE XXVIII
EXTRA-CURRICULAR SALARIES

Extra-curricular activities to be paid on a "per session" basis shall include but not necessarily be limited to the following:

GYM CLUB
INTRAMURAL SPORTS
ART CLUB
SCHOOL BAND
CHORUS
COMPUTER CLUB
SCHOOL NEWSPAPER

The rate per session will be \$24.00 for 1994-1995, \$25.00 for 1995-1996, and \$26.00 for 1996-1997. Other extra-curricular activities will be paid on an annual stipend basis that shall include but not necessarily be limited to the following:

	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>
Ski Club Advisor	\$521.00	\$543.00	\$565.00
Ski Club Assistant	\$307.00	\$320.00	\$333.00

Mentor -- Under the State's new provisions for the certification of first-year teachers, a mentor teacher is required. The Board of Education will post all mentor vacancies. The Board may employ a mentor either from within or outside of the Knowlton Township School District's faculty. The Board of Education is not responsible, however, for the payment of mentoring fees; it will be the responsibility of the first-year teacher to pay the mentoring fees, at the rate established by the State Department of Education.

DURATION OF AGREEMENT

This agreement is effective July 1, 1994, and it shall remain in effect until June 30, 1997. Both parties agree that all other proposals have been withdrawn and that they will recommend ratification to their respective groups.

Signatures

In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective secretaries.

FOR THE ASSOCIATION:

FOR THE BOARD:

Schedule A
1994 - 1995 Teacher Salary Guide

STEP	BS	BS+18*	MASTERS	M+15*	M+30*
1	27,715	28,415	29,165	29,765	30,565
2	28,525	29,225	29,975	30,575	31,375
3	30,145	30,845	31,595	32,195	32,995
4	31,794	32,494	33,244	33,844	34,644
5	32,464	33,164	33,914	34,514	35,314
6	33,030	33,730	34,480	35,080	35,880
7	35,451	36,151	36,901	37,501	38,301
8	35,966	36,666	37,416	38,016	38,816
9	36,481	37,181	37,931	38,531	39,331
10	36,635	37,335	38,085	38,685	39,485
11	37,010	37,710	38,460	39,060	39,860
12	37,385	38,085	38,835	39,435	40,235
13	37,760	38,460	39,210	39,810	40,610
14	38,210	38,910	39,660	40,260	41,060
15	38,710	39,410	40,160	40,760	41,560
16	39,210	39,910	40,660	41,260	42,060
17	39,710	40,410	41,160	41,760	42,560
18	40,210	40,910	41,660	42,260	43,060
19	41,597	42,297	43,047	43,647	44,447
20	43,468	44,168	44,918	45,518	46,318
21				47,293	48,093

*Graduate Credits

Teachers off the guide in 1993-1994 shall receive an additional \$1773 pay increase for 1994-1995, not including increases in longevity.

Schedule A

1995 - 1996 Teacher Salary Guide

Step	BS	BS+18†	Masters	M+15†	M+30†
1	28,745	29,445	30,195	30,795	31,595
2	29,345	30,045	30,795	31,395	32,195
3	30,145	30,845	31,595	32,195	32,995
4	31,794	32,494	33,244	33,844	34,644
5	33,376	34,076	34,826	35,426	36,226
6	34,079	34,779	35,529	36,129	36,929
7	35,451	36,151	36,901	37,501	38,301
8	37,211	37,911	38,661	39,261	40,061
9	37,751	38,451	39,201	39,801	40,601
10	38,291	38,991	39,741	40,341	41,141
11	38,452	39,152	39,902	40,502	41,302
12	38,846	39,546	40,296	40,896	41,696
13	39,239	39,939	40,689	41,289	42,089
14	39,632	40,332	41,082	41,682	42,482
15	40,104	40,804	41,554	42,154	42,954
16	40,628	41,328	42,078	42,678	43,478
17	41,153	41,853	42,603	43,203	44,003
18	41,677	42,377	43,127	43,727	44,527
19	42,201	42,901	43,651	44,251	45,051
20	43,656	44,356	45,106	45,706	46,506
21				47,668	48,468

†Graduate Credits

Teachers at the maximum step in 1994-1995 shall receive a 4.93% pay increase for 1995-1996, not including any increases in longevity.

Schedule A
1996 - 1997 Teacher Salary Guide

STEP	BS	BS+18*	MASTERS	M+15*	M+30*
1	30,338	31,038	31,788	32,388	33,188
2	30,938	31,638	32,388	32,988	33,788
3	31,538	32,238	32,988	33,588	34,388
4	32,338	33,038	33,788	34,388	35,188
5	33,987	34,687	35,437	36,037	36,837
6	35,569	36,269	37,019	37,619	38,419
7	36,272	36,972	37,722	38,322	39,122
8	37,644	38,344	39,094	39,694	40,494
9	39,404	40,104	40,854	41,454	42,254
10	39,944	40,644	41,394	41,994	42,794
11	40,484	41,184	41,934	42,534	43,334
12	40,645	41,345	42,095	42,695	43,495
13	41,039	41,739	42,489	43,089	43,889
14	41,432	42,132	42,882	43,482	44,282
15	41,825	42,525	43,275	43,875	44,675
16	42,297	42,997	43,747	44,347	45,147
17	42,821	43,521	44,271	44,871	45,671
18	43,346	44,046	44,796	45,396	46,196
19	43,870	44,570	45,320	45,920	46,720
20	44,394	45,094	45,844	46,444	47,244
21				47,899	48,699

*Graduate Credits

Teachers at the maximum step on the guide in 1995-1996 shall receive a \$2193 increase, not including any increases in longevity.

Schedule B

Custodial salary guide for the present staff shall be as follows:

	<u>94 - 95</u>	<u>95 - 96</u>	<u>96 - 97</u>
Head Custodian:	\$33,524	\$35,200	\$36,995
Head of Maintenance:	\$26,906	\$28,250	\$29,690