

W-0276

20-02

THIS DOCUMENT DOES  
NOT CIRCULATE

AGREEMENT

between

The Clark Board of Education  
of the Township of Clark  
Union County, New Jersey

and

The Clark Education Association

June 1970 -71





1 (maintenance men, maintenance man/groundskeeper, custodians,  
2 bus driver). All other employees, such as administrative secre-  
3 taries of the Superintendent and the Business Administrator;  
4 Principals; Helping Teacher; Curriculum Coordinator; Directors  
5 of the following: Special Services, Summer School, Cafeteria,  
6 Recreation, Buildings & Grounds; and, the Maintenance Foreman are  
7 specifically excluded.

8  
9 3. Unless otherwise indicated, the term "employees", when  
10 used hereinafter in this Agreement, shall refer to all employees  
11 represented by the Association in the negotiating unit as above de-  
12 fined.

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14  
15 ARTICLE 1.20

16  
17 NEGOTIATION PROCEDURE

18  
19 1. The parties agree to enter into collective negotiations over  
20 a successor Agreement in accordance with Chapter 303, Public  
21 Laws 1968 State of New Jersey, in a good faith effort to reach  
22 agreement on all matters concerning the terms and conditions  
23 of employment. Such negotiations shall begin not earlier than  
24 September 15, and no later than October 1 of the calendar year  
25 preceding the calendar year in which this agreement expires.

26  
27 2. Negotiations will begin by a committee of the Association  
28 and a committee of the Board; by the Association for such em-  
29 ployees as the Association is the proven, legal bargaining repre-  
30 sentative and the same is recognized by the Board as provided in  
31 Chapter 303, Public Laws 1968 State of New Jersey. These two  
32 committees will be relatively equal in number and maintain stability  
33 in personnel assigned. To this number will be added the Superin-  
34 tendent of Schools and a Principal representative. A representa-  
35 tive of other employee groups, as they become involved in the ne-  
36 gotiations, shall also be present.

37  
38 3. During negotiations, the representatives of the Board and  
39 the Association shall present relevant, non-confidential data, ex-  
40 change points of view and have the power to make proposals and  
41 counter-proposals in the course of the negotiations.

42  
43 4. If any part of this Agreement is held invalid by an agency  
44 of proper legal jurisdiction, the remaining portions of this Agree-  
45 ment will remain in effect for the remainder of the term of this  
46 Agreement.



1 that every employee of the Board shall have the right freely to  
2 organize, join, and support the Association and its affiliates, for  
3 engaging in collective negotiation and other concerted activities  
4 for mutual aid and protection.  
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6  
7 ARTICLE 1.50

8  
9 LEGAL RESPONSIBILITIES

10  
11 Association acknowledges that the employees of the Board  
12 which it represents are not entitled to strike or to disable the  
13 Board in the discharge of its statutory duty and Association  
14 agrees that such action would constitute a material breach of  
15 this Agreement. Nothing contained in this Agreement shall be  
16 construed to limit or restrict the Board in its right to seek and  
17 obtain such judicial relief as it may be entitled to have, in law  
18 or in equity, for injunction or damages or both in the event of  
19 such breach.  
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21  
22 ARTICLE 1.60

23  
24 GRIEVANCE PROCEDURE

25  
26 DEFINITIONS

27  
28 The term "grievance" means a complaint by any employee  
29 that, as to him, there has been an inequitable, improper, or  
30 unjust application, interpretation, or violation of a policy,  
31 agreement, or administrative decision affecting said employee.  
32

33 The term "grievance" and the procedure relative thereto,  
34 shall not be deemed applicable in the following instances:  
35

36 1. The failure or refusal of the Board to renew a  
37 contract of a non-tenure employee; or a non-tenure  
38 appointment of a tenured employee which arises by reason  
39 of his not being re-employed or re-appointed to the non-  
40 tenure position;  
41

42 2. In matters where a method of review is prescribed  
43 by law, any rule, or regulation, or by decision of the State  
44 Commissioner of Education or the State Board of Education  
45 having the force and effect of law;  
46

47 3. In matters where the Board is without authority  
48 to act;



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4. Whenever the employee appears with a representative, the Board shall have the right to designate a representative to participate at any stage of the grievance procedure.

5. An employee shall first discuss his grievance orally with his immediate superior. Where the immediate superior is below the rank of principal, the principal shall be notified and shall be present at and participate in said hearing. A decision shall be rendered within ten (10) working days of said hearing by the principal.

6. If the grievance is not resolved to the employee's satisfaction, within five (5) working days from the determination referred to in Paragraph 5 above, the employee shall submit his grievance to the Superintendent of Schools in writing, specifying:

- a. The nature of the grievance;
- b. The results of the previous discussion;
- c. The basis of his dissatisfaction with the determination.

7. A copy of the writing called for in Paragraph 6 above, shall be furnished to the school principal.

8. Within ten (10) days from the receipt of the written grievance (unless a different period is mutually agreed upon in writing), the Superintendent shall hold a hearing at which all parties in interest shall have the right to be heard.

9. Within ten (10) days of completion of said hearing (unless a different period is mutually agreed upon in writing), the Superintendent shall, in writing, advise the employee and his representative, if there be one, of his determination and shall forward a copy of said determination to the school principal and to the immediate superior of the aggrieved employee.

10. In the event of the failure of the Superintendent to act in accordance with the provisions of Paragraphs 8 and 9, or, in the event a determination by him in accordance with the provisions thereof, is deemed unsatisfactory by either party - the dissatisfied party, within ten (10) days of the failure of the Superintendent to act or within ten (10) days of the determination by him, may appeal to the Board of Education.

11. Where an appeal is taken to the Board, there shall be submitted by the appellant in writing, set forth in Paragraphs 6 and 9, and a further statement in writing setting forth the appellant's dissatisfaction with the Superintendent's action. A copy of said statement shall be furnished to the Superintendent and Principal.



1           12. If the applicant, in his appeal to the Board, does not  
2 request a hearing, the Board may consider the appeal on the  
3 written record submitted to it, or the Board may, on its own,  
4 conduct a hearing, or it may request the submission of addi-  
5 tional written material. Where additional written materials are  
6 requested by the Board, copies thereof, shall be served upon  
7 the Superintendent and Principal, who shall have the right to  
8 reply thereto.

9  
10           13. Where the appellant requests, in writing, a hearing  
11 before the Board, a hearing shall be held. Within ten (10)  
12 working days, action shall be initiated to set a mutually satis-  
13 factory hearing date.

14  
15           14. The Board shall make a determination within thirty  
16 (30) days from the receipt of the grievance, if no hearing; if  
17 hearing, then thirty (30) days after completion of hearing, and  
18 shall, in writing, notify the employee, his representative if  
19 there be one, the Principal, and the Superintendent of its deter-  
20 mination. This time period may be extended by mutual agree-  
21 ment of the parties.

22  
23           15. In the event an employee is dissatisfied with the de-  
24 termination of the Board he shall have the right to request  
25 advisory arbitration pursuant to rules and regulations established  
26 by the Public Employment Relations Commission under the pro-  
27 visions of Chapter 303, Public Laws of 1968.

28  
29           A request for advisory arbitration shall be made no later  
30 than fifteen (15) days following the determination of the Board.  
31 Failure to file within said time period shall constitute a bar to  
32 such arbitration unless the aggrieved employee and the Board  
33 shall mutually agree upon a longer time period within which to  
34 assert such a demand.

35  
36           In the event of advisory arbitration, the costs of the arbitra-  
37 tor's services, expenses, stenographic and other costs attendant  
38 thereto shall be equally shared by the parties and each of the  
39 parties shall bear their own costs.

40  
41           16. In the event a grievance should be filed by any employee  
42 who is not subject to the jurisdiction of any principal, he shall  
43 discuss his grievance initially with his immediate superior and if  
44 still dissatisfied with the determination, may appeal to the Super-  
45 intendent and if still dissatisfied, the Board in accordance with  
46 the provisions herein set forth.

47  
48           17. In any case, where a grievance is based upon the direct  
49 order, ruling or determination of the Superintendent, the aggrieved

1 employee may appeal directly to the Board within ten (10)  
2 days of the issuance of said Order, ruling or directive, or  
3 within ten (10) days of the time when same shall have been  
4 brought to the employee's attention, by filing with the Secre-  
5 tary of the Board, in writing, setting forth:

- 6
- 7 a. The order, ruling or determination complained of;
  - 8
  - 9 b. The basis of the complaint;
  - 10
  - 11 c. A request for a hearing if a hearing is desired.
  - 12

13 A copy of the writings set forth above shall be served upon  
14 the Superintendent who shall have the right to reply in writing  
15 thereto. A copy of such reply shall be served upon the aggrieved  
16 employee.

17

18 18. Upon receipt of a grievance filed under the provisions  
19 of Paragraph 17, the procedure shall be as set forth in Para-  
20 graphs 12 and 14.

21

22 19. All employees shall be entitled to resort to the full  
23 procedure hereinabove set forth.

24

25 20. The parties will arrange to have hearing or arbitration  
26 meetings held at times which will not interfere with the normal  
27 operation of the schools whenever possible.

28

29 21. Employee representation as provided shall be at no cost  
30 or expense to the Board.

31

32 22. Inaction at any stage where time limits are specified  
33 shall be construed as consent to an opposing finding.

34

35

36 ARTICLE 2. 10

37

38 TEACHER EMPLOYMENT

39

40 Credit on the Teacher Salary Schedule may be given for  
41 previous outside-the-district full time teaching experiences.  
42 Additional credit not to exceed four (4) years for military ex-  
43 perience and credit not to exceed two (2) years for Peace Corps,  
44 VISTA, or National Teacher Corps work may be given upon initial  
45 employment.

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ARTICLE 2.20

STAFF ASSIGNMENTS

Openings for staff assignments will be announced to the present staff through available communication media normally distributed to all professional staff members.

ARTICLE 2.30

THE SCHOOL YEAR

Teacher work days will be scheduled at 190 days for the school year.

If emergency closing of school (such as for snow days) diminishes the school calendar, these days will be considered lost to the teachers' schedule as well. However, if the number of days closed diminishes the school calendar below 180 days, then the number of days needed to raise pupil days to 180 will be scheduled before July 1 of that school year.

For two district-wide faculty meetings during the school year, pupils will be dismissed at 1:30 p.m. after pupil lunch periods.

The last day of the pupil school year will end at 12 noon unless that day is needed for a 180-day school year.

ARTICLE 2.40

TRANSFERS - VOLUNTARY

Teachers who desire a change in grade and/or subject assignment, or who desire to transfer to another building, may file a written statement of such preference with the Principal and Superintendent.

ARTICLE 2.50

TRANSFERS - INVOLUNTARY

An involuntary transfer or reassignment will be accompanied by a meeting between the Principal and the teacher involved, at which time the reasons for the transfer and the

1 objections of the teacher will be discussed. Such reasons  
2 and objections may be given in writing by both the teacher and  
3 the Principal at the request of either party.  
4

5  
6 ARTICLE 2.60

7  
8 LEAVES

9  
10 Sick Leave

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12 All full-time employees of the Board of Education shall re-  
13 ceive eleven (11) days per year sick leave for each year of em-  
14 ployment at full pay. After the 10th year, and after each 5-year  
15 period thereafter, an additional day for such five-year period,  
16 will be added. All unused sick days shall be accumulated to a  
17 maximum of 15 days per year for use in subsequent years.  
18

19 Personal Leave

20  
21 All full-time professional staff of the Board of Education  
22 shall, upon application to the Principal in writing, and with  
23 approval of the Superintendent, receive personal days at full pay  
24 for religious, business, or family reasons.  
25

26 Application for such leave should be submitted as far in ad-  
27 vance as possible to the Superintendent of Schools.  
28

29 A total number of such days will remain unspecified subject  
30 to annual review by the Board and the Association and possible  
31 regulation if these terms become unwieldy in administration.  
32

33 All full-time clerical, and maintenance and custodial em-  
34 ployees of the Board may, upon application to the Principal in  
35 writing, and by approval of the Business Administrator, and  
36 Superintendent, receive up to three (3) full days per year at full  
37 pay for religious, personal business, or family reasons. Appli-  
38 cation for such leave should be submitted as far in advance as  
39 possible.  
40

41 Such days are intended to cover emergency conditions over  
42 which the employee has no control. These are not intended as  
43 additional holidays.  
44

45 Death in Immediate Family

46  
47 All full-time employees of the Board of Education shall,  
48 upon application in writing, and with approval of the Superinten-  
49 dent, receive personal days at full pay for death in the immediate  
50 family.



1 of teaching in Clark are eligible to apply for financial grants for  
2 advanced study. Grants will be provided for 80% of the tuition  
3 cost of up to 12 semester hours during any fiscal year. In addi-  
4 tion, cost of books and laboratory fees will be paid up to \$25  
5 based on 50% of such costs connected with the courses studied.  
6

7 Teachers in their second year of teaching in Clark shall be  
8 be eligible to apply for one (1) course in each of the Fall and  
9 Spring semesters not to exceed a total of six (6) semester hours.  
10

11 Notification of intent to pursue course work must be sub-  
12 mitted by May 1 for the year beginning the following July through  
13 June. Forms for this purpose may be obtained in your school  
14 office. General information is sufficient at this time, such as  
15 a three (3) semester hour course in reading. Later the course  
16 number and title can be supplied when they are known.  
17

18 Reimbursement for expenses covered by the Grant will be  
19 processed for payment upon notification from the college of  
20 successful course completion.  
21

22 Application for Advanced Study Grants will be forwarded to  
23 the Superintendent of Schools for review, after which recom-  
24 mendations will be presented to the Board of Education for approval.  
25

26 The purposes of this Agreement are:

- 27 1. To encourage applicants who aspire to an advanced  
28 degree.  
29
- 30 2. To encourage those preparing for positions in which  
31 the Clark Public Schools are in need of personnel.  
32
- 33 3. To encourage taking of courses which have the po-  
34 tential to improve the instructional ability of the applicant.  
35  
36

37 The following guidelines will apply:

- 38 1. Application for a grant must be made by May 1 of  
39 the year preceding the fiscal year in which courses will be  
40 pursued. At this time, the number of summer courses and  
41 the semester hours of credits will be designated. Applica-  
42 tion for first semester courses will be made by August 15.  
43 Application for second semester courses must be made final  
44 by December 15 in the fiscal year. Applications must be  
45 submitted on the form provided. As soon as specific course  
46 designations can be determined the Superintendent must be  
47 notified.  
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2. Applicant will state the purpose for desiring additional study.

3. Applicants may apply in consecutive years or otherwise.

4. Tuition grants are not to be used by teachers who are already receiving aid from other sources, unless such aid shall be shown to be less than allowed by this Agreement in which case a grant for the differential should be requested.

5. Teachers who plan to leave the Clark Schools through retirement or resignation should not apply.

6. Teachers who leave the Clark Schools during the year of the grant, will be credited with not more than 50% of the amount of the grant if departure occurs during the first seven (7) months of the school year and will be credited in full for departure thereafter.

7. A report at the conclusion of the program should be made through the Principal to the Superintendent which summarizes the knowledge attained in the course in relationship to teaching and to the school system taken as a body.

8. Advanced Study Grants are not given for undergraduate courses taken for teacher certification.

9. If a course taken is not satisfactorily completed, a consultation with the Superintendent and his recommendation is required before further grants are approved.

ARTICLE 3.30

PROFESSIONAL DEVELOPMENT GRANTS

Education moves forward through the persistent efforts of those teachers who bring new approaches, original ideas, and fresh insights into the classroom. To encourage creativity and innovation, the Clark Board of Education is initiating a 3-part program as described below. The program is designed to provide special opportunities and financial help to teachers who wish to learn about and to try out novel strategies of teaching and learning.

I. Mini-grant

Grants up to \$200 will be awarded directly to individual teachers for funding the special materials and supplies needed

1 to carry out innovative classroom projects. Each project  
2 will be considered on its individual merits - on the ex-  
3 tent to which it is innovative. All personnel who engage  
4 in teaching activities are eligible to apply for a mini-grant.  
5

6 Every teacher has ideas for creating a more meaning-  
7 ful learning experience for boys and girls. Often only a  
8 small sum of money stands between the teacher and the op-  
9 portunity to carry out an idea. The mini-grant program  
10 can help to get these ideas into the classroom.

11  
12 Conditions:

- 13  
14 1. A committee composed of 2 supervisors,  
15 2 principals, and 2 teachers will review  
16 all applications and recommend to the Super-  
17 intendent of Schools, those projects which  
18 merit funding. The Superintendent of Schools,  
19 in turn, makes recommendation to the Board  
20 of Education, which makes the final decision  
21 on funding.
- 22  
23 2. Teachers may apply for a grant at any time  
24 of the year.
- 25  
26 3. Teachers may submit more than one applica-  
27 tion (idea) at a time and as frequently as new  
28 ideas come to them.
- 29  
30 4. The teacher makes application on the form  
31 provided by describing his/her innovation in  
32 some detail.
- 33  
34 5. The application is submitted to the Principal  
35 who refers it to the aforementioned committee  
36 for processing.
- 37  
38 6. Teachers should not become discouraged if  
39 their early efforts do not produce a mini-grant.
- 40  
41 7. Worthy projects which require more funds than  
42 allotted in this grant should be submitted to the  
43 State Department of Education for an award up  
44 to \$1,000.
- 45

46 II. Conferences, Conventions, Workshops Grants

47  
48 To further stimulate the interest of teachers in innova-  
49 tion and modern practices, opportunity is given to teachers,



1 by the Clark Board of Education, to attend state and  
2 national professional meetings. Often a stimulating  
3 speaker or discussion provides the germ of an idea which  
4 becomes an innovation for a teacher.  
5

6 Conditions  
7

- 8 1. The conference must deal with the area being  
9 taught by the teacher requesting attendance at  
10 the conference. Attendance should hold promise  
11 of improving the teaching of the teacher attending.  
12
- 13 2. Attendance at any single conference is limited  
14 to 2% of our teaching staff.  
15
- 16 3. To be eligible for a Conference Grant, teachers  
17 must have completed three (3) full years of  
18 teaching in Clark.  
19
- 20 4. Teachers who receive a Conference Grant will  
21 submit a report to the Superintendent on the  
22 convention, conference, or workshop within  
23 two (2) weeks of their return to Clark.  
24
- 25 5. Application can be made on the form provided  
26 for this purpose. Forms are available in all  
27 school offices. Application must be made at  
28 least one (1) month in advance.  
29
- 30 6. Conference expenses for which the teacher is  
31 eligible include: registration fee, travel, room,  
32 and included meals.  
33

34 III. Summer Institute Grants  
35

36 Teachers sharpen their knowledge and skills in teaching  
37 a particular subject area by attendance at institutes offered  
38 by most colleges and universities. Many of these institutes,  
39 particularly in mathematics and science, offer attractive  
40 financial inducements to the teacher. Other areas of the  
41 curriculum are now covered by institutes that have less  
42 generous funding.  
43

44 Institute grants are offered by the Clark Board of  
45 Education to interested teachers to provide financing  
46 where funding is lacking, or supplement where funding  
47 is meager. The institute must deal with an area being  
48 taught by the teacher applying.

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Conditions

1. Application is made on the form provided which may be obtained in the school office.
2. Attendance during the first summer is limited to four (4) teachers. Thereafter the number approved for attendance will not exceed twelve (12) teachers.
3. Financing of the Institute Grant is contingent upon the successful completion of the work of the institute. Where this is not the case, only 50% of the Grant will be funded.
4. Financial help from the Board of Education will cover or supplement the following expenses when not paid or when partially paid by the Institute: registration, tuition, books, travel, and room and board away from home for husband, wife, and children. Grants are made on the basis of \$75. per week and \$15 per week per dependent up to three (3) during the weeks the Institute is in session.
5. Opportunity to attend summer institutes accrues only to those teachers under contract to Clark and who appear for the following September. Where this is not the case, only 50% of the grant will be funded.
6. To be eligible for an Institute Grant, teachers must have completed five (5) full years of teaching in Clark, of which the last three (3) must be consecutive. The teacher becomes eligible for additional grants each three (3) years of teaching thereafter.

ARTICLE 3. 40

INSURANCE

1. The Board of Education will provide full coverage of all full-time employees for Blue Cross, Blue Shield, and Major Medical as provided through the State Pension System.

2. In addition, 80% of premium for family coverage will be provided for all employees who apply for such coverage. Balance of premium to be paid for by employee.

1 3. Should an employee obtain permission from the Board  
2 for a leave of absence for over one (1) month, then and in that  
3 event, the Board shall cease payment of premiums which is its  
4 obligation under this Article, and the employee shall make his  
5 own arrangements with the insurance carrier if he desires  
6 coverage.

7  
8  
9 ARTICLE 4.10

10  
11 HOLIDAYS AND VACATIONS

12  
13 The holidays recognized by the Board of Education for non-  
14 professional employees shall be:

- |    |                       |                        |
|----|-----------------------|------------------------|
| 15 |                       |                        |
| 16 | Labor Day             | Christmas Day          |
| 17 | *Columbus Day         | New Year's Day         |
| 18 | *Yom Kippur           | *Lincoln's Birthday    |
| 19 | *General Election Day | *Washington's Birthday |
| 20 | Veterans Day          | Good Friday            |
| 21 | Thanksgiving Day      | *Memorial Day          |
| 22 | Independence Day      |                        |

23  
24 \*Observed when school is not in session.

25  
26 The following vacation table shall be used for secretary-  
27 clerical and custodial staffs beginning with year starting July 1,  
28 1969:

29		
30	1 to 8 years employment	10 working days
31	9 to 18 years employment	15 working days
32	19 to 24 years employment	20 working days
33	25 or more years employment	25 working days

34  
35 Arrangement for the schedule of actual days of vaca-  
36 tion shall be made with the Principal, the Superintendent  
37 and Business Administrator. Days of vacation must be  
38 used in the fiscal year, July 1 through June 30.

39  
40 For employees with less than one (1) year service on  
41 July 1, a vacation period based on an accrual of 5/6 of a  
42 day for each completed month of employment will be allowed.

43  
44 Members of the clerical staff employed prior to July 1,  
45 1969 shall be entitled to four (4) weeks vacation.

ARTICLE 4.20

OVERTIME

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5 1. Members of the Maintenance and Custodial group who  
6 work on any part of a recognized holiday will be paid his regular  
7 rate for such holiday hours worked in addition to eight (8) hours  
8 of holiday allowance at his regular rate.

9  
10 2. Time and a half ( $1\frac{1}{2}$ ) shall be paid to any custodian whose  
11 work exceeds forty (40) hours in any given week.

12  
13 3. All Sunday work will be paid at double the normal rate  
14 of pay for all hours worked. The exception will be in instances  
15 of Community use of buildings which work will be paid at time  
16 and a half ( $1\frac{1}{2}$ ) for all hours worked.

17  
18  
19 ARTICLE 4.30

20  
21 UNIFORMS

22  
23 All custodial personnel will report to work in a clean uniform  
24 and safety shoes.

25  
26 1. The Board of Education will supply three (3) uni-  
27 forms per year.

28  
29 2. The Board of Education will keep each member of  
30 the maintenance and custodial group supplied with  
31 one (1) pair of safety shoes. Custodians who pre-  
32 fer a safety shoe superior to that chosen for a  
33 standard will be allowed the purchase price of the  
34 standard shoe to apply toward the purchase of a  
35 more expensive pair - the difference being paid by  
36 the custodian.

37  
38  
39 ARTICLE 5.10

40  
41 PRESENT POLICIES

42  
43 The Board and the Association agree in accordance with  
44 Chapter 303, Public Laws 1968, State of New Jersey that except  
45 as this Agreement shall otherwise provide, those policies, or  
46 parts of policies, their amendments and supplements adopted  
47 and applicable as of the effective date of this Agreement, which  
48 pertain to terms and conditions of employment shall continue to  
49 be so applicable during the term of this Agreement.

ARTICLE 5.20

TERMINATION AND EXTENSION OF AGREEMENT

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14

1. The term of this Agreement for Articles 1.10 through 5.20, excluding 3.10 (together with Schedule "A") and 3.40, paragraph 1 shall be from July 1, 1970 through June 30, 1972.

2. The term of this Agreement for Articles 3.10 (together with Schedule "A") and 3.40, paragraph 1 shall be from July 1, 1970 through June 30, 1971.

3. This Agreement shall continue in force beyond the expiration date if agreed upon in writing by both parties.

## SCHEDULE "A"

Salary Schedule - Teachers - 1970-71

Step	BA	Inc.	MA	Inc.	MA+30	Inc.	EdS	Inc.	Yrs. of Exp.
0	7600		8500		9100		9300		1
1	7950	350	8800		9400		9600		2
2	8300	350	9100		9700		9900		3
3	8800	500	9600	500	10200		10400		4
4	9200	400	10050	450	10650	450	10850		5
5	9600	400	10500	450	11100	450	11300	450	6
6	10000	400	10950	450	11550	450	11800	500	7
7	10400	400	11450	500	12050	500	12300	500	8
8	10900	500	11950	500	12550	500	12850	550	9
9	11400	500	12500	550	13100	550	13400	550	10
10	11900	500	13050	550	13650	550	13950	550	11
11	12500	600	13600	550	14200	550	14500	550	12
12	13100	600	14150	550	14750	550	15100	600	13
13	13700	600	14750	600	15350	600	15700	600	14
14			15400	650	16000	650	16350	650	15
15							17000	650	16

Cont.

1           Anything to the contrary notwithstanding; provisions pertain-  
2           ing to the Master's degree and half step as herein set forth are  
3           independent provisions pertaining to Master's degree only.  
4

5           The following category of teachers now in an active Master's  
6           degree program who are presently on the half step in the program  
7           will be paid at the rate hereinafter provided as long as they con-  
8           tinue courses to obtain the Master's degree.  
9

- 10           1. Teachers who are on the 9th step or beyond on the  
11           guide.
- 12           2. All others presently in the program must obtain the  
13           Master's degree at the end of the 12th step of the  
14           guide.  
15

16  
17           In the event of 1 above teacher becomes ineligible for the  
18           benefit and payments for the half step and will immediately be  
19           discontinued in either of the following: should the teacher with-  
20           draw from the Master's program, or should the college drop  
21           such teacher from the Master's program.  
22

23           In the event of 2 above teacher becomes ineligible for the  
24           benefit and payments for the half step and will immediately be  
25           discontinued in any of the following: should the teacher not com-  
26           plete courses and obtain the Master's degree at the end of the  
27           12th step of the guide, or the teacher withdraw from the Master's  
28           program, or should the college drop such teacher from the  
29           Master's program.  
30

- 31           3. Teachers may become eligible for entrance into this  
32           Master's program by applying for admission there-  
33           to prior to and no later than September 1, 1969,  
34           and their acceptance in the program is subject to  
35           all conditions set forth 2 above.  
36

37           Use of "step of the guide" herein referred to is done solely  
38           for the purpose of mutual understanding between the parties of the  
39           time element as referred to in this Master's program.  
40

41           No additional teachers will be placed on the half step after  
42           September 1, 1969.  
43

44           The half step to the Master's degree will be paid at the rate  
45           of half the difference between the BA and MA schedules at each  
46           step.  
47

48           Upon receiving the Master's degree, teacher will move up  
49           to Master's salary guide.

SCHEDULE "A" - (continued)

Salaries - School Nurses - 1970-71

	<u>Minimum</u>	<u>Increments</u>	<u>Maximum</u>
Less than a BA	\$5750	9 @ \$275	\$8225
BA	\$6000	10 @ \$300	\$9000

Salaries - Secretaries-Clerks - 1970-71

Accounting Clerk	\$5350	6 @ \$250	\$6850
School Secretary	\$5250	6 @ \$250	\$6750
Clerk-Stenographer	\$4650	6 @ \$250	\$6150

Salaries - Custodians - 1970-71

Minimum	\$5750	Increments - 6 @ \$225	Maximum	\$7100
	plus	\$ 300 in each year appointed as a "Head Custodian"		
	plus	\$ 200 for fireman's black seal license.		
	plus	\$ 100 for bus driver's license.		
Matron	\$5750			

Salaries - Maintenance - 1970-71

Minimum	\$7500	Increments - 6 @ \$300	Maximum	\$9300
	plus	\$ 200 for fireman's license		
	plus	\$ 100 for bus driver's license		

Salaries - Bus Driver - 1970-71

Minimum	\$6250	Increments	6 @ \$225	Maximum	\$7600
	(Custodian's Guide plus \$500)				
	plus \$ 200 for fireman's license				

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

(SEAL)

THE CLARK BOARD OF EDUCATION  
of the Township of Clark  
Union County, New Jersey

ATTEST:

By \_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

(SEAL)

THE CLARK EDUCATION ASSOCIATION

ATTEST:

By \_\_\_\_\_  
President

\_\_\_\_\_  
Secretary