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Freehold Regional High School

District

THIS BOOK DOES
NOT CIRCULATE

AGREEMENT

JULY 1, 1969 - JUNE 30, 1970

Freehold Regional High School Board of Education

and

Freehold Regional High School Education Association

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PREAMBLE

This Agreement is entered into this 19th day of March, 1969, by the Board of Education of the Freehold Regional High School District, Monmouth County, New Jersey, hereinafter called the "Board," and the Freehold Regional High School Education Association, hereinafter called the "Association."

ARTICLE I

Recognition

The Freehold Regional High School Education Association is recognized as the exclusive representative of the employee categories listed below to negotiate with respect to terms and conditions of employment and collective agreements and any questions arising thereunder.

The Freehold Regional High School Education Association is deemed to be representative of:

| | |
|---------------------------|---------------------------------|
| Classroom Teachers | Secretaries and Clerks |
| Nurses | Attendance Officers |
| Guidance Counselors | Directors |
| Librarians | Coordinators |
| Social Workers | Supervisors |
| Psychologists | Department Chairmen |
| Home Instruction Teachers | Learning Disability Specialists |
| | Reading Consultants |

hereinafter designated collectively as "employees," but excluding the following:

| | |
|--------------------------------------|---|
| Superintendent | Matrons |
| School Board Administrator-Secretary | Maintenance and Grounds Personnel |
| Assistant Superintendent | Transportation Director |
| Principals | Transportation Supervisor |
| Assistant Principals | Cafeteria Personnel |
| Director of Special Services | All other personnel in the employ of the Board of Education of the Freehold Regional High School District |
| Executive Secretaries | |
| Custodians | |

ARTICLE II

Negotiation Procedure

No later than October 31, 1969, the parties shall exchange demands for change and improvement in the Agreement. No later than but, if possible, earlier than November 10, 1969, the parties shall commence collective bargaining sessions. If by November 24, 1969, the parties believe that successful resolution of all differences cannot be achieved without mediation effort, the parties shall immediately request

the Public Employment Relations Commission to assign a mediator to assist them. If by December 19, 1969, the parties shall not, with the aid of the mediator, have achieved an agreement, they shall, unless both mutually agree to waive this condition, request the said Employment Relations Commission to appoint a fact finder. The fact finder shall complete his hearings on or before January 2, 1970, and shall deliver to the Superintendent of Schools of the Freehold Regional High School District his report and recommendations on or before January 9, 1970, and copies shall also be supplied to the Association and the press.

ARTICLE III

Grievance Procedure

A. Definition

"Grievance" shall mean a complaint by an employee or group of employees of the Freehold Regional High School District that there has been a personal loss, injury, or inconvenience because of an interpretation, application, or violation of policies, agreements, and administrative decisions affecting him or them. Grievances to be presented to impartial arbitration shall be limited to the application or interpretation of this written agreement.

B. Procedures

1. Any employee or group and its representative shall discuss grievances with the principal (or supervisor). The grievance must be initiated within two weeks of the occurrence of the matter to be grieved. Supervisors may also initiate individual grievances at this level.

2. If the grievance is not settled satisfactorily in five (5) days, it shall be reduced to writing specifying (a) the nature of the grievance, (b) the nature and extent of the injury, loss, or inconvenience, (c) the results of previous discussions, (d) his (their) dissatisfaction with the decisions previously rendered. The written grievance shall be discussed by the Association representative in the school and the Principal. An answer in writing must be forthcoming in three (3) days.

3. If the matter is not settled satisfactorily, the written grievance shall be considered by the Association president (or the chairman of the Grievance Committee) and the Superintendent. The result of this discussion shall be forwarded in writing to the employee's

Principal and Association within ten (10) days after transmission to the Superintendent. At the level of the Superintendent and Association president, either the Association or the Board and its supervisory staff may initiate grievances concerning groups of employees.

4. Grievances not settled at the above step shall be considered jointly by the Association Grievance Committee and the Board, or such sub committees as either shall designate. The Board may, at its option, hold a hearing with the employee or employees and the Association and shall answer such grievance in writing within thirty (30) days of receipt.

5. Grievances which involve the application or interpretation of this agreement and which have not been settled to the satisfaction of the initiating party, either Board or Association, shall be submitted to binding arbitration by Dr. Maurice C. Benewitz, 261 Thompson Shore Road, Manhasset, New York 11030. Such grievance shall be submitted to the arbitrator within ten (10) days of the completion of the Board's step. The arbitrator shall set a hearing at the earliest date possible between the parties and shall have twenty (20) days from the completion of the hearing to render a final and binding award.

6. It is understood that the Association and the Board may settle or compromise any grievance reduced to writing at any step so long as such settlement does not discriminate against the employees involved or deprive them of any rights available to other members of the unit.

ARTICLE IV

Employee Rights

- A. Nothing contained herein shall be construed to deny or restrict to any employee or to the Board such rights as they 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.
- B. No employee shall be disciplined, reprimanded, reduced in rank or annual basic contractual salary or deprived of any advantage set forth in the Board policy or established prior practice without just

cause. Any such action exerted by the Board or any agent or representative thereof shall not be made public before final action by the Board and shall be subject to the grievance procedure herein set forth.

- C. Whenever any employee is required to appear before the Superintendent on formal charges concerning any matter which could adversely affect the continuation of that employee in his office, position, or employment or the salary or any increment pertaining thereto, then he shall be given prior written notice with the reason for such meeting or interview and shall be entitled to have a representative of the Association present to advise him and represent him during such meeting or interview. Any suspension of an employee pending charges shall be with pay prior to a Board formal hearing.
- D. No employee shall be prevented from wearing pins or other identification of membership in the Association or its affiliates.

ARTICLE V

Association Rights, Privileges, and Responsibilities

- A. The Association recognizes that the basic employer-employee relationship which exists between itself and the Board is not an absolute one but, rather, is a relationship affected by responsibilities and obligations which both parties, in separate and mutual ways, owe to citizens, parents, and students.
- B. Whenever any representative of the Association or any employee is mutually scheduled by the parties to participate during working hours in negotiations, grievance proceedings, conferences, or meetings, he shall suffer no loss in pay.
- C. Representatives of the Association shall be permitted to transact official Association business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations. The Association pledges not to involve students in matters relating to this contract.
- D. The Association and its representatives shall have the right to use school buildings at all reasonable hours for meetings. The Principal of the building in question shall be notified in advance of the time

and place of all such meetings. As for all groups requesting the use of building facilities, advance approval is required.

- E. The Association may use no school equipment unless approval of the Principal is first obtained. The Association will bear the full cost of equipment repairs associated with its use of school equipment.
- F. The Association will use no Board of Education supplies or materials without prior approval of the building Principal. The Association will pay the reasonable cost of all such supplies and materials used.
- G. The Association shall have, in each school building, the exclusive use of a bulletin board in each faculty lounge.
- H. The Association may use the school mail boxes for distribution of materials, provided such use does not impede normal Board of Education procedures. Copies of material to be distributed by the Association shall be given to building administrative personnel.
- I. 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 representatives of the employees, and to no other organizations.
- J. The Board agrees to furnish to the Association in response to reasonable requests from time to time annual financial reports and audits, agendas and minutes of all public board meetings at the same time available to the public, and names and addresses of all teachers.
- K. The Board agrees to make available to the Association ten (10) minutes at the new teacher orientation meeting in the Fall.
- L. The Board agrees to assign to the Association President a program of four (4) teaching periods and three (3) free periods (including one for preparation) daily.

ARTICLE VI

School Calendar

- A. The in-school work year of teachers employed on a ten (10) 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-seven (187) days, and the in-school work year of teachers employed on an eleven (11) month basis shall not exceed two hundred and six (206) days, and the in-school work year of teachers employed on a twelve (12) month basis shall not exceed two hundred and twenty-five (225) days. The in-school work year shall include days when pupils are in attendance, orientation days, or any other days on which teacher attendance is required.

- B. The school calendar to be drawn by the Superintendent and approved by the Board for the school year 1969-70 shall include as holidays Rosh Hashanah and Yom Kippur, when applicable, plus a mid-winter holiday.

ARTICLE VII

Teacher Schedule and Duties

- A.
 - 1. Teachers shall indicate their presence for duty by writing their initials in the appropriate column of the faculty "sign in" roster.
 - 2. Teachers shall be required to report for duty at least fifteen (15) minutes before the opening of the pupil's school day and shall be permitted to leave fifteen (15) minutes after the close of the pupil's school day, except as designated under Section D of this Article. The total in-school work day shall be six hours and thirty minutes, but shall not exceed seven hours without additional compensation at the teacher's pro rata annual salary commencing after the seventh hour. The total in-school work day shall not include the two fifteen-minute periods specified in the first section of this paragraph.
- B.
 - 1. The maximum daily teaching load shall be five (5) teaching periods. Additionally, a teacher can be assigned one (1) duty period and a homeroom assignment.
 - 2. Teachers shall not be required to teach more than two (2) separate academic areas at any one time, nor be required to undertake more than three (3) different preparations, unless enrollment dictates otherwise.
- C.
 - 1. Teachers shall have a daily duty-free lunch period of at least the same length as the students.

2. Teachers may leave the building without requesting permission during their scheduled duty-free lunch periods.
- D. 1. Building-based teachers may be required to remain after the end of the regular work day, for the purpose of attending faculty or other professional meetings two (2) days each month. Such meetings shall begin no later than fifteen (15) minutes after the student dismissal time. Any teacher who wishes may be excused sixty (60) minutes after the start of said meeting, if the meeting is still in progress.
 2. An Association representative may speak to the teachers at a school's monthly faculty meeting for at least ten (10) minutes on the request of the representative to the building Principal. The Association's time shall be granted within seventy (70) minutes of the start of the meeting.
 3. The notice of and tentative agenda for any meetings shall be given to the teachers involved at least seven (7) days prior to the meeting, except in an emergency. Teachers shall have the opportunity to suggest items for the agenda.
- E. 1. Classroom teachers shall, in addition to their lunch period, have one (1) full daily preparation period, during which they shall not be assigned to any other duties.
- F. 1. Exceptions to the provisions of Sections A, B, C, D, and E above may be made only in cases of emergency. The Association shall be notified in each such instance, in advance if possible.

ARTICLE VIII

Class Size

The number of students to be taught in a particular class is determined in part by the adequacy of the physical facilities and the nature of the course offered. It is realized that class sizes as specified by the New Jersey State Department of Education represent desirable goals.

ARTICLE IX

Special Services

It is recognized that particular special services are necessary in order to provide a balanced educational program. Such services will be provided so as to meet the obligations of State requirements.

ARTICLE X

Mileage Reimbursement

- A. Teachers shall not be required to drive students to activities which take place away from the school building. A teacher may do so voluntarily, however, with the advance approval of his Principal. He shall be compensated at the rate of ten cents (10c) per mile for the use of his own automobile.
- B. Employees required to use their own automobiles in the performance of their duties shall be reimbursed for all such travel at the rate of ten cents (10c) per mile. Employees who are assigned to more than one (1) school per day shall be reimbursed for all driving done between schools.

ARTICLE XI

Teacher Employment

- A. 1. Any contract or engagement between the Board of Education and teacher shall cease and determine and be of no effect against the Board whenever the Board shall ascertain by notice in writing, received from the County or City Superintendent or otherwise, that the teacher is not in possession of a proper teacher's certificate in full force and effect, notwithstanding the term or engagement for which the contract was made, may not then have expired.
- B. 1. Each teacher shall be placed at his proper step of the salary schedule as of the beginning of the 1969-70 school year in accordance with paragraph B.2. below, except where increments have or may be withheld.
 - 2. Credit up to the 11th step of any salary level on the teachers' salary guide shall be given for previous outside teaching and military service. No more than four (4) years credit will be allowed for military experience.
- C. 1. Previously accumulated sick days, accumulated at the Freehold Regional High School District, will be restored to all teachers returning from a Board granted leave.

- D. 1. Teachers shall be notified of their contract or salary status as soon as possible, but no later than April 15, unless the teacher has been employed after January 1.

ARTICLE XII

Salaries and Tuition Reimbursement

- A. 1. The salaries of all personnel covered by this Agreement are set forth in Schedule "A" which is attached hereto and made a part hereof.
- B. 1. When a pay day falls on or during a school holiday, vacation or weekend, employees shall receive their pay checks on the last previous working day.
 - 2. Employees shall receive their final checks on the last working day of the month.
- C. 1. Teachers entitled under the conditions set forth herein to reimbursement for tuition shall receive up to one hundred and fifty dollars (\$150) per year if the following conditions are met:
 - (a) A transcript and a receipt for the amount paid must be shown to the appropriate supervisor.
 - (b) Only teachers who have been granted tenure may participate in the program.
 - (c) Courses must be taken in the teaching field of the individual or they must be previously approved by the Superintendent of Schools. All courses taken within the teaching field shall be reported to the Superintendent of Schools on the appropriate reporting form, one week after enrollment in said course.
 - (d) Reimbursement under this Article shall be granted only for graduate level courses.
 - (e) The condition precedent to reimbursement for all courses covered by this program is an achievement of a grade of B or better.

ARTICLE XIII

Teacher Assignment

- A. 1. All teachers shall be given written notice of their salary schedules, class and/or subject assignments, building assignments and room assignments for the forthcoming year not later than June 1, whenever possible.
2. The Superintendent shall assign all newly appointed teachers to their specific positions within that subject area for which the Board has appointed the teacher. The Superintendent shall give notice of assignments to new teachers as soon as practicable.
3. In the event that changes in such schedules, class and/or subject assignments, building assignments, or room assignments are proposed after June 1, any teacher affected shall be notified promptly and, upon the request of the teacher and the Association, the changes shall be promptly reviewed between the Superintendent or his representative and the teacher affected and, at his option, a representative of the Association. In the event of any disagreement as to the need and desirability of such changes, the disputes shall be subject to the grievance procedure set forth herein but shall not be arbitrable.

ARTICLE XIV

Voluntary Transfers

- A. 1. The Superintendent shall post in all school buildings a list of the known vacancies which shall be available for the following school year. The Superintendent shall post such vacancies as soon as practicable so that teachers desiring to be considered for re-assignment and transfer shall have knowledge of the vacancies which are anticipated for the next school year.
2. Teachers who desire a change in subject assignment or who desire to transfer to another building may file a written statement of such desire with the Superintendent not later than March 1. Such statement shall include the grade and/or subject to which the teacher desires to be assigned and the school or schools to which he desires to be transferred, in order of preference.

- B. 1. In the consideration of requests for voluntary reassignment and/or transfer, the wishes of the individual teacher shall be honored to the extent that the transfer does not conflict with the instructional requirements and best interests of the school system.

ARTICLE XV

Reassignments

- A. Notice of reassignment shall be given to teachers as soon as practicable, and, except in cases of emergency, not later than May 1.
- B. Reassignment shall be made only after a meeting between the teacher involved and his immediate supervisor(s), at which time the teacher shall be notified of the reason therefor. In the event that a teacher objects to the transfer or reassignment at this meeting, upon the request of the teacher, the Superintendent or his delegate shall meet with him. The teacher may, at his option, have an Association representative present at such meeting.

ARTICLE XVI

Promotions

The Board agrees to post in each school all promotional positions as soon as known.

ARTICLE XVII

Teacher Evaluation

- A. A teacher shall be given a written copy of any class visit or evaluation within five (5) days of such visit and shall be given an oral report and conference on such within 24 hours of such visit. No such report shall be submitted to the central office, placed in the teacher's file or otherwise acted upon without prior conference with the teacher, who shall not be required to sign a blank or incomplete evaluation form.

- B. Except for letters of recommendation and promotion papers which shall be sealed, teachers shall have the right at reasonable times to review in the presence of the Superintendent or his delegate his personnel file and to attach as part of the permanent record his comments to any item with which he disagrees.
- C. Any complaints regarding a teacher made to any member of the administration by any parent, student, or other person which are used in any manner in evaluating a teacher shall be promptly investigated and called to the attention of the teacher. The teacher shall be given an opportunity to respond to and/or rebut such complaint and shall have the right to be represented by the Association at any meetings or conferences regarding such complaint.
- D. An administrator or supervisor shall evaluate each non-tenure teacher at least three (3) times each year and the report of that evaluation shall state strengths and weaknesses observed, together with specific suggestions for improvement in areas in which weaknesses were observed.

ARTICLE XVIII

Sick Leave

- A. As of September 1, 1969, all employees shall be entitled to ten (10) sick leave 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.
- B. Tenure employees who have used all their sick leave will, in the event of an extended illness, be paid the difference between their salaries and the current daily substitute rate. Said payment to begin on the next school day following the expiration of sick leave time and to continue as shown in the following schedule. However, the last ten days of the extended sick leave period shall be without remuneration.

| Years of Service in District | No. of Days Extended Absence |
|---------------------------------|---------------------------------|
| 4 - 7 years | 20 days |
| 8 - 15 years | 30 days |
| Over 15 years | 60 days |

The basis for computing the salary differential shall be the employee's annual salary divided by the number of days he is required to work pursuant to Article VI. Secretaries' paid vacations shall be included in number of days required to work. Medical certification as to the necessity for absence will be required.

"Extended illness" in this provision shall be defined as an illness which necessitates the continuous absence of a teacher beyond his accumulated sick days.

ARTICLE XIX

Temporary Leaves of Absence

- A. As of the beginning of the 1969-70 school year, full-time employees shall be entitled to the following temporary nonaccumulative leaves of absence with full pay each school year.
1. Up to three (3) days leave of absence for personal, legal business, and household or family matters which require absence during school hours. Application for personal leave shall be made in writing at least five (5) school days before taking such leave (except in the case of emergencies) by a check-list form developed by the Superintendent of Schools. Professional days may be granted upon approval of the Superintendent and, where such approval is granted, they will be not counted as against personal days granted by this Section.
 2. Up to two (2) days per school year for observance of religious holidays listed by the Commissioner of Education in his annual bulletin, where said observance prevents the teacher from working on said days.
 3. Time necessary by reason of subpoena by a court for appearances in any legal proceeding connected with the teacher's employment or with the school system.
 4. Death or Illness in Family — In case of absence because of the critical illness and/or death of a member of the immediate family or household, each employee shall be allowed not more than five (5) days absence with full pay. Immediate family is defined as a spouse, child, parent, brother, sister, mother-in-law, father-in-law, son-in-law or daughter-in-law. Critical ill-

ness is defined as one requiring hospitalization and placement by hospital and/or medical authorities on the "dangerously ill" list.

5. Time necessary for persons called into temporary active duty of any unit of the U.S. Reserves or the State National Guard, provided such obligations cannot be fulfilled on days when school is not in session. A teacher shall be paid his regular pay in addition to any pay which he receives from the state or federal government.
 6. Other leaves of absence may be granted by the Board for good reason.
- B. Leaves taken pursuant to Section A above shall be in addition to any sick leave to which the teacher is entitled.

ARTICLE XX

Extended Leaves of Absence

- A. Military leave without pay shall be granted to any teacher who is inducted or enlists in any branch of the armed forces of the United States for the period of said induction or initial enlistment. Additionally any teacher whose spouse is so inducted or who enlists to join him for the period of special training in preparation for duty overseas in combat zones shall be granted a leave of absence if requested.
- B. 1. A tenure teacher shall notify the Superintendent in writing of her pregnancy as soon as it is medically confirmed. Said teacher may request a maternity leave without pay and said leave shall be granted. The leave shall become effective four (4) months prior to the anticipated date of birth of the child and shall terminate twelve (12) months after the birth of the child, but may not terminate before the end of a school year, except in cases of stillbirth, in which case the teacher may elect to return to her position at an earlier date. Upon medical certification to the Superintendent in writing and with the approval of the Board, a teacher may leave at a later date or return at an earlier date than provided herewith.
2. Any tenure female teacher adopting an infant child may receive

similar leave which shall commence upon her receiving **de facto** custody of said infant, or earlier if necessary to fulfill the requirements for the adoption. No teacher on maternity leave shall, on the basis of said leave, be denied the opportunity to substitute in the Freehold Regional High School District in the area of her certification or competence.

- C. A leave of absence without pay of up to one (1) year may be granted for the purpose of caring for a sick member of a tenure teacher's immediate family. Additional leave may be granted at the discretion of the Board.
- D. Other leaves of absence without pay may be granted by the Board for good reason.
- E. 1. Upon return from military leave, a teacher who has been on active duty shall be considered as if he were actively employed by the Board during the leave and shall be placed on the salary schedule at the level he would have achieved if he had not been absent. A teacher shall not receive tenure or increment credit for time spent on a leave granted pursuant to Section B, C, or D of this Article.
2. All benefits to which a teacher was entitled at the time his leave of absence commenced, including unused accumulated sick leave shall be restored to him upon his return, and he shall be assigned to the same position which he held at the time said leave commenced, if available or, if not, to a substantially equivalent position.
- F. All extensions or renewals of leaves shall be applied for in writing.

ARTICLE XXI

Student Discipline

All suspensions and expulsions of students shall be recommended by the Principal directly to the Superintendent who shall, if he concurs, recommend a course of action to the Board. The Board shall give serious weight to such recommendation.

ARTICLE XXII

Insurance Protection

- A. As of the beginning of the 1969-70 school year, the Board shall provide the health-care insurance protection designated below.
1. For all personnel covered by the Agreement who remain in the employ of the Board for the full school year, the Board shall make payment of full individual or full family insurance premiums as appropriate to provide insurance coverage for the full twelve (12) month period commencing July 1st and ending June 30. The Board will pay the full premium for the employee in the areas of
- Hospitalization benefits — benefits not less than those provided by Hospital Service Plan of New Jersey
- Surgical benefits — benefits not less than those provided by Medical-Surgical Plan of New Jersey
- Rider J benefits
- Major Medical benefits — benefits not less than those provided by the present Prudential Insurance Company contract
- Any change in carrier shall be agreed to in writing by both parties.
- B. The Board shall provide to each employee a description of the health-care insurance coverage provided under this Article no later than the beginning of the 1969-70 school year.
- C. The Board will allow retired employees to remain part of the group plan, if such employees pay the premium.

ARTICLE XXIII

Professional Relations Committee

A Professional Relations Committee shall be established which shall consist of the President of the Association plus two (2) delegates from each school and the Superintendent and such of his staff as he

shall designate, which shall meet at mutually agreeable times once per month to discuss all matters of professional relations and teaching interests which are not covered by this Agreement. Topics which this Committee may discuss include but are not limited to: teacher facilities, teacher-administrative liaison, teaching techniques, curriculum, testing, etc.; determination of textbooks and the discussion of other materials and supplies; sabbatical leave policy and recruitment. Minutes of each meeting will be taken and transmitted to the Board of Education. Any jointly agreed upon recommendations will be transmitted by the Committee to the Board and the Board will give serious consideration to such recommendations.

In addition, at each school a Professional Relations Sub-committee shall be established to consist of the Principal and such staff as he may wish to add, plus four (4) delegates designated by the Association. Individual school committees shall discuss any matter of professional interest pertaining only to that school and may make recommendations to the Superintendent and the District Professional Relations Committee where appropriate.

ARTICLE XXIV

Miscellaneous Provisions

- A. This Agreement constitutes that part of Board policy covered by its provisions for the term of said Agreement, and the Board shall carry out the commitments contained herein and give them full force and effect as Board policy.
- B. 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.
- C. Any individual contract between the Board and an individual teacher, 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.
- D. Copies of this Agreement shall be printed at the expense of the Board within a reasonable time after the Agreement is signed and

presented to all employees now employed or hereafter employed by the Board.

- E. 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 the Board at
Gable Building, Schanck Road, Freehold, New Jersey
 - 2. If by Board, to Association at
Freehold High School, Robertsville Road, Freehold, New Jersey
- F. 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.

ARTICLE XXV

Duration of Agreement

This Agreement shall be effective as of July 1, 1969 and shall continue in effect until June 30, 1970, subject to the Association's right to negotiate over a successor agreement as provided in the Negotiations Procedure of Article II, it being understood that such successor rights depend upon the continued certification of the Association as the exclusive bargaining agent for the Freehold Regional High School District unit set forth in Article I, such continued certification being subject to the procedures established by the Public Employment Relations Commission of the State of New Jersey. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

IN WITNESS WHEREOF the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective secretaries, and their corporation seals to be placed hereon, all on the day and year first above written.

Freehold Regional High School District

Freehold Regional High School Education Association

/s/ STEPHEN R. COHEN
Its President

/s/ JOANNE M. PERSICANO
Its Secretary

Board of Education

/s/ NORMAN M. RUCCI
Its President

/s/ ALICE S. PATTERSON
Its Secretary

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
Teachers Salary Guide
1969-70

| Step | B.A. | B.A. + 30 | M.A. | M.A. + 30 |
|----------|----------|-----------|----------|-----------|
| 1 | \$ 6,700 | \$ 7,300 | \$ 7,500 | \$ 8,100 |
| 2 | 7,000 | 7,600 | 7,800 | 8,400 |
| 3 | 7,300 | 7,900 | 8,100 | 8,700 |
| 4 | 7,600 | 8,200 | 8,400 | 9,000 |
| 5 | 7,950 | 8,550 | 8,750 | 9,350 |
| 6 | 8,300 | 8,900 | 9,100 | 9,700 |
| 7 | 8,650 | 9,250 | 9,450 | 10,050 |
| 8 | 9,000 | 9,600 | 9,800 | 10,400 |
| 9 | 9,350 | 9,950 | 10,150 | 10,750 |
| 10 | 9,700 | 10,300 | 10,500 | 11,100 |
| 11 | 10,100 | 10,700 | 10,900 | 11,500 |
| 12 | 10,500 | 11,100 | 11,300 | 11,900 |
| 13 | 10,900 | 11,500 | 11,700 | 12,300 |
| 14 | 11,300 | 11,900 | 12,100 | 12,700 |
| 17 | 11,600 | 12,200 | 12,400 | 13,000 |

Longevity

A longevity increment of \$300 will be granted after the completion of sixteen (16) years credited service.

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT

Nurses' Salary Guide

1969-70

(10½ Months)

| Step | Non-Degree |
|----------|------------|
| 1 | \$5,200 |
| 2 | 5,450 |
| 3 | 5,700 |
| 4 | 5,950 |
| 5 | 6,200 |
| 6 | 6,450 |
| 7 | 6,700 |
| 8 | 6,950 |
| 9 | 7,200 |
| 10 | 7,450 |
| 11 | 7,700 |
| 12 | 7,950 |
| 13 | 8,200 |
| 14 | 8,500 |

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
Secretarial-Clerical Salary Guide
(12 months)
1969-70

| Step | Classifications | | |
|----------|-----------------|---------|---------|
| | A | B | C |
| 1 | \$3,500 | \$3,900 | \$4,300 |
| 2 | 3,700 | 4,100 | 4,500 |
| 3 | 3,900 | 4,300 | 4,700 |
| 4 | 4,100 | 4,500 | 4,900 |
| 5 | 4,300 | 4,700 | 5,100 |
| 6 | 4,500 | 4,900 | 5,300 |
| 7 | 4,700 | 5,100 | 5,500 |
| 8 | 4,900 | 5,300 | 5,700 |
| 9 | 5,100 | 5,500 | 5,900 |
| 10 | 5,300 | 5,700 | 6,100 |
| 11 | | 5,900 | 6,300 |
| 12 | | | 6,500 |

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT

Attendance Officer Salary Guide

(10 months)

1969-70

| Step | Salary |
|----------|---------|
| 1 | \$4,500 |
| 2 | 4,750 |
| 3 | 5,000 |
| 4 | 5,250 |
| 5 | 5,500 |
| 6 | 5,750 |
| 7 | 6,000 |
| 8 | 6,250 |
| 9 | 6,500 |
| 10 | 6,750 |
| 11 | 7,000 |

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT

Supervisory Salary Guide

1969-70

Coordinator, Director, Supervisor (12 months)

- a. To be appointed or continued in employment at a salary equal to his proper teaching salary, plus 15% of that base salary.

Department Chairman (10 months)

- a. To be appointed or continued in employment at a salary equal to his proper teaching salary, plus 5% of that base salary.

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