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THIS BOOK DOES  
NOT CIRCULATE

AGREEMENT

by and between

THE BOARD OF EDUCATION

of

EAST WINDSOR REGIONAL SCHOOLS

and

THE HIGHTSTOWN EDUCATION ASSOCIATION

July 1, 1970 - June 30, 1972

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ADDENDUM

THIS TWO YEAR AGREEMENT, entered into this 15th day of June, 1970, by and between the BOARD OF EDUCATION OF EAST WINDSOR REGIONAL SCHOOL DISTRICT, Hightstown, New Jersey, hereinafter called "BOARD", and the HIGHTSTOWN EDUCATION ASSOCIATION, hereinafter called "ASSOCIATION".

W I T N E S S E T H:

WHEREAS, BOARD is required by law to negotiate with ASSOCIATION on the terms and conditions of employment of teachers; and,

WHEREAS, the parties hereto, through negotiation in good faith, have reached agreement on all such matters and desire to reduce their agreement in writing,

IT IS HEREBY AGREED by and between the parties hereto that:

ARTICLE I - RECOGNITION -

A. The Board hereby recognizes the Association for the year 1969-70 as the exclusive representative for collective negotiations as defined in the New Jersey Public Employer-Employee Relations Act, Chapter 303, Laws of 1968 concerning grievances and terms and conditions of employment for certificated personnel under contract by the Board in the following job categories:

Classroom teachers	Social workers
Nurses	Helping teachers
Guidance counselors	Resource teachers
Librarians	Reading teachers
Home instruction teachers	

B. Unless otherwise indicated, the term "teachers," when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the negotiating unit as above defined.

C. The term "Board" shall include its members and agents. The Board agrees not to negotiate with any organization other than that designated as the representative pursuant to Chapter 303, Laws of 1968, but will reserve the right to meet with employee organizations -- other than the majority group -- to hear their views. A representative of the Association may be given the opportunity to attend.

ARTICLE II - NEGOTIATION OF SUCCESSOR AGREEMENT

A. The parties agree to enter into collective negotiation over a successor Agreement in accordance with Chapter 303, Public Laws 1968 in a good-faith effort to reach agreement on all matters concerning the terms and conditions of teachers' employment. Such negotiations shall begin not later than November 1 of the calendar year preceding the calendar year in which this Agreement expires. Any Agreement so negotiated shall apply to all teachers, be reduced to writing, be signed by the Board and the Association, and be adopted by the Board and the Association.

B. 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. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party.

### ARTICLE III - GRIEVANCE PROCEDURE

#### A. Definitions

1. A "grievance" is a claim by a teacher or the Association based upon the interpretation, application, or violation of this Agreement, policies or administrative decisions affecting a teacher or a group of teachers but a complaint of a non-tenure teacher which arises by reason of his not being re-employed shall not be within the meaning of this section.
2. An "aggrieved person" is the person or persons making the claim. All teachers, including the grievant, shall continue under the direction of the Superintendent and administration regardless of the pendency of any grievance, until such grievance is properly determined.
3. A "party in interest" is the person or persons making the claim and any person 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 administrative level, equitable solutions to the problems which may, from time to time, arise affecting the terms and conditions of employment.

#### C. Procedure

##### 1. Level one -

(a) Any professional employee who has a grievance shall discuss it first with his immediate superior and then his principal in an attempt to resolve the matter informally at that level.

(b) If, as a result of the discussion, the matter is not resolved to the satisfaction of the employee within 5 school days, he shall set forth his complaint in writing to the principal. The principal shall communicate his decision to the employee in writing within 3 school days of receipt of the written complaint.

##### 2. Level two -

The professional employee may appeal the principal's decision to the Superintendent of Schools. The appeal to the Superintendent must be made in writing and must set forth the grounds upon which the grievance is based. The Superintendent shall request a report on the grievance from the principal in writing, shall confer with the concerned parties, and, upon request, with the employee or principal separately. He shall attempt to resolve the matter as quickly as possible but within a period not to exceed ten school days. The Superintendent shall communicate his decision in writing, along with supporting reasons, to the employee and the principal.

3. Level three -

(a) If the grievance is not settled after reaching the Superintendent of Schools, the matter may be referred to the Professional Relations Committee of the ASSOCIATION. The Committee shall make a determination as soon as possible, but within a period not to exceed 10 school days, notifying the parties concerned in writing of that determination.

(b) If the Professional Relations Committee determines that the grievance has merit, it shall recommend that the grievance be heard by the BOARD.

(c) If the Professional Relations Committee determines that the grievance is without merit, it will so advise the employee and a copy of its findings shall be sent to the principal, the Superintendent of Schools, and the BOARD.

(d) An employee whose grievance has been determined to be without merit by the Professional Relations Committee shall retain the right to appeal in writing to the BOARD, within 10 school days of the determination by the Professional Relations Committee.

4. Level four -

(a) If the grievance is not solved to the professional employee's satisfaction, he may request a review by the BOARD. The request shall be submitted in writing through the Superintendent of Schools who shall attach all related papers and forward the request to the BOARD. A Committee of the BOARD shall review the grievance, hold a hearing with the professional employee, if requested, and render a decision in writing within 30 calendar days.

5. Level five -

(a) Any grievance supported by the Professional Relations Committee and not resolved to the satisfaction of the employee after review by the committee of the BOARD shall, at the request of the Professional Relations Committee, be submitted to arbitration by the American Arbitration Association.

The following procedure will be used to secure the services of an arbitrator:

(a) A joint request will be made to the American Arbitration Association to submit a roster of persons qualified to function as an arbitrator in the dispute in question.

(b) If the parties are unable to determine a mutually satisfactory arbitrator from the submitted list, they will request the American Arbitration Association to submit a second roster of names.

(c) If the parties are unable to determine, within 10 school days of the second request for arbitration, a mutually satisfactory arbitrator from the second submitted list, the American Arbitration Association may be requested by either party to designate an arbitrator.

The arbitrator shall limit himself to the issues submitted to him and shall consider nothing else. He can add nothing to, nor subtract anything from the agreement between the parties or any policy of the BOARD. The recommendations of the arbitrator shall be advisory. Only the BOARD and the aggrieved and his representatives shall be given copies of the arbitrator's report of findings and recommendations. This shall be accomplished within 30 days of the completion of the arbitrator's hearings. The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel subsistence expenses, shall be borne equally by the BOARD and the professional employees.

- (d) All meetings and hearings under this procedure shall not be conducted in public.

#### ARTICLE IV - TEACHER RIGHTS

- A. All teachers shall have the right to freely organize, join and support the Association for the purpose of engaging in professional negotiations and other Association activities for mutual aid and protection in accordance with Chapter 303, Laws of New Jersey 1968.
- B. Nothing contained herein shall be construed to deny or restrict such rights as a teacher may have under New Jersey School Laws or other applicable laws and regulations.
- C. The teacher shall maintain the exclusive right and responsibility to determine grades within the grading policy of the East Windsor Regional School District.

#### ARTICLE V - ASSOCIATION RIGHTS AND PRIVILEGES

- A. The BOARD recognizes the Association rights as defined in Chapter 303 Public Laws of New Jersey 1968.
- B. The BOARD agrees to furnish to the Association available information that is in the public domain upon reasonable request.
- C. The Association shall have the privilege to use school buildings at reasonable non-school hours on school days for meetings provided that the approval of the principal of the building in question has been secured in advance of the time of all such meetings. Such approval shall not be unreasonably withheld.
- D. The Association will have reasonable use of the post boxes and the inter-school mail service.

#### ARTICLE VI - TEACHER WORK YEAR

- A. The school calendar shall be discussed each year between the BOARD and the Association not later than April 15.
- B. The teacher work year shall be negotiated each year for the term of this Agreement according to the procedures set forth in Article II.
- C. Teachers as defined in this Agreement are employed for the school year commencing September 1 and ending June 30 subject to such reduction in time as may result from prior completion of all teacher assignments and responsibilities but shall not exceed the normal teachers' work year.

#### ARTICLE VII - TEACHING CONDITIONS

- A. Teachers may be 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 or minutes. For safety purposes, however, and unless other arrangements are made with the individual building principals, teachers are expected to be in the school buildings at least fifteen (15) minutes before the official arrival time of students at the beginning of the school day and to remain in the school building at the end of such day at least fifteen (15) minutes

after the students have been dismissed. The foregoing is not intended to change or restrict the opportunity for each teacher to exercise his recognized professional responsibility to assist students after school has been dismissed when such help is needed or requested. On Fridays or on days preceding holidays or vacations, the teachers' day shall end at the close of the pupils' day.

- B. Teaching schedules shall remain under the authority of the building principals. The Board and H.E.A. recognize and declare that providing a quality education for the children in East Windsor schools is their mutual aim and that the character of such education depends predominantly upon the quality and morale of the teachers.
- C. Teachers shall have a duty free lunch period of at least thirty (30) minutes.
- D. Building-based 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 four (4) days each month. Such meetings shall begin no later than ten (10) minutes after the student dismissal time and shall run for no more than sixty (60) minutes. If additional time is needed by mutual agreement the time may be extended.
- E. Teacher appointment to extra-curricular activities shall be offered and accepted without coercion either way, yearly.
- F. Every effort shall be made to the end that extended trips will be voluntary.

#### ARTICLE VIII - STAFF PUPIL RATIO

- A. A desired narrow range and an upper limit for the maximum number of children per professional member in grades K-12 shall be determined by the Board with the advice of the Superintendent and his professional staff. A desired narrow range for the minimum number of children in each class in grades K-12 and a lower limit for grades 9-12 shall also be determined by the Board with the advice of the Superintendent and his staff.
- B. The desired maximum for staff ratio will be adhered to more closely as the number of units at any level or in any course increases.
- C. Maximum staff ratio for units shall range from lowest to highest in the following order: (1) Grades (K-2), (2) Grades (6-8), (3) Grades (3-5), (4) Grades (9-12).
- D. Enrollment in classes which are clearly designated as experimental shall be allowed to fall somewhat below established lower limits for a period of one year, after which the results of the experiment shall be ascertained and a new decision made concerning any further experimentation.
- E. In recommending an additional course, the Superintendent must have a definite expectation that enrollment in such a course will rise to the established lower limit within a period of four successive years from the time the course is first offered.

- F. The Board agrees that the staff-pupil ratio shall always be exercised in a reasonable and judicious manner.
- G. Staff-pupil ratio is defined as the number of students per staff member per unit.

#### ARTICLE IX - NON-TEACHING DUTIES

- A. The BOARD will continue to work toward the creation of job categories in the district which will have as major responsibilities, auxiliary services to teachers.
- B. Teacher aides shall perform such non-teaching duties as are assigned by their respective unit leader under the general supervision of the principal.
- C. The assignment of non-teaching aides by the unit leader is for the purpose of relieving the teachers of many ancillary duties so that their time may be spent on professional duties.

#### ARTICLE X - TERMS AND CONDITIONS OF EMPLOYMENT

The BOARD reserves to itself the general mandatory powers and duties as defined in Title 18A:11-1:

"Make, amend and repeal rules, not inconsistent with this Title or with the rules of the State Board, or its own government and the transaction of its business and for the government and management of public schools and public school property of the district and for the employment, regulation of conduct and discharge of its employees,....perform all acts and do all things, consistent with law and the rules of the State Board, necessary for the lawful and proper conduct, equipment and maintenance of the public schools of the district."

Consistent with Title 18A:11-1 and Chapter 303, Public Laws of New Jersey 1968,

present BOARD policies relating to terms and conditions of employment shall remain in force during the contract period.

Proposed new BOARD policies or modifications of existing BOARD policies relating to terms and conditions of employment for this contract period shall be negotiated with the ASSOCIATION before they are established.



ARTICLE XI

Exhibit A - Teachers Salary Guide for 1970-71

	<u>Less than 4 yrs.</u>	<u>B.A. &amp; Norm. Sch.</u>	<u>B.A. + 30</u>	<u>M.A.</u>	<u>M.A. + 30</u>	<u>Dr.</u>
1.	6450	7300	7700	8000	8400	9000
2.	6600	7450	7850	8150	8550	9150
3.	6900	7750	8150	8450	8850	9450
4.	7200	8050	8450	8750	9150	9750
5.	7525	8375	8775	9075	9475	10075
6.	7850	8700	9100	9400	9800	10400
7.	8175	9025	9425	9725	10125	10725
8.	8500	9350	9750	10050	10450	11050
9.	8850	9700	10100	10400	10800	11400
10.	9200	10050	10450	10750	11150	11750
11.	9600	10450	10850	11150	11550	12150
12.	10400	10850	11250	11550	11950	12550
13.		11650	12050	12350	12750	13350

ARTICLE XI

Exhibit A - Teachers Salary Guide for 1971-72

	<u>Less than</u> <u>4 yrs.</u>	<u>B.A. &amp;</u> <u>Norm. Sch.</u>	<u>B.A. +</u> <u>30</u>	<u>M.A.</u>	<u>M.A. +</u> <u>30</u>	<u>Dr.</u>
1.	6700	8200	8600	8900	9300	9900
2.	6850	8350	8750	9050	9450	10050
3.	7000	8500	8900	9200	9600	10200
4.	7300	8800	9200	9500	9900	10500
5.	7600	9100	9500	9800	10200	10800
6.	7925.	9425	9825	10125	10425	11025
7.	8250	9750	10150	10450	10850	11450
8.	8575	10075	10475	10775	11175	11775
9.	8900	10400	10800	11100	11500	12100
10.	9250	10750	11150	11450	11850	12450
11.	9600	11100	11500	11800	12200	12800
12.	10800	11500	11900	12200	12600	13200
13.		12700	13100	13400	13800	14400

ARTICLE XI B

EXTRA PAY FOR EXTRA SERVICES

<u>Position</u>	<u>1-3</u>	<u>4-6</u>	<u>7-9</u>	<u>10-12</u>	<u>13--</u>
Coordinator of Activities	530	560	595	625	660
District AVA Director	530	560	595	625	660
Data Process Director	530	560	595	625	660
H. S. Band	595	625	660	695	725
H. S. Yearbook (lit.)	530	560	595	625	660
H. S. Yearbook (bus.)	265	295	330	365	395
H. S. Newspaper (lit.)	530	560	595	625	660
H. S. Newspaper (bus.)	265	295	330	365	395
Intermediate Sch. Newspaper (lit & bus)	530	560	595	625	660
H. S. Drama Director	530	560	595	625	660
H. S. Drama Asst. (four)	155	165	175	185	200
H. S. Sr. Play Asst.	320	330	350	375	395
School Musical	530	560	595	625	660
Intermediate School Chorus	320	330	350	375	395
H. S. Stage Props & Scen.	530	560	595	625	660
Intermediate Sch. Props & Scen.	155	165	175	185	200
Marching Band	175	185	200	210	220
Intermediate School Band	530	560	595	625	660
Class Advisor(s) - Sr.	130	130	130	130	130
Class Advisor(s) - Jr.	130	130	130	130	130
Intermediate Sch. Play Director	320	330	350	375	395
Intermediate Sch. Play Asst.	155	165	175	185	200

The above schedule shall be increased by 10% for the year 1971-72

ARTICLE XI C

COACHES SALARY GUIDE 1970-71

<u>SPORT</u>	<u>1-3 yrs.</u>	<u>4-6 yrs.</u>	<u>7-9 yrs.</u>	<u>10-12 yrs.</u>	<u>13--</u>
Soccer - Head	730	770	810	845	885
Assistant(s)	440	460	485	510	530
Football - Head	1000	1080	1155	1230	1310
Assistant(s)	600	645	695	740	785
Basketball - Head	925	980	1040	1095	1155
Assistant(s)	555	590	625	660	695
Track - Head	730	770	810	845	885
Assistant(s)	440	460	485	510	530
Baseball - Head	730	770	810	845	885
Assistant(s)	440	460	485	510	530
Cross Country - Head	425	460	500	540	580
Indoor Track - Head	310	345	385	425	460
Golf - Head	425	460	500	540	580
Girls Field Hockey - Head	310	345	385	425	460
Girls Basketball - Head	310	345	385	425	460
Girls Softball - Head	310	345	385	425	460
Cheer Leaders - Fall	345	385	425	460	500
Winter	345	385	425	460	500
Athletic Director	1000	1155	1310	1465	1615
Intermediate School ---					
Boys Intra-murals and					
Athletics            Head			550 for each season		
Intra-murals and					
Athletics            Assistant			330 for each season		
Girls Intra-mural					
Sports                Head			330 for each season		

The above schedule shall be increased by 10% for the year 1971-72.

## ARTICLE XII

### TEACHER ASSIGNMENT AND TRANSFER

- A. Every effort shall be made to give all teachers written notice of their salary schedules, class and/or subject assignment, and building assignments for the forthcoming year not later than the last day of school except in cases of emergency.
- B. In the event that changes in such schedules, class and/or subject assignments are proposed after July 1, any teacher affected shall be notified promptly in writing and, upon the request of the teacher, the changes shall be promptly reviewed between the superintendent or his representative and the teacher affected and at the teacher's option a representative of the Association.
- C. The teacher assignments in the district shall be within the areas of preparation as certified by the State of New Jersey.
- D. Teachers who may be required to use their own automobiles in the performance of their duties and teachers who are assigned to more than one (1) school per day shall be reimbursed for all such travel at the rate of ten (10) cents per mile.
- E. Teachers who desire a change in assignment or transfer to another building may file a written statement of such desire with the Superintendent not later than February 1.
- F. No later than February 15 of each school year, the Superintendent shall post in all school buildings a list of all known vacancies that are anticipated during the following school year.

## ARTICLE XIII

### EVALUATION

- A. The evaluation of teaching at our school system shall be cooperative and constructive with the full knowledge of the teacher. No prior notice need be given. Its major purpose is the improvement of the total teacher-learning situation. Supervisors and teachers shall work together to study factors in the learning situation, and then plan and work for improvement.
- B. Written evaluation of teaching shall be turned into the Superintendent at a time specified by him. All evaluations for the Superintendent are required by him to be in writing. One copy will be given to the employee and one copy sent to the Superintendent. The teacher is given the opportunity of reading the evaluation, signing it as an indication only that it has been read, and responding by attachment if he so desires.
- C. The very nature of supervision requires that all supervisory activities on the part of supervisors be done in a spirit of friendliness and cooperation. Visits to any classroom should not be heralded by any introduction or other formality. The classes should continue as usual. A conference should follow the visit. Either party shall initiate a conference if either considers it necessary. Teachers

should feel free to request additional help and guidance whenever they feel that help would be beneficial.

- D. The observer must be clearly identified as an observer. The Superintendent's delegation of authority for evaluation extends to the principal.
- E. Evaluations are available only to the teacher and administration.
- F. Observations of nontenure teachers shall be sufficient in number to accomplish a comprehensive evaluation.

#### ARTICLE XIV

##### ADVISORY INSTRUCTIONAL COUNCIL

- A. An advisory instructional council shall be established as soon as possible after the effective date of this Agreement. The council shall consist of the Assistant Superintendent for Instruction, one (1) teaching representative elected by the faculty of each building. The council shall have five (5) ninety (90) minute meetings each school year to be held during school hours.
- B. This council shall meet for the purpose of advising and making recommendations in report form to the Superintendent and Board on such matters as curriculum improvement, philosophy and educational goals of the district and research and experimentation.
- C. Temporary groups of committees recommended by the council and approved by the Board may be established to study and make recommendations concerning improvements, changes and additional needs of the district. These temporary committees shall consist of voluntary community leaders, parents, teachers, students, and consultants as may be needed.

#### ARTICLE XV

##### SICK LEAVE

- A. As of September 1, 1970 all ten month teachers employed shall be entitled to twelve (12) sick leave days each school year as of the first official day of the 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. After all sick leave allowed under Section A above has been used, an additional ten (10) days at employee's pay less substitute's pay will be allowed.
- C. As of September 1, 1970, whenever the BOARD employs a teacher who has an unused accumulation of sick leave days in his most recent school district, the BOARD shall grant additional sick leave credit up to a maximum of forty (40) sick leave days. It shall be the responsibility of the teacher to provide a certified accounting of the unused sick leave days within one year of employment. It shall be the responsibility of the East Windsor Regional School District to inform all applicants of these provisions.
- D. Teachers shall be given a written accounting of accumulated sick leave days no later than the first day of each school year.

ARTICLE XVI

TEMPORARY LEAVE OF ABSENCE

The existing three (3) personal days (Reference: Board policy #4151) shall be increased to four (4) personal days during the 1971-72 contract year.

ARTICLE SVII

HEALTH INSURANCE

Health insurance benefits for the first year of the contract shall be 100% for the employee only.

Medical - Surgical

Rider J

Major-Medical (Coverage up to 80% with  
\$100. deductible)

Health insurance benefits for the second year of the contract (September 1, 1971 - August 31, 1972) shall be extended to include 100% full family dependent coverage.

Medical - Surgical

Rider J

Major-Medical (Coverage up to 80% with  
\$100. deductible)

In the event of any change in the contracted insurance carrier or carriers, the employee shall be guaranteed coverage of benefits equal to or better than the present contract.

ARTICLE XVIII

SABBATICAL LEAVE

A sabbatical leave shall be granted to a teacher by the Board for study or travel, subject to the following conditions:

1. If there are sufficient qualified applicants for the school year 1970-71, sabbatical leaves shall be granted to a maximum of five (5) teachers at any one time - no more than two (2) from any one building. During the school year 1971-72, up to three (3) qualified applicants each may receive a full year sabbatical, or up to six (6) qualified applicants each may receive a half-year sabbatical or any combination thereof not to exceed a total duration of three (3) full years for all sabbaticals.
2. Requests for sabbatical leave must be received by the Superintendent in writing by March 31st of the School Year in such form as may be mutually agreed on by the Association and the Superintendent.
3. The teacher has completed at least seven (7) full school years of service in the East Windsor Regional School District.

4. During the 1970-71 school year a teacher, while on sabbatical leave will receive 50% of his year's salary. During the 1971-72 year a teacher will receive 100% of the salary due him while on sabbatical leave; i.e., one-half year's salary for a half year sabbatical or one year's salary for a one year sabbatical.
5. A teacher granted a sabbatical leave must agree to at least two (2) years' employment in the District after return from such sabbatical leave.
6. Upon return from sabbatical leave, a teacher shall be placed on the salary schedule at the level which he would have achieved had he remained actively employed in the system during the period of absence.
7. A teacher shall not be granted a sabbatical leave more than once in any seven year period.

#### ARTICLE XIX

##### PROFESSIONAL DEVELOPMENT

- A. The BOARD shall assume the full course cost and approved expenses for any courses a teacher is requested and/or required in writing by the Superintendent to take. This should include costs involved in workshops and conferences which teachers are required/requested to attend.

#### ARTICLE XX

##### MAINTENANCE OF CLASSROOM CONTROL AND DISCIPLINE

- A. The BOARD has charged its administration with the responsibilities for the maintenance of procedures which will enhance classroom control and discipline.
- B. Each principal shall work out particular rules and regulations with his professional staff through a Building Committee, consisting of three Association appointed members and three representatives of the Administration.

#### ARTICLE XXI

##### DEDUCTION FROM SALARY

The Board of Education agrees to make all individually authorized payroll deductions in accordance with Chapter 310, Laws of 1967, N.J.S. 52:14-15. 9e.



ADDENDUM

For the year 1971-72, the second year of this contract, it is understood that the Association has the right to open negotiation on the following non-monetary items November 1, 1970 or later:

- A. Recognition
- B. Grievance Procedure
- C. The teacher work year
- D. Staff-pupil ratio
- E. Teacher employment
- F. Professional development
- G. Sick leave
- H. Classroom control and discipline

It is further understood that the BOARD has the right to propose and counter-propose contract changes in areas other than those already agreed upon for the 1971-72 year of the agreement.

June 11, 1970

Mr. Charles S. Sobol  
342 Madison Avenue  
New York, New York 10017

Dear Mr. Sobol:

The Hightstown Education Association and the East Windsor Regional Board of Education accept your offer to arbitrate by written communication, without charge, any future disputes relating to contract changes and language resulting from re-negotiating the items specified in the addendum of our two year contract.

The Association and the Board appreciate your interest in helping us resolve any future impasse.

This letter of intent is appended to our two year (1970-1972) contract.

Very truly yours,

James S. Milligan  
President  
Hightstown Education Association

Douglas Cope  
President  
East Windsor Regional Board of  
Education

IN WITNESS WHEREOF, the President and Secretary of the ASSOCIATION have hereunto set their hands and seals, and the BOARD has caused these presents to be signed by its proper corporate officers and its proper corporate seal to be hereto affixed this 15<sup>th</sup> day of June, Nineteen hundred and seventy.

HIGHTSTOWN EDUCATION ASSOCIATION

Signed, sealed and delivered in the presence of

Rozanna C. Murphy

By: James S. Milligan (L.S.)  
James S. Milligan, President

Geraldine B. Barclay (L.S.)  
Geraldine B. Barclay

BOARD OF EDUCATION OF EAST WINDSOR  
REGIONAL SCHOOL DISTRICT

ATTEST:

Margaret J. DeLellis  
Margaret J. DeLellis, Secretary

By: A. Danforth Cope  
A. Danforth Cope, President

STATE OF NEW JERSEY :  
  : ss.  
COUNTY OF MERCER :

BE IT REMEMBERED, that on this 15<sup>th</sup> day of June, Nineteen hundred and seventy, before me, the subscriber, a Notary Public of New Jersey, personally appeared James S. Milligan and Geraldine Barclay, who, I am satisfied, are the President and Secretary, respectively, of HIGHTSTOWN EDUCATION ASSOCIATION, called "ASSOCIATION" in the within instrument, and who executed the within instrument, to whom I first made known the contents thereof, and thereupon they acknowledged that they signed, sealed and delivered the same as the voluntary act and deed of the ASSOCIATION for the uses and purposes therein expressed.

Helen S. Lindell

STATE OF NEW JERSEY :  
  : ss.  
COUNTY OF MERCER :

BE IT REMEMBERED, that on this 15<sup>th</sup> day of June, Nineteen hundred and seventy, before me, the subscriber, a Notary Public of New Jersey, personally appeared Margaret J. DeLellis, who being by me duly sworn, doth depose and make proof to my satisfaction, that she well knows the corporate seal of BOARD OF EDUCATION OF EAST WINDSOR REGIONAL SCHOOL DISTRICT, the BOARD mentioned in the within instrument; that the seal thereto affixed is the proper corporate seal of the said corporation; that the same was so affixed thereto and the said instrument signed and delivered by A. Danforth Cope, who was at the execution thereof, the President of said corporation in the presence of the said deponent, as the voluntary act and deed of the said corporation, and that the said deponent thereupon signed the same as subscribing witness.

Sworn to and subscribed before me  
the day and year aforesaid         1970.

Helen S. Lindell

Margaret J. DeLellis  
Margaret J. DeLellis