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ADDENDUM NO. 2-3-2

**THIS BOOK DOES  
NOT CIRCULATE**

AGREEMENT BETWEEN  
THE BOARD OF EDUCATION  
TOWNSHIP OF CRANFORD  
COUNTY OF UNION  
and  
CRANFORD EDUCATION ASSOCIATION  
(UNIT A)  
1972-73 SCHOOL YEAR

*secretarial  
custodial*

CRANFORD EDUCATION ASSOCIATION

UNIT A

NEGOTIATIONS COMMITTEE

|  |  |
|--|--|
| Ronald Spinella )<br>William B. Stanley) | Co-Chairmen                                  |
| William B. Stanley                       | President, CEA                               |
| Diane Cole                               | Vice President, CEA                          |
| Franklyn D. R. Preston                   | Treasurer, CEA                               |
| Maureen Savage                           | Secretary, CEA                               |
| Margot Henderson)<br>Edith Jacoby )      | Secretarial-Clerical Representatives         |
| Joseph Algozzine                         | Building Service Personnel<br>Representative |
| Jean M. Zulauf                           | Nurses Representative                        |
| Thomas F. Scheffel                       | Secondary Schools Representative             |
| Adelaide Isaac                           | Elementary Schools Representative            |

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PREAMBLE

This Agreement entered into this third day of February, 1972, by and between the Board of Education of the Township of Cranford, in the County of Union, New Jersey, hereinafter called the "Board," and the Cranford Education Association, Unit A, hereinafter also called the "Association."

WITNESSETH:

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

WHEREAS, the parties have reached certain understandings which they desire to confirm in this Agreement.

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

ARTICLE I

RECOGNITION

Pursuant to the provisions of Chapter 303 of the Laws of 1968, the Cranford Board of Education hereby recognizes the Cranford Education Association, Unit A, as the majority representative and as exclusive representative for collective negotiations concerning terms and conditions of employment for all certificated personnel under contract or on leave, now employed or as shall hereafter be employed by the Board, including teachers, librarians, learning disability teacher consultants, nurses, social workers, guidance counselors, and department heads, and also including the following non-certificated personnel under contract or employment, now employed or as shall hereafter be employed by the Board: secretarial and clerical personnel, and building service employees, but excluding: Superintendent of Schools, Assistant Superintendent of Schools, principals, assistant principals, directors, Secretary of the Board, school business administrator, office manager, psychologists, doctors and dentists, supervisor of plant operations and maintenance, substitutes, and home and supplementary instructors.

ARTICLE II

NEGOTIATION PROCEDURE

- A. The parties agree to enter into collective negotiations 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 employees' employment. Such negotiations shall begin not later than October 1 of the calendar year preceding the calendar year in which this Agreement expires. Any Agreement so negotiated shall apply to all employees in Unit A, be reduced to writing, be signed by the Board and the Association, and be adopted by the Board.
- B. During the negotiation, the Board and the Association shall present relevant data, present points of view and make proposals and counter proposals. The Board shall make available to the Association for inspection all pertinent records, data and information of the Cranford School District, except confidential information. As soon as it is available, the Board shall provide the Association with a complete tentative line budget for the next fiscal year.
- C. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other. The parties mutually pledge that their representatives shall be clothed with all necessary power and authority to make proposals, consider proposals, and make counter proposals in the course of negotiations. Nothing herein contained shall be construed as a delegation of the authority of the Board of Education to its representatives.
- D. 1. Representatives of the Board and the Association's negotiating committee shall meet according to a mutually agreed upon schedule, but a minimum of one meeting a month after October 1 to the end of the school year will be observed. The purpose of these meetings is to review the administration of the Agreement, and to resolve problems that may arise. These meetings are not intended to bypass the grievance procedure.
2. Each party shall submit to the other, at least forty-eight (48) hours prior to the meeting, an agenda covering matters they wish to discuss.
3. All meetings between the parties shall be scheduled, whenever possible, to take place when the employees involved are free from assigned instructional responsibilities, unless otherwise agreed.
4. Should a mutually acceptable amendment to the Agreement be negotiated by the parties and adopted by the Board, it shall be reduced to writing.

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ATTACHMENTS:

SCHEDULE A, Salary Policy for Non-Administrative Instructional Staff,  
Effective July 1, 1972

SCHEDULE B, Daily Schedules, 1972-73 School Year

SCHEDULE C, Salary Policy for Nurses, Effective July 1, 1972

SCHEDULE D, Salary Policy for Office Personnel, Effective July 1, 1972

SCHEDULE E, Salary Policy for Building Services Personnel Effective  
July 1, 1972

SCHEDULE F, School Calendars

SCHEDULE G, Salary Schedule for Non-Athletic Extra Assignments Including  
Intramurals, Effective July 1, 1971

SCHEDULE H, Salary Schedule for Coaches, Effective July 1, 1972

ARTICLE III (Continued)  
Grievance Procedure

2. A grievance to be considered under this procedure must be initiated by the grievant within thirty (30) calendar days from the time when the grievant is apprised of the occurrence constituting the grievance.
3. a. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the grievant to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits may be deemed to be waiver of further appeal of the decision.  
b. It is understood that an employee grievant shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been duly determined.
4. Any employee grievant who has a grievance shall discuss it first with his principal (or immediate superior or department head, if applicable) in an attempt to resolve the matter informally at that level.
5. The employee grievant, no later than fifteen (15) school days after receipt of the decision of his principal or other immediate superior, may appeal the decision to the Superintendent of Schools. The appeal to the Superintendent must be made in writing specifying: (a) the nature of the grievance; (b) the nature and extent of any injury, loss, or inconvenience; (c) the results of previous discussions; (d) his dissatisfaction with decisions previously rendered. The Superintendent shall attempt to resolve the matter as quickly as possible, but within a period not to exceed ten (10) school days from the receipt of the appeal. The Superintendent shall communicate his decision in writing to the employee grievant, to the Association and to the principal or other immediate superior.
6. If the grievance is not resolved to the grievant's satisfaction, he no later than ten (10) school days after receipt of the Superintendent's decision, may request a review by the Board of Education. 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 of Education. The Board or a committee thereof, shall review the grievance and shall, at the option of the Board, hold a hearing with the employee grievant and render a decision in writing and forward copies thereof to the grievant and to the Association within thirty (30) days of receipt of the appeal.

ARTICLE II (Continued)  
Negotiation Procedure

- E. Unless otherwise provided in this Agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce nor otherwise detract from any employee benefit existing prior to its effective date.
- F. The Board agrees not to negotiate concerning employees in the negotiating unit as defined in ARTICLE I of this Agreement, with any organization other than the Association for the duration of this Agreement, as provided by law.
- G. This Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiation.
- H. 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 III

GRIEVANCE PROCEDURE

A. Definitions

- 1. A "grievance" is a complaint by any employee or group of employees with respect to the interpretation, application, or violation of policies, agreements (including this Agreement) and administrative decisions affecting such employee, group of employees, or the Association.
- 2. A "grievant" is the person or persons making the complaint.

B. Procedure

- 1. The procedures set forth hereafter for review of a grievance by non-binding arbitration shall not apply to:
  - a. A complaint of a nontenure employee which arises by reason of his not being re-employed; however, said complaint shall be processed through the grievance procedure up to and including the Superintendent only.
  - b. A complaint by any employee occasioned by lack of appointment to or lack of retention in any position for which tenure either is not possible or not required.



ARTICLE III (Continued)  
Grievance Procedure

7. If a decision of the Board does not resolve the grievance to the satisfaction of the employee grievant, and he wishes further review of the grievance, he shall so notify the Association within ten (10) school days of the receipt of the Board's decision. If the Association determines that the grievance should be further reviewed, it shall so advise the Board through the Superintendent within twenty (20) school days of the receipt of the Board's decision. A request by the Association or the Board shall then be made to the American Arbitration Association pursuant to its rules and regulations. The Arbitrator's recommendation shall be advisory only and not binding on either party.
8. Rights of Employees to Representation:
  - a. Any aggrieved person may be represented at all stages of the grievance procedure by himself, or at his option, by the association or by a representative selected or approved by the Association.
  - b. When an employee is not represented by the Association in the processing of a grievance, the Association shall, at the time of submission of the grievance to the Superintendent or any later level, be notified by the Superintendent that the grievance is in process, and shall have the right to be present and present its views at all hearing sessions held concerning the grievance and shall receive a copy of all decisions rendered.
  - c. The Board and the Association shall assure the individual freedom from restraint, interference, coercion, discrimination or reprisal in presenting his appeal with respect to his personal grievances.
9. If, in the judgment of the Association, a grievance affects it or a group or class of employees, the Association may submit such grievance in writing to the Superintendent directly in accordance with the procedure set forth above and the processing of such grievance shall commence at said level. The Association may process such grievance through all levels of the grievance procedure.

ARTICLE III (Continued)  
Grievance Procedure

10. Since it is important that grievances be processed as rapidly as possible, every effort should be made to expedite the process. If adherence to the time limits set forth above will result in a grievance not being processed through all steps of the grievance procedure in time to prevent irreparable harm to a party, the time limits set forth above shall be reduced on request of such party so that the grievance procedure may be exhausted as soon as it is practicable.

C. Costs

1. Each party will bear the total cost incurred by themselves.
2. The fees and expenses of the fact finder, if any, shall be shared by the two parties, and such costs shall be shared equally.
3. If time is lost by an employee due to the proceedings necessitating the retention of a substitute, the Board of Education will pay the cost of the substitute.

D. Miscellaneous

1. The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to those problems which may from time to time arise concerning matters constituting grievances. Both parties agree that the proceedings provided for above will be kept as informal and confidential as may be appropriate at any level of the procedure.
2. All meetings and hearings under this procedure shall not be conducted in public and shall include only parties to the proceedings and their designated or selected representatives and any representative of the Association entitled to be present in cases where employee grievants are not represented by the Association.

ARTICLE IV

EMPLOYEE RIGHTS

- A. Pursuant to Chapter 303, Public Laws 1968, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Association and its affiliates for the purpose of engaging in collective negotiations and other lawful activities for mutual aid. As a duly selected body exercising governmental power under color or law of the State of New Jersey, the Board undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce any employee in the enjoyment of any rights conferred by Chapter 303, Public Laws 1968, or other laws of New Jersey or the Constitutions of New Jersey and the United States; that it shall not discriminate against any employee with respect to hours, wages, or any terms or conditions of employment by reason of his membership in the Association and its affiliates, his participation in any lawful activities of the Association and its affiliates, collective negotiations with the Board, or his institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.
- B. Nothing contained herein shall be construed to deny or restrict to any employee such rights as he may have under New Jersey school laws or other applicable laws and regulations. The rights granted to employees hereunder shall be deemed to be in addition to those provided elsewhere.
- C. No employee shall be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage in violation of law. Any such action asserted by the Board, or any agent or representative thereof, shall be subject to the grievance procedure herein set forth. Any suspension of an employee pending charges shall be without pay, but if the employee is found not guilty, he shall be compensated for all loss of such pay.
- D. Whenever any employee is required to appear before the Superintendent, Board or any committee or member thereof concerning any matter which could adversely affect the continuation of that employee in his office, position or employment or the salary or any increments pertaining thereto, then he shall be given prior written notice of the reasons for such meeting or interview not later than forty-eight (48) hours before said meeting and shall be entitled to have a representative of the Association present to advise him and represent him during such meeting or interview.
- E. No employee shall be prevented from wearing pins or other identification of membership in the Association or its affiliates.

ARTICLE V

ASSOCIATION AND BOARD RIGHTS AND PRIVILEGES

- A. The Board agrees to furnish to the Association in response to reasonable requests from time to time all available nonconfidential information concerning the financial resources of the district, including but not limited to: annual financial reports and audits, register of certificated personnel, tentative budgetary requirements and allocations, agenda and minutes of all public Board meetings, census data, names and addresses of all employees, and such other information that shall assist the Association in developing intelligent, accurate, informed and constructive programs on behalf of the employees and the teachers and their 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 of pay except as provided in paragraph C, Article IV.
- C. The Association and its representatives shall be permitted to transact official Association business on school property and hold meetings at all reasonable times, provided that this shall not interfere with or interrupt normal school operations; and provided further, that the principal will be notified in advance.
- D. The Association shall have the privilege to use school equipment on the site, including typewriters, mimeographing machines, other duplicating equipment, calculating machines, and all types of audio-visual equipment at all reasonable times when such equipment is not otherwise in use, provided that this shall not interfere with or interrupt normal school operations; and provided further, that the principal will be notified in advance. The Association shall pay for the cost of all materials and supplies incident to such use and assume liability for any damage to any equipment occurring during such use.
- E. The Association shall be assigned adequate space on existing and subsequently created bulletin boards in each building and in the central office for Association notices. Copies of all materials to be posted on such bulletin boards shall be given to the building principal, but no approval shall be required.
- F. The Association shall have the right to use the inter-school mail facilities and school mail boxes as it deems necessary.
- G. The rights and privileges of the Association and its representatives as set forth in this Agreement are intended to be granted only to the Association as the exclusive representative of the employees, and are not intended to create any rights and privileges in any other employee organization.

ARTICLE V (Continued)

Association and Board Rights and Privileges

- H. It is expressly understood by the parties to this Agreement that nothing herein is to be construed as a delegation on the part of the Board of any of its statutory duties and responsibilities, and the Board retains the right, subject to the terms of this Agreement and all applicable laws and regulations (a) to direct employees of the school district, (b) to hire, promote, transfer, assign and retain employees in positions within the school district, and to suspend, demote, discharge, or take other disciplinary action against employees, (c) to relieve employees from duties because of lack of work or for other legitimate reasons, (d) to maintain the efficiency of the school district operations entrusted to them, (e) to determine the methods, means and personnel by which such operations are to be conducted, and (f) to take whatever actions may be necessary to carry out the mission of the school district in situations of emergency.

ARTICLE VI

SCHOOL CALENDAR

- A. The School Calendar for the school year 1972-73 shall be as set forth in Schedule "F." There shall be no deviation or change in the School Calendar except for unforeseen circumstances or emergencies.
- B. The junior high school schedule of sessions to be held at the close of the school year shall coincide with the elementary school schedule of school sessions.
- C. A statement of work assignments on special school closing days shall be published so that it is generally understood which employees perform essential services requiring them to report for work.

ARTICLE VII

TEACHING HOURS AND TEACHING LOAD

- A. 1. As professionals, teachers are expected to devote to their assignments the time necessary to meet their responsibilities. Each teacher shall indicate his presence for duty by personally signing his initials in the "sign-in" column of the faculty "sign-in" roster. Teachers shall indicate their departure by initialing the "sign-out" column.
2. The arrival and departure times for all teachers shall be designated in Schedule "B," and the total school work day shall include a duty-free lunch period as guaranteed to teachers under Section C of this ARTICLE.

ARTICLE VII (Continued)  
Teaching Hours and Teaching Load

- B. The Board will make an effort to limit the teaching load as follows:
1. The daily teaching load in the junior high schools and in the senior high school shall be five (5) subject matter periods, not exceeding one (1) hour per period.
  2. Junior and senior high school teachers shall not be required to teach more than two (2) subject areas, nor more than a total of three (3) teaching preparations at any one time.

Department heads shall not be assigned more than two (2) student instruction-supervision periods each day, and shall be excused from regular study hall duties and homeroom assignments. A student instruction-supervision period means any period during which a teacher is responsible for directing the learning or supervising the behavior of the students.

- C. 1. Teachers shall have a daily duty-free lunch period of at least the following lengths:
- |  |            |
|--|------------|
| a. Elementary School                                       | 1 hour     |
| b. Junior High School                                      | 25 minutes |
| c. Senior High School                                      | 25 minutes |
| d. Other (excluding elementary special education teachers) | 1 hour     |
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 workday, without additional compensation, for the purpose of attending faculty or other professional meetings four (4) days each month. Such meetings shall begin as soon as practicable after the student dismissal time and shall run for no more than sixty (60) minutes.
2. An Association representative may speak to the teachers at any meeting referred to in Paragraph 1 above for at least fifteen (15) minutes on the request of the representative, subject, however, to the requirements of the agenda of the meeting.

ARTICLE VII (Continued)  
Teaching Hours and Teaching Load

3. The notice of and agenda for any meeting shall be given to the teachers involved at least one (1) day 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 periods, have daily preparation time during which they shall not be assigned to any other duties as follows:
- a. Junior High School            one (1) period
  - b. Senior High School            one (1) period
  - c. Elementary School

In order to provide time to carry on professional activities such as parent and staff conferences, the preparation of instructional equipment and materials, observations of other professional staff members for in-service education and other similar and worthwhile pursuits, each elementary classroom teacher will be released from the regular classroom instructional and supervisory responsibilities for a minimum of 60 minutes per school week as determined by the principal.

The released time assigned will not exceed the time allotment of pupil instruction in the special subject areas of art, music or physical education. Elementary principals will provide released time for kindergarten teachers within the framework of the building schedule. When feasible, this released time will be scheduled on three or more different school days.

ARTICLE VIII

CLASS SIZE

- A. The matter of class size (maximum number of pupils per teacher) shall be referred for study by a Joint Committee which shall make recommendations with respect to this subject matter to the Association, to the Superintendent and to the Board.

ARTICLE IX

SPECIALISTS

- A. The matter of specialists and category of specialists to be employed shall be referred for study by a Joint Committee which shall make recommendations with respect to this subject matter to the Association, to the Superintendent and to the Board.

ARTICLE X

NON-TEACHING DUTIES

- A. The Board and Association acknowledge that a teacher's primary responsibility is to teach and that his energies should to the extent possible, be utilized to this end. A Joint Committee shall study the problem of non-professional assignments, clerical and custodial functions performed by teachers, and the feasibility of teaching aides to perform non-teaching duties, and shall make recommendations with respect to this subject matter to the Association, to the Superintendent and to the Board.
- B. 1. 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 or immediate supervisor. He shall be compensated at the rate of ten cents (10¢) per mile for the use of his own automobile.
2. The Board shall continue to arrange for and maintain appropriate insurance to cover all damages, losses, and expenses incurred by a teacher against whom any action shall be brought for any act or omission arising out of the authorized use of his own automobile in the performance of school duties.

ARTICLE XI

TEACHER EMPLOYMENT

- A. The Board agrees to hire only teachers holding appropriate certificates issued by the New Jersey State Board of Examiners.
- B. 1. Each teacher shall be placed on his proper step of the salary schedule as of the beginning of the 1972-73 school year in accordance with Paragraph 2 below.



ARTICLE XI

Teacher Employment

2. Full credit on the Teacher Salary Guide shall be given for previous outside teaching experience in a duly accredited United States public school upon initial employment in accordance with existing regulations (Schedule A). Additional credit not to exceed four (4) years for military experience or alternative civilian service required by the Selective Service System shall be given upon initial employment. In computing the total years of creditable service, the final fraction of one-half (1/2) year (5 months or more) will be counted as one (1) full year and a smaller fraction will be dropped.
- C. Teachers with previous teaching experience in the Cranford School District shall upon returning to the system receive full credit on the salary schedule for all outside United States public school teaching experience, military experience or alternative civilian service required by the Selection Service System up to the maximum set forth in Section B above. Such teachers who have not been engaged in other teaching or the other activities indicated above shall upon returning to the system be restored to the next position on the salary schedule above that at which they left.
- D. Previously accumulated unused leave days will be restored to all teachers returning from leaves of absence.
- E. All teachers shall be notified of their contract and agreed upon salary status for the ensuing year not later than April 22.

ARTICLE XII

SALARIES

- A. The salaries of all teachers covered by this Agreement, except nurses and psychologists, are set forth in Schedule A; said Salary Guide, Schedule A, shall be enforced in accordance with existing rules and regulations for application thereof.
- B.
  1. Teachers employed on a ten (10) month basis shall be paid in twenty (20) equal semi-monthly installments, the first of which shall be made September 15 with succeeding payments to be made on the last day and the fifteenth day of each month when due.
  2. If a teacher so elects, he may, on a form prescribed by the Business Office request that a specific amount of his monthly net pay be deducted, which sum of monies shall be paid to him by separate check at the time the second payroll check is issued in June. There will be only one enrollment period for this savings plan. The final payment will consist of the amounts so deducted without interest. It is understood that this plan does not displace the existing Credit Union Payroll Deduction Plan.
  3. When a pay day falls on or during a school holiday, vacation or week-end, teachers shall receive their pay checks on the last previous working day.
  4. Teachers shall receive their final checks and the salary explanation sheet for the following year by the last working day in June.

ARTICLE XII (Continued)  
Salaries

- C. The salaries of all nurses covered by this Agreement are set forth in Schedule C; said Salary Guide, Schedule C, shall be enforced in accordance with existing rules and regulations for application thereof.
- D. The salaries of all secretarial-clerical personnel covered by this Agreement are set forth in Schedule D; said Salary Guide, Schedule D, shall be enforced in accordance with existing rules and regulations for application thereof.
- E. The salaries of all building service employees covered by this Agreement are set forth in Schedule E; said Salary Guide, Schedule E, shall be enforced in accordance with existing rules and regulations for application thereof.
- F. The salaries of employees covered by this Agreement who are appointed to extra assignments are set forth in Schedule G; said salary schedule, Schedule G, shall be enforced with existing rules and regulations for application thereof.

ARTICLE XIII

VACATION SCHEDULE FOR EMPLOYEES  
ON TWELVE MONTH CONTRACTS

- A. 1. School employees on twelve (12) month contracts are entitled to annual paid vacations. Vacations with pay are distinct and separate from those days off listed in the Annual School Calendar, Schedule F.
- 2. The length of vacations for personnel on twelve (12) month contracts will vary according to the number of years of service as follows:

|                     |   |
|---------------------|---|
| Less than 1 year    | 10/12 of a day for each month employed to the nearest day |
| 1 through 9 years   | 10 days   |
| 10 through 19 years | 15 days   |
| 20 years and over   | 20 days   |
- 3. Except as otherwise provided by the head of the school or office and the Superintendent of Schools, vacations will be taken during July and August of the year following the school year (July 1 to June 30) in which they were earned.
- 4. If an employee is unable, because of personal reasons, in the opinion of the Superintendent of Schools, to take all or part of his annual vacation during or immediately following the school year (July 1 to June 30) in which it is earned, such vacation time can be accumulated for a period of one year.

ARTICLE XIII (Continued)

Vacation Schedule for Employees on Twelve Month Contracts

5. In case of termination of service, the employee may elect (a) to take his annual and accumulated vacation prior to separation from employment, or (b) to accept the equivalent in salary at his current contract rate.

If termination of employment occurs within rather than at the close of the school year, the annual vacation will be prorated for the purpose of implementing items (a) or (b) above.

ARTICLE XIV

TEACHER ASSIGNMENT

- A. 1. All teachers shall be given written notice of their tentative class and subject assignments for the forthcoming year not later than June 15 by their building principals.
  2. All teachers shall be given written notice of their class and subject assignments and building assignments for the forthcoming year not later than August 15 by the Superintendent of Schools.
  3. The Superintendent shall assign all newly-appointed personnel to their specific positions within that subject area and grade level for which the Board has appointed the teacher.
  4. In the event that changes in such class or subject assignments, or building assignments, are proposed after August 15, the teacher affected shall be notified promptly in writing 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 change, the dispute shall be subject to the grievance procedure set forth herein, but limited as to review up to and through the Board of Education.
- B. 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 in accordance with existing rules and regulations (Policy No. 3545.6).
  - C. Teacher assignments shall be made in accordance with the guidelines set forth in existing rules and regulations (Policy No. 4114).

ARTICLE XV

VOLUNTARY TRANSFER AND REASSIGNMENTS

- A. Appointments, initial and subsequent assignments and changes in rank of all personnel shall be made by the Superintendent of Schools, subject to Board of Education confirmation, with due consideration for the following: (a) overall needs of the school system, (b) qualifications of the employee in relation to school needs and to the qualifications of other available personnel, (c) state certification requirements, (d) work preference of the employee, and (e) opinion of administrators most directly involved.
- B. Reassignments within individual offices and schools, except those involving a change in rank and contractual status, will be the responsibility of the administrator in charge. Such reassignments shall be reported by the administrator to the Superintendent of Schools.
- C. Any employee who feels that a change in assignment would enhance his value to the school system and contribute to a greater sense of personal and professional achievement and satisfaction should so notify his building principal or office head. If his desired reassignment should involve a transfer from his assigned office or school, or a change in rank and contractual status, he shall likewise notify the Superintendent of Schools in writing.
- D. Recommendations for the selection and employment of personnel for summer schools and other special projects shall be submitted by the administrator in charge of the school or project to the Superintendent of Schools.
- E. Recommendations for appointment to athletic coaching and related sports services shall originate with the Director of Athletics and have the approval of principals of the schools involved before they are forwarded to the Superintendent of Schools for final disposition.
- F. Recommendations for appointment to other assignments which carry extra compensation (co-curricular activities and/or services) shall originate with the appropriate administrator and shall be forwarded to the Superintendent of Schools for final disposition.
- G. No later than May 1 of each school year, the Superintendent shall deliver to the Association and post in all school buildings a list of the known vacancies as of that date which shall occur during the following school year.
- H. 1. A teacher who desires a change in grade or subject assignment, or both, or who desires to transfer to another building may file a written statement of such desire with his principal not later than March 1, and such statement shall immediately be forwarded to the Superintendent. Such statement shall include the grade 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.

ARTICLE XV (Continued)

Voluntary Transfer and Reassignments

2. The Superintendent shall acknowledge the teacher's request for transfer or reassignment within (15) days of receipt. In the event the request for transfer or reassignment is denied, the applicant shall be so notified within (15) days after such denial. Upon request, the Superintendent may state the reason or reasons for such denial. However, the decision of the Superintendent with respect to such matters shall be final.
- I. In the determination of requests for voluntary reassignment or transfer, the wishes of the individual teacher shall be considered to the extent that the reassignment or transfer does not conflict with instructional requirements and is for the best interest of the school system.

ARTICLE XVI

INVOLUNTARY TRANSFERS AND REASSIGNMENTS

- A. Notice of an involuntary transfer or reassignment shall be given to teachers as soon as practicable, and except in cases of emergency, not later than May 1.
- B. Involuntary transfer or reassignment shall be made only where necessary and in accordance with the guidelines set forth in existing rules and regulations (Policy No. 4114).
- C. An involuntary transfer or reassignment shall be made only after a meeting between the teacher involved and the principal, 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 shall meet with him. The teacher may, at his option, have an Association representative present at such meeting.
- D. Involuntary transfers or reassignments shall not be a subject matter for a grievance.
- E. No vacancy shall be filled by means of involuntary transfer or reassignment if a qualified volunteer applies to fill said position.

ARTICLE XVII

PROMOTIONS

- A. Promotional positions are: administrative-supervisory positions, department chairmen, building chairmen, secretarial-clerical and building service positions on a higher scale on the Salary Guides.

All vacancies in promotional positions, including specialists and special projects teachers, pupil personnel workers and positions in programs funded by the federal government shall be adequately publicized by the Superintendent in accordance with the following procedure:

ARTICLE XVII (Continued)  
Promotions

1. When school is in session, a notice shall be posted in each school as far in advance as practicable, and ordinarily at least five (5) school days before the final date when applications must be submitted. A copy of said notice shall be given to the Association at the time of posting. Employees who desire to apply for such vacancies shall submit their applications in writing to the Superintendent within the time limit specified in the notice, and the Superintendent shall acknowledge promptly in writing the receipt of all such applications. When the vacancy described in the notice is filled, the Superintendent may destroy all applications for said position.
  2. Employees who desire to apply for a promotional position which may be filled during the summer period when school is not regularly in session may submit their applications to the Superintendent and an address where they can be reached during the summer. In addition, the Superintendent shall, as far in advance as practicable and ordinarily at least twenty-one (21) days before the final date when applications must be submitted, post a list of promotional positions to be filled during the summer period at the administration office, and in each open school, and a copy of said notice shall be given to the Association.
- B. In both situations set forth in Section A above, the job description including the qualifications for the position, its duties and its salary scale shall be posted with the notice. The qualifications set forth for a particular position shall not be changed when such future vacancies occur unless the Association has been notified in advance of such changes and the reasons therefor. A disagreement over the necessity for such changes shall be subject to the grievance procedures set forth in the Agreement. No vacancy in a promotional position shall be filled other than in accordance with the above procedure except in case of emergency.
- C. All qualified teachers shall be given adequate opportunity to make application and no position shall be filled until all properly submitted applications have been considered. The Board agrees to give due consideration to the professional background and attainments of all applicants and other relevant factors. In filling such vacancies, due weight shall be given to applications by qualified teachers already employed by the Board. Announcements of appointments shall be made by posting a list in the office of the central administration and in each school building. The list shall be given to the Association and shall indicate which positions have been filled and by whom.

ARTICLE XVIII

SUMMER SCHOOL, HOME TEACHING  
AND FEDERAL PROGRAMS

- A. All openings for positions in the summer school, home teaching, federal projects, and other programs (including non-teaching positions for which teachers may be qualified and eligible) shall be adequately and timely publicized by the Superintendent in accordance with the procedure for publicizing promotional vacancies set forth in ARTICLE XVII of this Agreement. Applications for home teaching positions may be submitted at any time.
- B. In filling such positions, consideration shall be given to the teacher's area of competence, major or minor field of study, quality of teaching performance, attendance record and to experience of teachers who have taught the subject area or grade level in question during the regular school year and/or in summer school. Employees employed in the Cranford School District shall have priority to such assignments over applicants from outside the district.
- C. Salary schedules for positions included in this ARTICLE shall be negotiated under procedures outlined in ARTICLE II of this Agreement along with regular salary schedules wherever possible, or at such other times as may be appropriate in order to conform to the time requirements for the implementation of said programs.
- D. Provisions of this Agreement which are pertinent shall apply to teachers holding positions in the summer school, home teaching or under federal programs.

ARTICLE XIX

TEACHER EVALUATION

- A. 1. A teacher shall be given a copy of every class visit or evaluation report prepared by his evaluators. 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. No teacher shall be required to sign a blank or incomplete evaluation form, but he shall sign a complete form to indicate that he has witnessed the contents of the form. Space shall be provided on the Evaluation Form for the teacher's reaction which he will have twenty-four (24) hours to prepare after having first witnessed the evaluation form.
- 2. Each teacher will be provided with copies of all evaluation reports submitted to the central office.

ARTICLE XIX (Continued)  
Teacher Evaluation

- B. The matter of teacher evaluation procedures shall be referred for study by a Joint Committee which shall make recommendations with respect to this subject matter to the Association, to the Superintendent and to the Board. The basic operation procedures for this Committee shall be as follows:
1. The Committee shall consist of three (3) representatives appointed by the Superintendent and three (3) representatives appointed by the Association. The Committee Chairmanship shall alternate between the parties.
  2. The Committee shall conduct its first meeting no later than October 15, 1971 and it shall meet no less than three (3) additional times during the school year.
  3. The Committee shall submit its report and recommendations to the Association, to the Superintendent and to the Board no later than October 15, 1972.

ARTICLE XX

TEACHER FACILITIES

- A. The matter of teacher facilities shall be referred for study by a Joint Committee which shall make recommendations with respect to this subject matter to the Association, to the Superintendent and to the Board.

ARTICLE XXI

EMPLOYEE-ADMINISTRATION LIAISON

- A. The Association shall select a Liaison Committee of employees in and for each school building which shall meet with the principal at the call of either the principal or the Committee during the school day at reasonable times which will not interfere with classes, to review and discuss local school problems and practices, and to play an active role in the revision or development of building practices.
- B. The Association's representatives shall meet with the Superintendent periodically during the school year to review and discuss current school problems and practices and the administration of this Agreement.



ARTICLE XXII

SICK LEAVE

- A. All employees shall be entitled to 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, as set forth in Personnel Policy No. 4121.1 (adopted June 15, 1965 and amended February 3, 1972). Unused sick leave days shall be accumulated from year to year with no maximum limit.
- B. At least once each year the Board shall inform each employee as to the total number of accumulated sick leave days said employee has and the number of additional sick leave days said employee shall be entitled to for the ensuing year.

ARTICLE XXIII

TEMPORARY LEAVES OF ABSENCE

A. Absences for Personal Reasons

- 1. Absences for personal reasons shall be allowed each employee without loss of salary, not to exceed three (3) days per year. Unused personal leave days shall not be carried over from one year to the next.
- 2. Requests for personal leave shall be made on forms provided by the administration and except for those reasons specified in Paragraph A-4 (c) and (d) below, or in the case of an emergency, shall be made in advance of the proposed date of leave. All requests shall be countersigned by the principal or head of office, and submitted for approval to the Superintendent of Schools.
- 3. One (1) of the three (3) personal leave days may be taken for any reason important to the employee without stating the reason. This "personal day" will not be available for use on days immediately preceding or immediately following a school holiday or vacation period.
- 4. Two (2) personal leave days per year may be taken for one or more of the following reasons: (a) religious observance, (b) employee's marriage, (c) illness of a member of the employee's household (any person who regularly resides with and functions on a continuing basis as a member of the employee's family unit, regardless of nature or legal relationship), (d) death of a relative, friend, or close associate, (e) for any other reason not specified above and granted at the discretion of the Superintendent of Schools.

ARTICLE XXIII (Continued)  
Temporary Leaves of Absence

5. In addition to the foregoing three (3) personal leave days per year, additional personal leave days may be granted at the discretion of the Superintendent of Schools upon written application by an individual employee.
  6. Personal leave days for any regular employee whose employment begins after the midpoint of the work year for his category will be prorated as follows:
    - a. Ten (10) month employees beginning service after February 1 and eleven (11) and twelve (12) month employees beginning service after January 1 shall be entitled to a maximum of one and one-half (1 1/2) personal leave days during the remainder of the year.
    - b. Employees of all categories whose employment begins after April 1 shall not be entitled to personal leave days during the remainder of that year.
  7. Persons employed on a half-time annual salary basis shall be entitled to a maximum of one and one-half (1 1/2) personal leave days.
- B. In addition to temporary leaves of absence for personal reasons pursuant to Section A above, employees shall be entitled to the following non-accumulative leaves of absence each year with full pay except as otherwise specifically provided:
1. Time necessary for appearances in any legal proceeding connected with the employee's employment or with the school system, other than for action against the Board.
  2. Time necessary for jury duty as follows:
    - a. All certificated personnel are automatically exempt by law from serving on jury duty and shall not be entitled to claim personal leaves of absence for this reason.
    - b. All non-certificated personnel who are called to serve on jury duty shall receive their full salary during the period of jury duty less the amount of compensation paid them for jury service.
    - c. A written request to excuse from jury duty key personnel in the non-exempt group may be made by the Superintendent of Schools at his discretion.

ARTICLE XXIII (Continued)  
Temporary Leaves of Absence

3. Absences not to exceed five (5) days each year for each death, not cumulative, shall be allowed without loss of salary because of the death of a member of the employee's household, his natural parent, de facto parent, spouse, spouse's parent, child or sibling.
  4. Such other leaves of absence with pay as may be granted by the Superintendent of Schools at his discretion for valid reasons.
- C. Leaves taken pursuant to Sections A and B above shall be in addition to any sick leave to which the employee is entitled.

ARTICLE XXIV

EXTENDED LEAVES OF ABSENCE

- A. The Board agrees to consider, upon recommendation of its Superintendent of Schools, extended leaves of absences, some with salary and some without salary, for the various purposes indicated hereafter and in accordance with the following procedure:
1. Applications for such leaves of absence shall be made in writing to the Superintendent of Schools by February 15 of the school year preceding the anticipated beginning of the leave. The Superintendent shall notify the employee of his decision by April 1.  
  
In case of emergency affecting the health of the employee or the welfare of the school system, these deadlines may be waived by the Superintendent of Schools provided that the applicant files an adequate statement regarding the type, purpose, and justification for the leave.
  2. The Board reserves the right to grant or reject any application on its individual merits. Approval or reasons for disapproval shall be communicated in writing to the applicant by the Superintendent of Schools.
  3. During an extended leave, the contractual status of the employee shall be preserved, except as otherwise indicated hereafter.
  4. During an extended leave, policies providing benefits for current sick leave, bereavement and personal leaves will not apply. Accumulated sick leave available at the beginning of the leave will be preserved.
  5. Except for extended leaves with salary and leaves involving creditable teaching or teaching-related experiences, the period of leave will not be counted as credit for salary advancement purposes.

ARTICLE XXIV (Continued)  
Extended Leaves of Absence

6. An employee on extended leave shall notify the Superintendent of Schools in writing at least six (6) months in advance of the termination date of the approved leave regarding his intentions to resume his duties with the Cranford school system. Failure to fulfill this obligation may be interpreted as an indication of the employee's intention not to resume his position at the end of the approved leave. Such notification may be made a part of the application for the leave if the leave is to be for less than a year.
7. Should the Superintendent of Schools become informed that the purposes and requirements of a leave are not being adequately fulfilled, he shall so advise the Board. The Board may terminate the leave as of the date of its violation and its decision shall be subject to the grievance procedure.
8. The Board reserves the right to require evidence of good health at the termination of a leave as a condition of reinstatement to active duty.

B. Leaves for Professional Growth through Study and/or Travel with Salary

1. This type leave may be granted to any full-time member of the instructional staff who has rendered seven or more years of continuous service to the school system.
2. The leave may be granted for a period of a half school year or a full school year.
3. A detailed plan of study or educational travel to be pursued shall be submitted with the application
4. The employee on full school year leave for professional growth through study will be paid one-half of his regular contractual salary for the period of leave, such payment to be made in accordance with the regular salary schedule of the school system.
5. The employee on half school year leave for professional growth through study will be paid his regular contractual salary for the period of leave, such payment to be made in accordance with the regular salary schedule of the school system.
6. The employee on leave for professional growth through travel will be paid one-half of his regular contractual salary for the period of leave, such payment to be made in accordance with the regular salary schedule of the school system.
7. The period of leave shall count as regular service for fringe benefits, retirement and salary advancement purposes.

ARTICLE XXIV (Continued)  
Extended Leaves of Absence

8. Acceptance of this type of leave obligates the employee to resume and to continue his service with the school system for a period at least equal to the period of leave, and in any event not less than for one (1) school year. Failing this obligation the employee will be obligated to reimburse the Board the full amount of salary received during the leave, unless he has become incapacitated, has been discharged or voluntarily released from this obligation by the Board.
9. Should the program of study or travel be interrupted by illness or injury and this fact is promptly reported to the Superintendent of Schools, such interruption shall not constitute a breach of agreement.
10. Upon satisfactory completion of the leave the employee will be returned to service in the school system and his salary shall be determined on the same basis as if he had rendered full-time satisfactory service in the school system during the period of leave.
11. Subsequent leaves for professional growth may be requested at intervals of seven years of continuous Cranford service.

C. Leaves for Rest or Recuperation Without Salary

1. This type of leave may be granted to any full-time employee who has rendered 15 or more years of satisfactory service in the school system or 15 years of school service outside of Cranford plus ten years in the local school system.
2. This type of leave may be granted for a period of one-half year or one full year, or for any longer or shorter period at the discretion of the Board without salary.
3. Application for leave shall be accompanied by a statement of need, supported by the employee's principal, head of office and by the school physician.
4. Applications for subsequent leaves may be made at intervals of ten years.

D. Other Leaves Without Salary

1. Other extended leaves without salary may be granted by the Board for good reason including: (1) formal study (other than sabbatical leave), (2) prolonged illness or incapacity, (3) major home and family responsibilities, (4) temporary work assignment of spouse away from locale, (5) employment in overseas schools, Peace Corps and other government-sponsored activities and (6) other personal interests, whether or not involving gainful employment.

ARTICLE XXIV (Continued)  
Extended Leaves of Absence

B. Maternity Leave Without Salary

1. Maternity leaves of absence and leaves for the care of an adopted infant shall be granted without salary to tenure employees upon request, and may be granted to non-tenure employees under contract for a third consecutive year at the discretion of the Board.
2. A request in writing for a maternity leave shall be accompanied by a statement from a physician confirming the pregnancy and anticipated date of birth or an affidavit stating the intent to adopt a child.
3. Notification of pregnancy is required of employees under contract not later than the beginning of the fourth month of pregnancy. In the case of adoption of an infant, the Superintendent shall be notified at least thirty (30) days prior to the defacto custody of the adopted child. Failure to notify the Superintendent may be considered insubordination.
4. The date of termination of active service will be determined by the Superintendent of Schools based on the availability of an acceptable substitute, the health and availability of the employee, and the special features of the school calendar.
5. The period of leave shall normally terminate one calendar year from the beginning date of the succeeding work year for the appropriate category of the employee.
6. The normal terminal date of the leave may be modified upon application of the employee at the discretion of the Board.
7. It will be assumed by the Board that the employee will resume her duties at the termination of her leave unless arrangements have been made with the Board at least six (6) months in advance to terminate her employment, to modify the termination date of her leave or to grant another maternity leave.

ARTICLE XXV

SOLICITING AND SELLING

A. Solicitations by Pupils

Pupils shall not solicit money or other material contributions on school property for any commercially sponsored enterprise. Likewise, pupils shall not, in the name of the school or school system, solicit money or other material contributions in the community for any commercially sponsored enterprise.

ARTICLE XXV (Continued)  
Soliciting and Selling

B. Solicitations by Employees

Employees shall not solicit money or other material contributions from pupils or fellow employees except contributions to the United Fund of Cranford or dues for professional or Association memberships or for welfare and professional purposes.

C. Selling by Pupils and Employees

Pupils and employees shall not sell, on behalf of themselves, the school or school system, or any other person, organization or agency, merchandise or marketable items within their work day or on school property. This prohibition does not apply to the disposal of surplus school property, the selling of school store items, advertising space for school publications, admissions to school-sponsored functions, school-produced publications and instructional supplies and materials approved by the administration.

D. Soliciting and Selling by Persons Other Than School Personnel

No soliciting for contributions from pupils or employees (except by the United Fund of Cranford) and no selling of merchandise or services to pupils or employees except by administration-approved vendors of school supplies, equipment and services, shall be permitted within the work day nor on school property.

E. Prospect Lists

No lists of pupils or employees shall be submitted to persons, organizations or agents outside the school system to be used as a prospect list for solicitations or sales.

ARTICLE XXVI

PROFESSIONAL DEVELOPMENT AND  
EDUCATION IMPROVEMENT

- A. In our rapidly changing society teachers must constantly review curricular content, teaching methods and materials, educational philosophy and goals, social change and other topics related to education. The Board recognizes that it shares with its professional staff responsibility for the upgrading and updating of teacher performance and attitudes. The Board and the Association support the principle of continuing training of teachers and improvement of instruction.

ARTICLE XXVI (Continued)

Professional Development and Education Improvement

B. To work toward the ends stated above, the Board agrees to the following:

1. The Board agrees to make available for the 1972-73 school year up to a maximum of \$2,000 for tuition reimbursement purposes in accordance with the following regulations:
  - a. Application for tuition reimbursement shall be made in writing to the Superintendent of Schools at least 60 days prior to the beginning date of the course.
  - b. The Superintendent of Schools shall notify the applicant in writing of the approval or disapproval of his request within 30 days of the receipt of the application.
  - c. Application for tuition reimbursement shall be made only for courses which are required or may be taken as electives for an approved college or university advanced degree program.
  - d. Reimbursement for tuition costs will be based on the teacher's receiving a minimum grade of "B" for each course.
  - e. The maximum number of credits for which reimbursement will be made shall be three (3) credits in any semester including summer school, or six (6) credits in any academic year.
  - f. The maximum tuition reimbursement for each credit shall be twenty-five (\$25.00) dollars per credit or one hundred and fifty (\$150.00) dollars per teacher per academic year.
  - g. Upon the presentation of an official transcript, and providing the teacher returns and remains in the district for an academic year, reimbursement shall be made during June of that academic year.
2. Participation by employees in approved in-service activities which are designed to develop increased competency in their assignments shall be made without loss of salary. In-service activities include (a) visits to other classrooms, schools, colleges, industrial or business establishments, etc., (b) conferences, conventions or committee work including other personnel from the district, county, state, region or nation, and (c) training in classes and workshops sponsored by the district or other institutions.



ARTICLE XXVI (Continued)

Professional Development and Education Improvement

3. All requests for permission to be absent for in-service purposes must be in writing and must have the approval of the principal or other appropriate supervisor and the Superintendent of Schools. Approval will be based on (a) the nature of the activity in relation to the assignment and growth potential of the employee, (b) the availability of substitute service, (c) time limitations in relation to work demands, (d) number of persons involved on applying for in-service activities at a given time, and (e) the relative importance of the project in terms of the needs of the school system.
4. Approval or reason for disapproval for permission to be absent for in-service purposes shall be communicated to the employee in writing.
5. Reimbursement for travel, lodging, registration and meals may be granted at the discretion of the Superintendent of Schools if not otherwise specifically provided for in related policy.
6. Written and/or oral reports to appropriate members of the staff or Board of Education on the in-service activity may be required at the discretion of the Superintendent of Schools.

ARTICLE XXVII

PROTECTION OF EMPLOYEES, STUDENTS  
AND PROPERTY

Title 18A:6-1 is quoted below:

"No person employed or engaged in a school or educational institution, whether public or private, shall inflict or cause to be inflicted corporal punishment upon a pupil attending such school or institution; but any such person may, within the scope of his employment use and apply such amounts of force as is reasonable and necessary:

1. to quell a disturbance, threatening physical injury to others.
2. to obtain possession of weapons or other dangerous objects upon the person or within the control of a pupil.
3. for the purpose of self-defense.
4. for the protection of persons or property; and such acts, or any of them, shall not be construed to constitute corporal punishment within the meaning and intent of this section. Every resolution, by law, rule, ordinance, or other act or authority permitting or authorizing corporal punishment to be inflicted upon a pupil attending a school or educational institution shall be void."

ARTICLE XXVII (Continued)

Protection of Employees, Students and Property

Title 18A:16-6 is quoted below:

"Whenever any civil action has been or shall be brought against any person holding any office, position or employment under the jurisdiction of any board of education, including any student teacher, for any act or omission arising out of and in the course of the performance of the duties as such office, position, employment or student teaching, the board shall defray all costs of defending such action, including reasonable counsel fees and expenses, together with costs of appeal, if any, and shall save harmless and protect such person from any financial loss resulting therefrom; and said board may arrange for and maintain appropriate insurance to cover all damages, losses and expenses."

ARTICLE XXVIII

MAINTENANCE OF CLASSROOM CONTROL  
AND DISCIPLINE

- A. A definition of the duties and responsibilities of all administrators, supervisors, teachers and other employees pertaining to student discipline shall be reduced to writing by the Superintendent and presented to each employee at the start of each school year.
- B. When, in the judgment of a teacher, a student requires the attention of the principal, assistant principal, a counselor, or a nurse or other specialist, he shall so inform his principal or immediate superior.
- C. When, in the judgment of the teacher, a student is by his behavior seriously disrupting the instructional program to the detriment of other students, the teacher may exclude the student from the classroom and refer him to the principal.

ARTICLE XXIX

INSURANCE PROTECTION

- A. The Board will provide Blue Cross and Blue Shield hospital and surgical plans, Rider J and a major medical program and shall pay the full premium for each employee and 75% of the premium for employees' dependents up to a maximum of \$135,000. If the actual cost to the Board for providing such coverage would exceed the maximum of \$135,000, the Board's contribution to the premiums for employees' dependents shall be proportionately reduced so that the total cost does not exceed said maximum.

ARTICLE XXX

PERSONAL AND ACADEMIC FREEDOM

- A. The matter of personal and academic freedom of employees shall be referred for study by a Joint Committee which shall make recommendations with respect to this subject matter to the Association, to the Superintendent and to the Board. The basic operation procedures for this Committee shall be as follows:
1. The Committee shall consist of two (2) representatives appointed by the Superintendent, two (2) representatives appointed by the Association, and two (2) representatives appointed by the Board of Education. The Committee shall be chaired by the Director of Curriculum and Instruction.
  2. The Committee shall conduct its first meeting no later than October 15, 1971 and it shall meet no less than three (3) additional times during the school year.
  3. The Committee shall submit its report and recommendations to the Association, to the Superintendent and to the Board no later than October 15, 1972.

ARTICLE XXXI

HEALTH EXAMINATIONS AND REQUIREMENTS

- A. Health examinations and requirements for initial and continuing employment shall be in accordance with existing rules and regulations (Policy No. 4113).

ARTICLE XXXII

BOOKS AND OTHER INSTRUCTIONAL  
MATERIALS AND SUPPLIES

- A. The matter of procedure for reviewing, evaluating and selecting textbooks, library books, instructional materials and supplies shall be referred for study by a Joint Committee which shall make recommendations with respect to this subject matter to the Association, to the Superintendent and to the Board.

ARTICLE XXXIII

DEDUCTION FROM SALARY

- A. 1. The Board agrees to deduct from the salaries of its certificated employees dues for the Cranford Education Association, a unified association with its affiliates as said teachers individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 233, Public Laws of 1969 (NJSA 52:14-15.9e) and under the rules established by the State Department of Education. Said monies together with records of any corrections shall be transmitted to the treasurer of the Cranford Education Association by the fifteenth of each month following the monthly pay period in which the deductions were made. The Association treasurer shall disburse such monies to the appropriate association or associations.
2. The Board agrees to deduct from the salaries of its non-certificated employees dues for the Cranford Education Association, solely as a local, or associate member dues in the New Jersey Education Association or the National Education Association, or any one or any combination of such associations if said non-certificated employees individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 233, Public Laws of 1969 (NJSA 52:14-15.9e) and under the rules established by the State Department of Education. Said monies together with records of any corrections shall be transmitted to the treasurer of the Cranford Education Association by the fifteenth of each month following the monthly pay period in which the deductions were made. The Association treasurer shall disburse such monies to the appropriate association or associations.
3. Each of the Associations named above shall certify to the Board in writing, the current rate of its membership dues. Any Association which shall change the rate of its membership dues shall give the Board sixty (60) days written notice prior to the effective date of such change.
4. Additional authorizations for dues deductions may be received after August 1 under rules established by the State Department of Education.
5. The filing of notice of an employee's withdrawal shall be the 15th of June for July 1 termination or the 15th of November for January 1 termination.
- B. The Board agrees to deduct from employees' salaries money for local, state and national association services and programs of a continuing or general nature as said employees individually and voluntarily authorize the Board to deduct and to transmit the monies promptly to such association or associations. Any employee may have such deductions discontinued at any time upon sixty (60) days written notice to the Board and the appropriate association.

ARTICLE XXXIV

TENURE FOR CUSTODIAL EMPLOYEES

- A. Custodial employees shall be eligible for tenure under provision of Title 18A after five (5) consecutive years of probationary service in the District. In no event, however, shall present custodial employees be eligible for tenure until on or after July 1, 1973.

ARTICLE XXXV

MISCELLANEOUS PROVISIONS

- A. Any individual contract between the Board and an individual employee, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.
- B. The Board and the Association agree that there shall be no discrimination in the hiring, training, assignment, promotion, transfer, or discipline of employees or in the application or administration of this Agreement on the basis of race, creed, color, religion, national origin, sex, domicile, or marital status.
- C. 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 may do so at the following address:
1. If by Association, to Board at Lincoln School, Thomas Street, Cranford, New Jersey, or by mail to Post Office Box 408, Cranford, New Jersey, 07016.
  2. If by Board, to Association at home address of president.
- D. The Board and the Association will each individually reproduce copies of this Agreement, at their respective individual expense, to meet their respective requirements.
- E. Unless otherwise indicated, the term "teachers" when used hereinafter in this agreement shall refer to all professional employees represented by the Association in the negotiating unit as above defined.
- F. Unless otherwise indicated, references in this Agreement to male employees and teachers shall include female employees and teachers, and words used in the singular shall include words used in the plural where the text so requires.

ARTICLE XXXVI

SEPARABILITY AND SAVINGS

- A. 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.

ARTICLE XXXVII

DURATION OF AND EXECUTION OF AGREEMENT

- A. This Agreement shall be effective as of July 1, 1972, except where otherwise provided, and shall continue in effect until June 30, 1973, subject to the Association's right to negotiate over a successor Agreement as provided in ARTICLE II. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.
- B. 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 placed hereon, all on the day and year first above written.

CRANFORD EDUCATION ASSOCIATION

THE BOARD OF EDUCATION OF  
THE TOWNSHIP OF CRANFORD,  
IN THE COUNTY OF UNION

By: William B. Stoney  
President

By: Richard L. Foduse  
President

Attest:

Attest:

Maureen Savage  
Secretary

John C. Dwyer  
Secretary

CRANFORD PUBLIC SCHOOLS  
Cranford, New Jersey

SALARY POLICY FOR NON-ADMINISTRATIVE INSTRUCTIONAL STAFF  
EFFECTIVE JULY 1, 1972

REGULATIONS

This schedule of salary rates establishes the basis of compensation for the various types of teaching services\* for the 1972-73 school year and thereafter, except as subsequently modified by the Board of Education.

Initial placement on the guide shall be determined by (a) level of training and (b) years of creditable teaching, teaching-related, or active military services (maximum of four years credit for military service). Only continuous service (not day-to-day nor on call service) is creditable. Credit for teaching service in non-public schools may be credited in part or in full at the discretion of the Superintendent of Schools. In computing the total years of creditable service, a final fraction of one-half year (5 months) or more will be counted as one full year and a smaller fraction will be dropped.

Movement toward the maximum on each scale is achieved through annual increments ranging in size from \$300 to \$550 for continuing satisfactory service, as attested by the Superintendent of Schools and approved by the Board of Education. Continuous service for as long as five or more months of a school year will be counted as a full year for increment purposes. A lesser period of service will not be recognized for increment purposes.

Movement from a step on one scale to the corresponding step on the next higher training scale (salary reclassification) becomes effective on September first of the year in which the teacher has furnished the Superintendent acceptable evidence of the satisfactory completion of the study required for placement on the higher scale NOT LATER THAN SEPTEMBER THE TENTH OF THE YEAR IN WHICH THE SALARY CHANGE IS TO BE INITIATED. Payment for "salary reclassification" is not retroactive, but is initiated on September first of the year the level of training has been duly certified to and accepted by the Superintendent.

College course credit for advancement beyond Scale IV (Master's scale) will be granted on graduate courses only.

\*Includes all classroom teachers, all Special Services personnel (except school psychologists, nurses and physicians) and all teachers of "special subjects" employed on a full-time continuing basis. Salaries of teachers employed on a half day, continuing basis will be prorated.

(continued)



CRANFORD PUBLIC SCHOOLS  
Cranford, New Jersey

Effective July 1, 1972

I. SALARY POLICY FOR TEACHERS\*

| Year | SCALE I<br><u>BA DEGREE</u> | SCALE II<br><u>BA + 15</u> | SCALE III<br><u>BA + 30</u> | SCALE IV<br><u>MA DEGREE</u> | SCALE V<br><u>MA + 15</u> | SCALE IV<br><u>MA + 30</u> | Year |
|------|-----------------------------|----------------------------|-----------------------------|------------------------------|---------------------------|----------------------------|------|
| 1    | \$ 8,400                    | \$ 8,500                   | \$ 8,700                    | \$ 9,200                     | \$ 9,400                  | \$ 9,700                   | 1    |
| 2    | 8,700                       | 8,800                      | 9,000                       | 9,500                        | 9,700                     | 10,000                     | 2    |
| 3    | 9,000                       | 9,100                      | 9,300                       | 9,800                        | 10,000                    | 10,300                     | 3    |
| 4    | 9,300                       | 9,400                      | 9,600                       | 10,100                       | 10,300                    | 10,600                     | 4    |
| 5    | 9,600                       | 9,700                      | 9,900                       | 10,420                       | 10,620                    | 10,920                     | 5    |
| 6    | 9,900                       | 10,000                     | 10,200                      | 10,740                       | 10,940                    | 11,240                     | 6    |
| 7    | 10,200                      | 10,300                     | 10,500                      | 11,060                       | 11,260                    | 11,560                     | 7    |
| 8    | 10,575                      | 10,675                     | 10,875                      | 11,460                       | 11,660                    | 11,960                     | 8    |
| 9    | 10,950                      | 11,050                     | 11,250                      | 11,860                       | 12,060                    | 12,360                     | 9    |
| 10   | 11,325                      | 11,425                     | 11,625                      | 12,260                       | 12,460                    | 12,760                     | 10   |
| 11   | 11,700                      | 11,800                     | 12,000                      | 12,660                       | 12,860                    | 13,160                     | 11   |
| 12   | 12,075                      | 12,175                     | 12,375                      | 13,060                       | 13,260                    | 13,560                     | 12   |
| 13   | 12,475                      | 12,575                     | 12,775                      | 13,510                       | 13,710                    | 14,010                     | 13   |
| 14   | 12,875                      | 12,975                     | 13,175                      | 13,960                       | 14,160                    | 14,460                     | 14   |
| 15   | 13,375                      | 13,475                     | 13,675                      | 14,485                       | 14,685                    | 14,985                     | 15   |
| 16   | 13,900                      | 14,000                     | 14,200                      | 15,010                       | 15,210                    | 15,510                     | 16   |
| 17   |                             |                            |                             | 15,560                       | 15,760                    | 16,035                     | 17   |
| 18   |                             |                            |                             |                              |                           | 16,585                     | 18   |

Note 1: Add \$500 at each step of Scale VI for recognition of doctorate.

Note 2: An additional \$300 for all personnel paid on this guide who by June 30, 1972 will have completed 20 years of creditable service, with a minimum of 15 years service completed in Cranford.

\*Includes all classroom teachers, all Special Services personnel (except school psychologists, nurses and physicians), and all teachers of "special subjects" employed on a full-time continuing basis. Salaries of teachers employed on a half day, continuing basis will be prorated.

II. HEADS OF DEPARTMENTS

Department heads shall be paid an annual stipend of \$500.  
Chairmen of guidance shall be paid an annual stipend of \$200.

III. SALARY POLICIES FOR SUBSTITUTE TEACHERS

Scale L.S.  
(Long-Term Service)

|   |         |
|---|---------|
| 1 | \$8,400 |
| 2 | 8,700   |
| 3 | 9,000   |

Scale D.S.  
(Day-to-Day Service)

\$19.00 per day  
  
\$21.00 per day for continuous service for five or more days in the same assignment retroactive to the first day.

(continued)

CRANFORD PUBLIC SCHOOLS  
Cranford, New Jersey

IV. HOME INSTRUCTION AND SUPPLEMENTARY INSTRUCTION PERSONNEL

Tutors assigned to home instruction and supplementary instruction cases shall be paid on the basis of \$5.25 per clock hour of teaching.

V. DRIVER EDUCATION TEACHERS (For behind-the-wheel instruction)

Driver education teachers shall be paid on the basis of \$4.75 per clock hour of behind-the-wheel instruction.

VI. SUMMER SCHOOL TEACHERS

Teachers of summer school classes shall be paid on the basis of clock hours of teaching at the following rates:

SCALE S.S.T.

| <u>Year of Service</u> | <u>Rate per Clock Hour</u> |
|------------------------|----------------------------|
| 1                      | \$5.00                     |
| 2                      | 5.25                       |
| 3                      | 5.50                       |
| 4                      | 5.75                       |
| 5                      | 6.00                       |

Note: Full credit for summer school teaching within and outside Cranford may be granted in determining initial placement on this scale.

SCHEDULE B

CRANFORD PUBLIC SCHOOLS  
Cranford, New Jersey

DAILY SCHEDULES

Minimum Work Schedules for Employees  
1972-73

I. Classroom Teachers, Special Subject Teachers and School Nurses

|                          | <u>Regular Schedule</u> |             | <u>Abbreviated Schedule</u> |
|--------------------------|-------------------------|-------------|-----------------------------|
|                          | <u>A.M.</u>             | <u>P.M.</u> |                             |
| Kindergarten             | 8:25-11:20              | 12:20-3:30  | 8:10-12:30                  |
| Grades 1-6 <sup>o</sup>  | 8:25-11:50              | 12:50-3:30  | 8:10-12:30                  |
| Grades 7-12              | 8:00                    | 3:20        | 8:00-12:30                  |
| *Educable Elementary     | 9:10                    | 2:30        | 8:10-12:30                  |
| *Educable Intermediate   | 8:00                    | 3:20        | 8:00-12:20                  |
| *Educable Secondary      | 8:00                    | 3:20        | 8:00-12:20                  |
| *Neurologically Impaired | 9:10                    | 2:30        | 8:10-12:30                  |
| *Emotionally Distrubed   | 9:10                    | 2:30        | 8:10-12:30                  |

<sup>o</sup>Includes elementary school librarians

\*Subject to bus schedule

II. Special Service Personnel (selected)

Psychologists, Social Workers, Learning Disabilities Teacher-Consultants, Remedial Reading Teachers and Speech Correctionists.

8:25 a.m. - 3:30 p.m.

III. School Building Administrators, Guidance Counselors, Secondary School Librarians, School Secretaries+, and Teacher Aides++.

|                                    |                       |
|------------------------------------|-----------------------|
| All Schools                        | 8:00 a.m. - 4:00 p.m. |
| +Summer Hours                      |                       |
| July 1st through August 31st and ) | 8:00 a.m. - 3:00 p.m. |
| Christmas and Easter Recess     )  |                       |

++Part-time teacher aides typcially work a four and one-half hour day on days when school is in session for pupils. Their individual schedules will be determined by their principals so their services will be of maximum value to teachers and pupils.

Principals may secure permission from the Superintendent of Schools for an extension of the work day and work year to meet special work requirements.

(continued)

IV. Building Service Personnel (Including Supervisor of Plant Operation and Maintenance and Foreman of Maintenance)

|   |   |
|---|---|
| Elementary School Custodians            | 7:30 a.m. - 4:30 p.m.<br>(1 hour lunch period)              |
| Secondary School Custodians and Matrons |   |
| Day Shift:                              | 7:30 a.m. - 4:30 p.m.<br>(1 hour lunch period)              |
| Evening Shift:                          | 3:00 p.m. - 11:00 p.m.<br>(1 hour lunch period)             |
| Maintenance Personnel                   | 8:00 a.m. - 4:30 p.m.<br>( $\frac{1}{2}$ hour lunch period) |
| Summer Hours                            |   |
| July 1st through August 31st and)       | 7:30 a.m. - 4:00 p.m.                                       |
| Christmas and Easter Recess )           | ( $\frac{1}{2}$ hour lunch period)                          |

V. Central Offices - Administrators and Office Personnel

- |   |                       |
|---|-----------------------|
| A. Period of September 1 to June 30<br>(except Christmas and Easter recesses) | 8:30 a.m. - 4:30 p.m. |
| B. Period of July 1 to August 31 and<br>Christmas and Easter Recesses         | 9:00 a.m. - 4:00 p.m. |

VI. Central Office Switchboard

Manned by attendant from 6:00 a.m.\*\* to 4:30 p.m. on weekdays except on holidays (see Calendar of Holidays).

Manned by electronic "secretary" telephone answering instrument (dial 276-7539) at all other times.

\*\*The person handling emergency substitute services works from 6:00 a.m. to 8:30 a.m. on days when classes are scheduled.

NOTE: Minor deviations in these schedules may be made by the administrator in charge of the school or office where special conditions make it necessary or advantageous to the effective administration of his area of major responsibility. If such deviations are to be on a continuing basis for all or most of the school year, they should have prior approval of the Superintendent of Schools.

SALARY POLICY FOR NURSES  
(Effective July 1, 1972)

REGULATIONS

1. This schedule shall be the basis for determining the annual salary rate for full-time school nurses. The salary rate for part-time nurses shall be pro-rated.
2. The annual salary rate for the initial year of employment may be negotiated. Credit for prior comparable or equivalent service, not to exceed five years, may be granted. A final fraction of a half year or more shall be counted as a full year.
3. Advancement within the schedule may be achieved through continued service and advanced training in education. Full-time employees will be eligible for annual increments ranging in size from \$250 to \$300 and half-time employees will be eligible for annual increments ranging in size from \$125 to \$150, within the range of their scales, upon recommendation of the Superintendent of Schools, and provided they have served the school system for at least five months of the year.
4. The contract extends over a ten-month period from September through June.

| Step | <u>SCALE I</u>       | <u>SCALE II</u>                                      | Step |
|------|----------------------|--|------|
|      | Non-Degree<br>Nurses | Bachelor's Degree (or)<br>equivalent of 128 credits) |      |
| 1    | \$6,635              | \$6,885  | 1    |
| 2    | 6,885                | 7,135  | 2    |
| 3    | 7,135                | 7,385  | 3    |
| 4    | 7,385                | 7,635  | 4    |
| 5    | 7,635                | 7,885  | 5    |
| 6    | 7,905                | 8,155  | 6    |
| 7    | 8,180                | 8,430  | 7    |
| 8    | 8,455                | 8,705  | 8    |
| 9    | 8,730                | 8,980  | 9    |
| 10   | 9,005                | 9,255  | 10   |
| 11   | 9,305                | 9,555  | 11   |
| 12   |                      | 9,855  | 12   |

Increments:

|                              |                              |
|------------------------------|------------------------------|
| 4 at \$250                   | 4 at \$250                   |
| 1 at \$270                   | 1 at \$270                   |
| 4 at \$275                   | 4 at \$275                   |
| 1 at \$300                   | 2 at \$300                   |
| plus \$300 if<br>at maximum  | plus \$300 if<br>at maximum  |
| plus \$605 if<br>beyond max. | plus \$505 if<br>beyond max. |

SALARY POLICIES FOR SUBSTITUTE NURSES

| <u>Long Term Service</u> |         | <u>Day-to-Day Service</u> |
|--------------------------|---------|---------------------------|
| Step 1                   | \$6,635 | \$16.00 per day           |
| Step 2                   | 6,885   |                           |
| Step 3                   | 7,135   |                           |

SALARY POLICY FOR OFFICE PERSONNEL  
(Effective July 1, 1972)

REGULATIONS

1. Credit for prior office experience, not to exceed three years, may be granted by the Superintendent of Schools for initial placement on the appropriate scale.
2. Advancement on the schedule may be achieved by annual increments and/or promotions to higher ranking assignments and scales upon the recommendation of the Superintendent of Schools and approval of the Board of Education. In the case of promotion to a higher scale, the individual will be placed on the higher scale at a step which provides an increase of at least \$150 per year, regardless of years of service.
3. Full-time twelve month personnel employed prior to January 1 will be eligible for a full increment for the following year. Full-time ten month personnel employed prior to February 1 will be eligible for a full increment the following year.
4. Normally the work day is seven hours, not including the lunch hour period; the work week is five days or 35 hours (typically Monday through Friday) and the work year extends over a ten-month or twelve-month period depending upon the job classification. Work schedules are as follows:

School Secretaries, Clerks and Full-Time Teacher Aides

8:00 a.m. to 4:00 p.m.

The work schedule for the above listed twelve-month employees will be from 8:00 a.m. to 3:00 p.m. during the Christmas and Easter recesses and during the period July 1 to August 31.

Central Offices Secretaries and Clerks

8:30 a.m. to 4:30 p.m.

The work schedule for the above listed personnel will be from 9:00 a.m. to 4:00 p.m. during the Christmas and Easter recesses and during the period July 1 to August 31.

Any deviations of the above work schedules must be authorized by the building principal or head of office and approved by the Superintendent of Schools.

"Summer hours" (6 hour work day) are in effect during the period from July 1 to August 31.

All personnel are entitled to all holidays included in an Official Calendar of Holidays for their category of service.

(continued)

5. Twelve-month employees are entitled to paid vacations of 10 work days following the first through the ninth years of employment, 15 work days following the tenth through the nineteenth years of service, and 20 work days following the twentieth year of service and each year thereafter. All vacation schedules are to be approved by the Superintendent of Schools. A person who has worked less than a full year on a twelve-month annual contract basis shall be entitled to a vacation allowance on a prorated basis as determined by the Superintendent of Schools (10/12 of a day for each month employed to the nearest half day).

Upon termination of employment, personnel on annual contracts will receive compensation for all unused vacation days.

6. Deviations from normal work schedules, including extra work assignments, shall be approved in advance by the Superintendent of Schools.

7. Approved work assignments which exceed a 35 hour work week shall be compensated by time and a half salary or by time off (computed at a value of  $1\frac{1}{2}$ ) as agreed to by the employee and the Superintendent of Schools.

SALARY SCHEDULE FOR FULL-TIME EMPLOYEES

| Step | <u>SCALE I</u> | <u>SCALE II</u> |         | <u>SCALE III</u> | <u>SCALE IV</u> | <u>SCALE V</u> | Step |
|------|----------------|-----------------|---------|------------------|-----------------|----------------|------|
|      | Teacher Aide   | General Clerk   |         | Secretary        | Secretary       | Head Secretary |      |
|      | 10 mo.         | 10 mo.          | 12 mo.  | 10 mo.           | 12 mo.          | 12 mo.         |      |
|      |                | (A)             | (B)     |                  |                 |                |      |
| 1    | \$2,835        | \$3,490         | \$4,190 | \$4,130          | \$4,955         | \$5,885        | 1    |
| 2    | 2,955          | 3,675           | 4,420   | 4,315            | 5,200           | 6,140          | 2    |
| 3    | 3,075          | 3,860           | 4,650   | 4,500            | 5,445           | 6,395          | 3    |
| 4    | 3,195          | 4,045           | 4,880   | 4,685            | 5,690           | 6,650          | 4    |
| 5    | 3,315          | 4,230           | 5,110   | 4,870            | 5,935           | 6,905          | 5    |
| 6    | 3,435          | 4,415           | 5,340   | 5,055            | 6,180           | 7,160          | 6    |
| 7    | 3,565          | 4,615           | 5,590   | 5,255            | 6,460           | 7,445          | 7    |
| 8    | 3,695          | 4,815           | 5,840   | 5,455            | 6,740           | 7,730          | 8    |
| 9    | 3,825          | 5,015           | 6,090   | 5,655            | 7,020           | 8,015          | 9    |
| 10   | 3,955          | 5,215           | 6,340   | 5,855            | 7,300           | 8,300          | 10   |

Increments:

|            |            |            |            |            |            |
|------------|------------|------------|------------|------------|------------|
| 5 at \$120 | 5 at \$185 | 5 at \$230 | 5 at \$185 | 5 at \$245 | 5 at \$255 |
| 4 at 130   | 4 at 200   | 4 at 250   | 4 at 200   | 4 at 280   | 4 at 285   |

At max.:

|         |         |         |         |         |         |
|---------|---------|---------|---------|---------|---------|
| + \$120 | + \$120 | + \$145 | + \$140 | + \$145 | + \$155 |
|---------|---------|---------|---------|---------|---------|

Beyond max.:

|         |         |         |         |         |         |
|---------|---------|---------|---------|---------|---------|
| + \$240 | + \$240 | + \$290 | + \$285 | + \$290 | + \$310 |
|---------|---------|---------|---------|---------|---------|

The Secretary to the Superintendent of Schools shall be paid an annual stipend of \$600.

(continued)

General Clerk (Scale II, A or B)

Employees filling the level three position in the secondary schools and Central Offices.

Secretary (Scales III and IV)

Employees filling the level two positions in the secondary schools or Central Offices (Scale IV) and the level one position in the elementary schools (Scale III).

Head Secretary (Scale V)

Employees filling the level one position in secondary schools and Central Offices.

SALARY POLICIES FOR PART-TIME AND TEMPORARY EMPLOYEES

1. Substitutes for Regular Full-Time Employees

|             |                    |
|-------------|--------------------|
| Hourly rate | \$ 2.00 to \$ 2.20 |
| Daily rate  | \$14.00 to \$15.40 |

Rate to be determined in individual cases by the Superintendent of Schools on basis of job classification and prior experience of the employee.

2. Part-Time Teacher Aides

SCALE  
Part-Time Teacher Aide

| <u>Step</u> | <u>Hourly Rate</u>  |   |
|-------------|---------------------|---|
| 1           | \$2.00              | Typically employed on a four and a half hour per day basis on days when classes are in session. |
| 2           | 2.05                |   |
| 3           | 2.10                |   |
| 4           | 2.15                |   |
| 5           | 2.20                |   |
|             | plus .10 at maximum |   |

3. Emergency Substitute Service

SCALE  
Emergency Substitute Service

| <u>Step</u> | <u>Hourly Rate</u> |  |
|-------------|--------------------|--|
| 1           | \$2.65             | Typically works from 6:00 a.m. to 8:30 a.m. on days when classes are in session. |
| 2           | 2.70               |  |
| 3           | 2.75               |  |
| 4           | 2.80               |  |
| 5           | 2.85               |  |



SALARY POLICY FOR BUILDING SERVICES PERSONNEL  
(Effective July 1, 1972)

REGULATIONS

1. For the purpose of initial placement on the appropriate scale for building service personnel (custodians and matrons), credit for prior comparable or equivalent service, outside the school system, not to exceed three years, may be granted by the Superintendent of Schools. For maintenance personnel, credit for prior comparable or equivalent service not to exceed six years may be granted by the Superintendent of Schools.
2. Advancement on the schedule may be achieved by annual increments and/or promotions to higher ranking assignments and scales upon the recommendation of the Superintendent of Schools and approval of the Board of Education. In the case of promotion to a higher scale, the individual will be placed on the higher scale at a point to reflect the next higher dollar amount of his position on the lower scale regardless of years of service.
3. Full-time, twelve-month personnel employed prior to January 1 will be eligible for a full increment for the following year.
4. All personnel are entitled to all holidays included in the Official Calendar of Holidays.
5. Twelve-month employees are entitled to paid vacations of 10 work days following the first through the ninth years of employment, 15 work days following the tenth through the nineteenth years of service, and 20 work days following the twentieth year of service and each year thereafter. All vacation schedules are to be approved by the Superintendent of Schools. A person who has worked less than a full year on a twelve-month annual contract basis shall be entitled to a vacation allowance on a prorated basis as determined by the Superintendent of Schools (10/12 of a day for each month employed to the nearest half day).

Upon termination of employment, personnel on annual contracts will receive compensation for all unused vacation days.

6. Deviations from normal work schedules, including extra work assignments, shall be approved in advance by the Superintendent of Schools.
7. The normal work day shall be eight (8) hours as assigned and the work week forty (40) hours year around in accordance with the following schedules:

School Custodians and Matrons

|               |  |
|---------------|--|
| Day Shift     | 7:30 a.m. to 4:30 p.m.<br>(1 hour lunch period)  |
| Evening Shift | 3:00 p.m. to 11:00 p.m.<br>(1 hour lunch period) |

Maintenance Personnel (including Foreman of Plant Maintenance)

8:00 a.m. to 4:30 p.m.  
( $\frac{1}{2}$  hour lunch period)

The work schedule for all above listed personnel will be from 7:30 a.m. to 4:00 p.m. (including half an hour for lunch) during the Christmas and Easter recesses and during the period July 1 to August 31.

Any deviation in the above work schedules must be authorized by the Assistant Superintendent of Schools and approved by the Superintendent of Schools.

(continued)

8. Approved extra work assignments for non-administrative building service personnel beyond the regular work week shall be compensated at the rate of  $1\frac{1}{2}$  times the regular hourly salary and shall be determined by dividing the annual salary by 2,080 hours for twelve-month employees and 1,720 hours for ten-month employees.

Matrons (Ten-month employees)

1. Full-time matrons employed prior to February 1 will be eligible for a full increment the following year.
2. No paid vacations are available to matrons.

BUILDING OPERATION AND MAINTENANCE

| <u>Step</u> | <u>SCALE M</u><br><u>Matron</u><br><u>10 months</u> | <u>SCALE C-1</u><br><u>Basic</u><br><u>Custodial</u><br><u>12 months</u> | <u>SCALE C-2</u><br><u>Advanced</u><br><u>Custodial</u><br><u>12 months</u> | <u>SCALE 3</u><br><u>Maintenance</u><br><u>12 months</u> | <u>Step</u> |
|-------------|---|--|---|--|-------------|
| 1           | \$3,310   | \$6,125  | \$6,365   | \$6,780  | 1           |
| 2           | 3,460   | 6,325  | 6,565   | 7,030  | 2           |
| 3           | 3,610   | 6,525  | 6,765   | 7,280  | 3           |
| 4           | 3,760   | 6,745  | 6,985   | 7,530  | 4           |
| 5           | 3,910   | 6,965  | 7,205   | 7,780  | 5           |
| 6           |   | 7,185  | 7,425   | 8,030  | 6           |
| 7           |   | 7,405  | 7,645   | 8,300  | 7           |
| 8           |   | 7,625  | 7,865   | 8,570  | 8           |
| 9           |   | 7,845  | 8,085   | 8,840  | 9           |
| 10          |   |  | 8,305   | 9,110  | 10          |
| 11          |   |  | 8,525   | 9,380  | 11          |
| 12          |   |  |   | 9,650  | 12          |

Increments:

|                   |                 |                 |                 |
|-------------------|-----------------|-----------------|-----------------|
| 4 at \$150        | 2 at \$200      | 2 at \$200      | 5 at \$250      |
| <u>Super max.</u> | <u>6 at 220</u> | <u>8 at 220</u> | <u>6 at 270</u> |
| plus \$300        | plus \$210      | plus \$210      | plus \$270      |
|                   | if at max.      | if at max.      | if at max.      |

HEAD BUILDING CUSTODIAN

Each building shall have a head custodian. Head custodians in buildings with two or more men shall be paid a stipend as follows:

- Two-man building: A yearly stipend of \$200 in addition to regular basic salary.
- Three-man building: A yearly stipend of \$300 in addition to regular basic salary.
- Five-man building: A yearly stipend of \$500 in addition to regular basic salary.

FOREMAN OF PLANT MAINTENANCE

The salary for this position will consist of the employee's regular salary based on Scale 3 plus a stipend of \$500.

For required services in excess of a 40 hour week, this employee will be paid one and one-half times his hourly rate based on his current, basic contractual salary.

CUSTODIAN - BUS DRIVERS

Custodians who are employed as bus drivers on a regular basis shall be paid an annual stipend of \$250.

C Cranford Public Schools  
Cranford, New Jersey

SCHEDULE F

ANNUAL SCHOOL CALENDAR  
July 1, 1972 to June 30, 1973

| Month                            | Inclusive Days and Dates   | Activity   | School Days |
|----------------------------------|--|--|-------------|
| <u>1972</u><br>August            | Monday, August 28<br><br>Wednesday and Thursday, August 30 and 31  | Administrative/Supervisory personnel (those whose salaries are based on A/S schedule), guidance personnel, office personnel on a ten-month contract, and teacher aides begin the new work year.<br>Orientation for new personnel.  |             |
| September                        | Monday, September 4<br>Tuesday and Wednesday, September 5 and 6<br>Wednesday, September 6<br>Thursday, September 7<br>Monday, September 18                 | Labor Day--Holiday for all employees. All personnel report for meetings and preparation for school opening.<br>General in-service meeting, 1:30 p.m. Classes begin.<br>Schools closed--Yom Kippur.   | 16          |
| October                          | Monday, October 16<br><br>Monday, October 23   | Single (four hour) session for pupils-- Staff in-service meeting.<br>Schools closed--Veterans Day  | 21          |
| November                         | Thursday and Friday, November 2 and 3<br>Tuesday, November 7<br>Wednesday, November 22<br><br>Thursday and Friday, November 23 and 24                      | Schools closed--New Jersey Education Association Convention<br>Schools closed--Election Day.<br>Single (four hour) session. Start of Thanksgiving recess.<br>Schools closed--Thanksgiving recess.  | 17          |
| December                         | Monday, December 25<br>Tuesday, December 26  | Schools closed--Christmas recess.<br>First day of Christmas recess.  | 16          |
| <u>1973</u><br>January           | Tuesday, January 2<br>Monday, January 15<br>Monday, January 29   | Schools re-open.<br>Schools closed--Martin Luther King Day.<br>Single (four hour) session for pupils-- Staff in-service meeting.   | 21          |
| February                         | Friday and Monday, February 16 and 19  | Schools closed--Mid-winter recess.   | 18          |
| March                            | Monday, March 26   | Single (four hour) session for pupils-- Staff in-service meeting.  | 22          |
| April                            | Friday, April 20<br>Monday through Friday, April 23 through 27<br>Monday, April 30   | Schools closed--Good Friday.<br>Schools closed--Easter recess.<br>Schools re-open.   | 15          |
| May                              | Monday, May 28   | Schools closed--Memorial Day   | 22          |
| June                             | Tuesday, June 19<br>Wednesday, June 20<br><br>Thursday, June 21<br><br>Friday, June 22<br><br>Monday, June 25<br>Wednesday, June 27<br><br>Friday, June 29 | High School Commencement.<br>Single (four hour) session for pupils. Last day for classes.<br>Final preparation by staff for closing school year.<br>Brief session for pupils in grades K-6 and 11-12 for report card distribution. "Checking out" of teachers during afternoon.<br>Summer school begins at Orange Avenue J.H. Report card distribution, grades 7-10, 9:00 a.m. to 3:00 p.m.<br>Last day for guidance personnel and ten-month office and A/S personnel. | 14          |
| Total number of days for classes |  |  | 182         |

CRANFORD PUBLIC SCHOOLS  
Cranford, New Jersey

SCHEDULE F

CALENDAR OF HOLIDAYS

(For Twelve-Month Secretarial-Clerical Employees)

Work Year July 1, 1972 to June 30, 1973

| <u>Day</u> | <u>Date</u>                                | <u>Holiday to be Observed</u>                         |
|------------|--|---|
| Tuesday    | July 4, 1972                               | Independence Day                                      |
| Monday     | September 4, 1972                          | Labor Day   |
| Monday     | September 18, 1972                         | Yom Kippur  |
| Monday     | October 23, 1972                           | Veterans Day  |
| Friday     | November 3, 1972                           | N.J.E.A. Convention Day                               |
| Wednesday  | November 22, 1972 )<br>close at 1:00 p.m.) | Thanksgiving Recess                                   |
| Thursday   | November 23, 1972 )                        |   |
| Friday     | November 24, 1972 )                        |   |
| Monday     | December 25, 1972                          | Christmas Recess                                      |
| Monday     | January 1, 1973                            | New Year's Recess                                     |
| Monday     | January 15, 1973                           | In honor of Martin<br>Luther King                     |
| Friday     | February 16, 1973                          | Mid-Winter Recess and<br>George Washington's Birthday |
| Monday     | February 19, 1973                          |   |
| Friday     | April 20, 1973                             | Good Friday   |
| Monday     | May 28, 1973                               | Memorial Day  |

NOTE:

- (1) In addition to these holidays, twelve-month secretarial-clerical employees are allowed 2 days vacation during the Christmas recess, and 2½ days vacation during the Easter recess. Work schedules for employees during these recesses must be approved by the administrator in charge and filed with the Superintendent of Schools one week prior to the vacation period.

(over)

(2) Work Schedules - September 1, 1972 through June 30, 1973

|                               |  |
|-------------------------------|--|
| School Secretaries and Clerks | 8:00 A.M. - 4:00 P.M.<br>(1 hour lunch period) |
|-------------------------------|--|

|                                       |  |
|---------------------------------------|--|
| Central Office Secretaries and Clerks | 8:30 A.M. - 4:30 P.M.<br>(1 hour lunch period) |
|---------------------------------------|--|

(3) "Summer hours" will obtain for the period July 1, 1972 through August 31, 1972 and during the Christmas and Easter recesses.

|                               |  |
|-------------------------------|--|
| School Secretaries and Clerks | 8:00 A.M. - 3:00 P.M.<br>(1 hour lunch period) |
|-------------------------------|--|

|                                       |  |
|---------------------------------------|--|
| Central Office Secretaries and Clerks | 9:00 A.M. - 4:00 P.M.<br>(1 hour lunch period) |
|---------------------------------------|--|

Any deviation from or extension of the above listed work schedules must be approved in advance by the Superintendent of Schools.

CRANFORD PUBLIC SCHOOLS  
Cranford, New Jersey

SCHEDULE F

CALENDAR OF HOLIDAYS

(For Ten-Month Secretaries-Clerical Employees)  
(including all Teacher Aides)

Work Year September 1, 1972 to June 30, 1973

| <u>Day</u>         | <u>Date</u>                                      | <u>Holiday to be Observed</u>                         |
|--------------------|--|---|
| Monday             | September 4, 1972                                | Labor Day   |
| Monday             | September 18, 1972                               | Yom Kippur  |
| Monday             | October 23, 1972                                 | Veterans Day  |
| Thursday<br>Friday | November 2, 1972 )<br>November 3, 1972 )         | N.J.E.A. Convention Days                              |
| Wednesday          | November 22, 1972 )<br>close at 1:00 p.m.)       |   |
| Thursday<br>Friday | November 23, 1972 )<br>November 24, 1972 )       | Thanksgiving Recess                                   |
| Monday<br>Monday   | December 25, 1972 through )<br>January 1, 1973 ) |   |
| Monday             | January 15, 1973                                 | In honor of Martin<br>Luther King                     |
| Friday<br>Monday   | February 16, 1973 )<br>February 19, 1973 )       | Mid-Winter Recess and<br>George Washington's Birthday |
| Friday<br>Friday   | April 20, 1973 through )<br>April 27, 1973 )     |   |
| Monday             | May 28, 1973                                     | Memorial Day  |

NOTE:

(1) Work Schedule - September 1, 1972 through June 30, 1973

School Secretaries, Clerks and  
Full-time Teacher Aides

8:00 A.M. - 4:00 P.M.  
(1 hour lunch period)

(2) Part-time ( $4\frac{1}{2}$  hour) teacher aides typically work on days when school is in session for pupils. Their individual schedules will be determined by their principals so that their services will be of maximum value to teachers and pupils.

(over)

- (3) Other part-time aides ( $1\frac{1}{2}$  hour lunchroom aides and 4 hour special education aides) typically work on days when school is in session for pupils. Schedules for lunchroom aides and special education aides will be determined by their building principals and the Director of Special Services, respectively.

Any deviation from or extension of the above listed work schedules must be approved in advance by the Superintendent of Schools.

CRANFORD PUBLIC SCHOOLS  
Cranford, New Jersey

SCHEDULE F

CALENDAR OF HOLIDAYS

(For Custodial-Maintenance Employees)

Work Year July 1, 1972 to June 30, 1973

| <u>Day</u> | <u>Date</u>          | <u>Holiday to be Observed</u>                         |
|------------|----------------------|---|
| Tuesday    | July 4, 1972         | Independence Day                                      |
| Monday     | September 4, 1972    | Labor Day   |
| Monday     | September 18, 1972   | Yom Kippur  |
| Monday     | October 23, 1972     | Veterans Day  |
| Wednesday  | November 22, 1972 )  | Thanksgiving Recess                                   |
|            | close at 1:30 p.m. ) |   |
| Thursday   | November 23, 1972 )  |   |
| Friday     | November 24, 1972 )  |   |
| Monday     | December 25, 1972    | Christmas Recess                                      |
| Monday     | January 1, 1973      | New Year's Recess                                     |
| Friday     | January 15, 1973     | In honor of Martin Luther King                        |
| Friday     | February 16, 1973 )  | Mid-Winter Recess and<br>George Washington's Birthday |
| Monday     | February 19, 1973 )  |   |
| Friday     | April 20, 1973       | Good Friday   |
| Monday     | May 28, 1973         | Memorial Day  |

NOTE:

(1) Work Schedules - September 1, 1972 through June 30, 1973

School Custodians and Matrons

Day Shift: 7:30 A.M. - 4:30 P.M.  
(1 hour lunch period)

Evening Shift: 3:00 P.M. - 11:00 P.M.  
(1 hour lunch period)

(over)



(1) Work Schedules (continued)

Maintenance Personnel (including Foreman of Maintenance)

8:00 A.M. - 4:30 P.M.  
( $\frac{1}{2}$  hour lunch period)

- (2) "Summer hours" will obtain for the period July 1, 1972 through August 31, 1972 and during the Christmas and Easter recesses.

All Custodial-Maintenance Personnel  
(including Foreman of Maintenance)

7:30 A.M. - 4:00 P.M.  
( $\frac{1}{2}$  hour lunch period)

Any deviation in the above work schedules must be authorized in advance by the Assistant Superintendent of Schools and approved by the Superintendent of Schools.

SALARY SCHEDULE FOR NON-ATHLETIC EXTRA ASSIGNMENTS  
INCLUDING INTRAMURALS

Effective July 1, 1971

The 1971-72 Salary Schedule for Non-Athletic Extra Assignments, Including Intramurals, will be continued for the 1972-73 school year as listed below:

LEVEL I ACTIVITIES

|  | Step<br><u>1</u> | Step<br><u>2</u> | Step<br><u>3</u> | Step<br><u>4</u> | Step<br><u>5</u> | Step<br><u>6</u> | Step<br><u>7</u> |
|--|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| <u>Group A</u>                         |                  |                  |                  |                  |                  |                  |                  |
| Art services at C.H.S.                 | \$400            | \$440            | \$480            | \$520            | \$560            | \$600            | \$642            |
| Choral music at C.H.S.                 |                  |                  |                  |                  |                  |                  |                  |
| Instrumental music at C.H.S.           |                  |                  |                  |                  |                  |                  |                  |
| <u>Group B</u>                         |                  |                  |                  |                  |                  |                  |                  |
| Art services at Jr. High Schools       | \$300            | \$330            | \$360            | \$390            | \$420            | \$450            | \$482            |
| Choral music at Jr. High Schools       |                  |                  |                  |                  |                  |                  |                  |
| Instrumental music at Jr. High Schools |                  |                  |                  |                  |                  |                  |                  |

LEVEL II ACTIVITIES

|  |       |       |       |       |       |       |       |
|--|-------|-------|-------|-------|-------|-------|-------|
| <u>Group A</u>   |       |       |       |       |       |       |       |
| Intramural sports for secondary schools)<br>boys and girls - 3 seasons | \$320 | \$352 | \$384 | \$416 | \$448 | \$480 | \$514 |
| <u>Group A-1</u>   |       |       |       |       |       |       |       |
| Intramural sports for elementary<br>pupils throughout year             | \$250 | \$275 | \$300 | \$325 | \$350 | \$375 | \$402 |
| <u>Group B</u>   |       |       |       |       |       |       |       |
| Student Council advisor  | \$150 | \$165 | \$180 | \$195 | \$210 | \$225 | \$241 |
| Senior Class play director   |       |       |       |       |       |       |       |
| School Newspaper advisor   |       |       |       |       |       |       |       |
| School Magazine advisor  |       |       |       |       |       |       |       |
| Yearbook advisor   |       |       |       |       |       |       |       |
| Audio-visual aids coordinator and<br>A.V.A. Club advisor               |       |       |       |       |       |       |       |
| Cheerleading - Varsity coach   |       |       |       |       |       |       |       |
| Junior varsity coach   |       |       |       |       |       |       |       |
| <u>Group C</u>   |       |       |       |       |       |       |       |
| Intramural winter sports for girls<br>and boys                         | \$120 | \$132 | \$144 | \$156 | \$168 | \$180 | \$193 |
| Cheerleading - Freshman coach  |       |       |       |       |       |       |       |
| Class advisor  |       |       |       |       |       |       |       |
| Tennis - Girls   |       |       |       |       |       |       |       |
| <u>Group D</u>   |       |       |       |       |       |       |       |
| Intramural sports for girls & boys-Fall)                               | \$100 | \$110 | \$120 | \$130 | \$140 | \$150 | \$161 |
| Intramural sports for boys -Spring)                                    |       |       |       |       |       |       |       |

(continued)

CRANFORD PUBLIC SCHOOLS  
Cranford, New Jersey

SCHEDULE H

SALARY SCHEDULE FOR COACHES

Effective July 1, 1972

|   | <u>Step</u><br><u>1</u> | <u>Step</u><br><u>2</u> | <u>Step</u><br><u>3</u> | <u>Step</u><br><u>4</u> | <u>Step</u><br><u>5</u> | <u>Step</u><br><u>6</u> |
|---|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|
| <u>FOOTBALL</u>                           |                         |                         |                         |                         |                         |                         |
| Head Varsity Coach                        | \$1,020                 | \$1,152                 | \$1,284                 | \$1,416                 | \$1,548                 | \$1,680                 |
| Assistant Varsity Coach                   | 560                     | 632                     | 704                     | 776                     | 848                     | 920                     |
| Freshman Coach                            | 475                     | 536                     | 597                     | 658                     | 719                     | 780                     |
| Assistant Freshman Coach                  | 330                     | 373                     | 416                     | 459                     | 502                     | 545                     |
| Eighth Grade Coach                        | 425                     | 480                     | 535                     | 590                     | 645                     | 700                     |
| <u>BASKETBALL</u>                         |                         |                         |                         |                         |                         |                         |
| Head Varsity Coach                        | \$ 820                  | \$ 926                  | \$1,032                 | \$1,138                 | \$1,244                 | \$1,350                 |
| Assistant Varsity Coach                   | 455                     | 514                     | 573                     | 632                     | 691                     | 750                     |
| Freshman Coach                            | 440                     | 495                     | 550                     | 605                     | 660                     | 715                     |
| Eighth Grade Coach                        | 395                     | 445                     | 495                     | 545                     | 595                     | 645                     |
| <u>BASEBALL, WRESTLING, TRACK, SOCCER</u> |                         |                         |                         |                         |                         |                         |
| Head Varsity Coach                        | \$ 665                  | \$ 750                  | \$ 835                  | \$ 920                  | \$1,005                 | \$1,090                 |
| Assistant Varsity Coach                   | 420                     | 475                     | 530                     | 585                     | 640                     | 695                     |
| Freshman Coach                            | 400                     | 451                     | 502                     | 553                     | 604                     | 655                     |
| <u>CROSS COUNTRY</u>                      |                         |                         |                         |                         |                         |                         |
| Head Varsity Coach                        | \$ 440                  | \$ 495                  | \$ 550                  | \$ 605                  | \$ 660                  | \$ 715                  |
| <u>TENNIS</u>                             |                         |                         |                         |                         |                         |                         |
| Head Varsity Coach                        | \$ 370                  | \$ 416                  | \$ 462                  | \$ 508                  | \$ 554                  | \$ 600                  |
| <u>GOLF, BOWLING</u>                      |                         |                         |                         |                         |                         |                         |
| Head Varsity Coach                        | \$ 280                  | \$ 318                  | \$ 356                  | \$ 394                  | \$ 432                  | \$ 470                  |

ATHLETIC TRAINER - EQUIPMENT MANAGER

The Athletic Trainer - Equipment Manager shall be paid an annual stipend of \$1,395.