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# AGREEMENT

Between

THE BOARD OF EDUCATION  
SOUTH RIVER, NEW JERSEY

and

THE SOUTH RIVER EDUCATION  
ASSOCIATION

1972 – 1974

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# AGREEMENT

This Agreement is entered into by and between the South River Board of Education, hereinafter called the "Board" and the South River Education Association, hereinafter called the "Association."

## *ARTICLE I – Recognition*

The Board recognizes the South River Education Association as the exclusive representatives for the following unit of employees for the school years 1972 through 1974:

Classroom teachers, school nurses, school librarians, guidance counselors, school social worker, school psychologist, learning disability specialist, department heads, remedial teachers, and special education teachers who are under contract with the Board. Unless otherwise indicated, the employees in the above unit will be hereinafter referred to as "teachers."

## *ARTICLE II – Board of Education's Rights*

- A. Except as specifically modified by this Agreement, the Board retains without limitations, all powers, rights, and authority vested in it by all laws, rules and regulations, including the management and direction of all the operations and activities of the school district.

## *ARTICLE III – Grievance Procedure*

- A. Definition of Terms
1. *Grievance* – a claim by a teacher or group of teachers based upon an alleged violation, misinterpretation, or inequitable application of any of the provisions of this Agreement as required by Paragraph 7, Chapter 303 laws. A grievance to be considered under this procedure must be initiated by the employee within 30 calendar days of its occurrence.
  2. *Aggrieved Person* – The person or persons making the claim.
  3. *Party in Interest* – The person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.
- B. Purpose
1. The purpose of this procedure is to secure at the lowest possible level, equitable solutions to the problems which may from time to time arise affecting the terms and conditions of employment of professional personnel.
  2. Nothing herein contained shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with his immediate

superior, provided the adjustment is not inconsistent with the terms of this agreement.

C. Procedure

1. Since it is most important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.
2. Provisions for handling grievances filed at the end of the school year – in the event that a grievance is filed on or after June 1, the time limits set forth herein may be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.
3. *Level One* – An employee with a grievance shall submit a written copy of his grievance with his superior or principal. An effort to resolve the matter will be made at an informal conference called within five (5) school days of the date the grievance was filed. If the matter cannot be resolved the supervisor or principal will render a written decision to the aggrieved person within three (3) school days of the informal conference.
4. *Level Two* – In the event that the aggrieved person wishes to pursue his grievance further, he may within five (5) school days of receipt of the decision from his supervisor or principal file a written copy of his grievance with the Association to determine whether or not the grievance has merit. If the Association considers the grievance to have merit, a written copy of the grievance shall be filed with the Superintendent of Schools within five (5) school days from its receipt by the Association.
5. *Level Three* – Within ten (10) school days after the Grievance has been filed with the Superintendent of Schools, he shall meet with the aggrieved person in an effort to resolve it. The aggrieved person may have one representative from the Association attend with him. If the matter cannot be resolved, the Superintendent and the Association shall each, within five (5) school days of the final conference refer the matter to the Board of Education.
6. *Level Four* – The Board of Education shall consider the Grievance within ten (10) school days from the date it has been filed with the Secretary of the Board of Education. The Association shall be permitted five members on the committee, but only three shall be permitted to participate in the presentation of the grievance. The Association may have a Field Representative from the state organization present. The

number of witnesses permitted to testify shall be mutually agreed upon. Attendance at all hearings shall be limited to those listed in this policy. The Board will set forth its decision in writing.

D. Arbitration

1. In the event that the Board and the Association agree that there is a dispute as to the interpretation of this agreement then a request shall be made jointly, to the American Arbitration Association for arbitration.

The arbitrator shall confer with the representatives of the Board and of the Association and shall proceed with a hearing and submit a written report in the shortest possible time setting forth his findings of fact, reasoning, and a decision. The arbitrator shall be without power or authority to make any decision contrary to law and shall render his decision consistent with the terms of this agreement. His decision shall be binding on the parties.

In the event of arbitration, the costs shall be shared equally by the Association and the Board.

*ARTICLE IV – Teacher Rights*

- A. Professional employees of the Board of Education shall have the right to freely organize, join, and support the South River Education Association and its affiliates for the purpose of engaging in collective negotiations.
- B. No tenure teacher shall be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional rank without just cause; furthermore, it shall not discriminate against any professional employee with respect to race, creed, color, sex, or age.
- C. Whenever any professional employee is required to appear before the Board concerning any matter which could adversely affect the continuation of that person in his office, position or employment or the salary and/or increments pertaining thereto, he shall be given prior written notice of the reasons for such appearance and shall be entitled to have a representative of the Association present to advise him and represent him during such required appearance.
- D. Nothing contained herein shall be construed to deny or restrict to any teacher such rights as he may have under New Jersey School Laws or other applicable laws.

*ARTICLE V – Association Privileges*

- A. The Board of Education agrees to provide the South River Education Association with reasonable information; such as; concerning financial resources, audits, and lists of certificated personnel.

- B. The Building Representative, with the approval of the principal, shall have the right to transact reasonable business during normal school hours.
- C. With the permission of the Superintendent, the S.R.E.A. may use school equipment (typewriters, mimeograph machines, etc.).
- D. A bulletin board for the use of the Association shall be provided in each school. Administration approval for posting Association approved materials shall be necessary.
- E. Unless the principal objects, the Association may use inter-school mail facilities and school mail boxes for routine letters and notices. This excludes all bulk mail.
- F. The president of the Association shall not be scheduled for duties in accordance with the following:
  - 1. If the president is an elementary teacher, he shall be relieved of teaching duties on Friday afternoons.
  - 2. If the president is a secondary teacher, he shall be relieved of two non-teaching periods per day. If it is reasonably administratively possible, the president's schedule shall be so arranged so that at least one of these periods shall be the last period of the day.
  - 3. The president so relieved may leave the building upon notifying his principal that he is leaving to transact association business within the South River district. He shall report to the Principal of the building he visits.
- G. The official minutes of each Public Board Meeting shall be mailed to the Association after each meeting.

#### *ARTICLE VI – Supplies and Equipment*

The Board and the Association recognizes that the quality and the quantity of educational materials and equipment utilized in facilities that provide proper seating, storage, and display areas, as well as adequate ventilation, heating and lighting together with adequate rest rooms and lounge facilities for teachers are important factors in promoting good education and will, whenever possible, subject to budget limitations, community support, and limitations of existing buildings exert their influence to provide them adequately for teachers. However, the final decision as to adequacy shall be made by the Board of Education.

#### *ARTICLE VII – Teaching Hours and Teaching Load*

- A. Teachers shall report at least ten minutes before the opening of school, and shall be required to remain fifteen minutes past the close of the teaching day. The regular in-school work day shall not exceed 7 hours and 30 minutes, except that teachers shall be required to attend faculty, grade level, departmental, and curriculum meetings.
- B. When reasonably administratively possible, all secondary

teachers shall be scheduled for no more than 3 consecutive teaching periods, or if multiple periods are involved for no more than 4.

- C. When reasonably administratively possible, 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.
- D. Subject to adequate facilities and the type of educational program offered, classroom teachers shall not be required to change subjects area teaching stations more than two (2) times during the school day.
- E. The practice of using regular teachers as substitutes shall be discouraged; however, if it is necessary in an emergency, such coverage shall be assigned to teachers on a rotating basis. Coverage shall be arranged by the school principal. Payment for such coverage shall be \$4.50 per period of substitution.
- F. Teachers at the elementary level shall have two preparation periods per week, provided that such a period is scheduled during a time when the class is supervised by a special teacher of library, art, or physical education, and in cases of emergency, music.
- G. A strong effort shall be made to use, as far as possible, facilities that are suited to the course and the method involved.
- H. All teachers shall be subject to assignment to extra-curricular and co-curricular activities. Except for teachers performing added duties for which they receive differentiated pay or released time, all meetings beyond one per month needed in the direction of such an activity shall be voluntary.

#### *ARTICLE VIII – Class Size*

The Board and the Association recognize that class size is an important factor in good education and will, whenever possible, subject to space availability, and all other educational considerations, insure that class size is of the most effective nature for both teacher and pupil. However, the final decisions as to class size will be made by the Board in the best interests of the pupils and shall not be subject to the grievance procedure.

#### *ARTICLE IX – Teaching Assignments*

- A. Teachers shall be notified of their contract and salary status for the ensuing year no later than April thirtieth.
- B. Teachers shall be notified of their class and building assignments as soon as possible. All personnel shall be notified of their assignments as soon as possible and, except in cases of emergency, not later than September 1.
- C. Teachers who are assigned to more than one school shall



have their schedules arranged so as to do as little traveling as possible.

- D. Teachers who are authorized to use their own automobiles in the performance of their duties (excluding the transportation of students and personnel) shall be reimbursed at the rate of \$50 per annum for all driving done between the base school and the second school.
- E. A strong effort shall be made to assign teachers within their area of certification.
- F. In the event that changes in a teacher's class schedule or room assignment is proposed by either the administration or a teacher after school opens, all teachers that will be affected by the change will be given notice of the change and the reasons therefor. The final decision will be determined by the administration.

#### *ARTICLE X – Transfers and Reassignment*

- A. Teachers desiring to change grade and/or subject assignment or who wish to transfer to another building may file a written statement with the Superintendent by March 1. Such requests for transfer shall be considered.
- B. The staff and Association shall be notified of all administrative, supervisory, and extra curricular vacancies as soon as practicable.
- C. An involuntary transfer shall be made only after a meeting between the teacher involved and the Superintendent or his designee at which time the teacher shall be notified of the reasons thereof.
- D. A transfer shall mean the assignment of a teacher from an existing position in one school to a position within the same teaching level in another school. Assignment to a school annex of an elementary school located beyond a radius of three blocks of the main building shall be treated as an involuntary transfer.

#### *ARTICLE XI – Non Teaching Duties*

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

#### *ARTICLE XII – Teacher Evaluation*

- A. Evaluation of instructional personnel is an integral part of the educational program. The work performance of all teachers shall be evaluated in writing and discussed with them in conference. The evaluation of teachers shall be mainly concerned with, but not limited to, the following areas: command of subject matter, effectiveness of instruction, initiative, cooperation, participation, reliability and personal responsibility, leadership, growth potential, and professional improvement.
- B. A teacher shall have the right, upon written request to

- review the contents of his personnel file and be able to copy any contents. No material derogatory to a teacher's conduct, service, character, or personality shall be placed in his personnel file unless the teacher has been informed of this action. The personnel file shall be kept current.
- C. A teacher shall be given a copy of any report prepared by his evaluators at least one (1) day before any conference to discuss it.

### ARTICLE XIII – Leaves of Absence

#### A. *Sick Leave*

1. All ten month employees shall be granted ten days of sick leave yearly. All twelve month employees shall be granted twelve days sick leave yearly. All unused sick leave shall be cumulative for a possible emergency in later years. When absence, because of sickness, exceeds the total sick leave permitted under this provision, the employee will continue to receive his salary less the pay of his substitute for a period not to exceed twenty days.
2. If a teacher because of illness is absent from school for more than three consecutive days, he must present a doctor's certificate to the Superintendent upon his return.
3. Teachers who have been on leave of absence authorized by the Board shall have previous accumulated sick leave restored to them upon return to active service.

#### B. *Maternity Leave*

1. Conditions for Leave: Maternity leaves shall be granted only to teachers on tenure. Non-tenure teachers who are pregnant will receive release from contract. Subject leave shall be without salary.
2. Procedure for Requesting leave: A married woman requiring time off for reasons of anticipated maternity shall be required to file a written request with the Superintendent of Schools for either a release from contract or a leave of absence not more than two (2) months after the necessity for such leave is established. Such leave or release from contract shall become effective not later than the end of the school month nearest to the beginning of the fifth month of pregnancy. If the fifth month of pregnancy occurs in the months of May or December, the teacher will be permitted to complete the semester.
3. Length of Leave: A maternity leave-of-absence shall extend to September first of the year nearest the child's first birthday; i.e., if the child is born between September first and the last day of February, the leave of absence will terminate the following September first. If the child is born between March first and

August thirty-first, the leave will terminate one year from the following September first. The Board of Education may request an earlier return by special action, but only if the physician submits a written statement that the teacher is able to resume her position.

4. Extension of Leave: The Board of Education may, upon written application, grant one extension of a maternity leave of absence.

**C. *Health Leave***

1. A tenure teacher desiring a leave of absence for health reasons may be allowed one year's absence with no loss of seniority, tenure or retirement rights, and upon return be placed on the salary schedule in the position occupied at the beginning of the leave. When teachers resume teaching after leave, they shall receive the regular increase for one year only, that they would have received had they continued in the system without interruption, over their salary at the time they are granted a leave. No teacher shall have more than two successive leaves.

**D. *Professional Observation and Conferences***

1. One day per year may be allowed each teacher for observation of another school without loss of pay. Arrangements must be made in advance through the Superintendent of Schools.
2. Members of the staff may be permitted to attend professional meetings which shall have for their theme subjects of interest to the Professional Program of our schools. Approval to attend such meetings will be granted by the Board of Education upon the recommendation of the Superintendent of Schools. Those who attend shall be reimbursed for expenses and mileage (computed at 10¢ per mile), but the total amount of such reimbursement shall not exceed twenty-five (\$25) dollars.
3. Up to two (2) days shall be granted to three members of the Association for the purpose of attending conferences and conventions of state and national affiliated organizations. Substitute's pay shall be deducted for each absence.

**E. *Military Leave***

1. Military leave shall be granted without pay to any teacher who is inducted in any branch of the Armed Forces for the period of induction.

**F. *Funeral Leave***

1. An allowance of five days, will be granted without deduction in case of death of father, mother, sister, brother, husband, wife, son or daughter. This time is not deducted from the regular sick leave.

2. An allowance of three days will be granted without deduction in case of death of the father, mother, sister or brother of the husband or wife of an employee.
3. An allowance of one day will be granted without deduction in salary to attend the funeral of a grandparent, grandchild, brother-in-law, or sister-in-law of a teacher (but not of the teacher's spouse) or an uncle or aunt provided that said uncle or aunt resides in the same household as the teacher.

G. *Personal Leave*

1. All teachers shall be allowed nonaccumulative leave of absence with full pay for the following reasons up to a maximum of three (3) school days in any contract year.
  - a. Marriage of the teacher or an immediate member of the teacher's family.
  - b. Graduation exercises of the employee or his children.
  - c. Required appearance in court or other legal business as approved by the Superintendent.
  - d. To take professional examinations.
  - e. To attend educational conferences and conventions with prior approval of the Superintendent.
  - f. Serious illness in the immediate family.
  - g. To attend the funeral of a relative or observe a religious holiday not covered in the Agreement.
2. All leaves of absence referred to in this section are subject to the following conditions:
  - a. A Request for Personal Leave Form shall be filed with the Superintendent of Schools at least three (3) school days in advance of the contemplated absence, or such shorter notice as is practical in the event of an emergency. Lacking such notice, the absence will be considered unauthorized and the Teacher's pay will be deducted at a daily rate of 1/200 of the annual salary.
  - b. Personal days will not be granted the day immediately preceding or following a vacation except in case of emergency approved by the Superintendent of Schools.
  - c. The Superintendent of Schools, in the best educational interest of the school district, is empowered to deny any requests for the above days.

H. *Educational Leave*

1. Teachers who are granted a leave of absence by the Board of Education for further study shall, upon return, receive the normal increment which they would have received had they remained in service.

I. *Miscellaneous Leave*

1. Teachers required to appear in any legal proceedings connected with the teachers' employment or by reason

of their connection with the school system shall suffer no loss of pay provided that such appearance is not necessitated by any suit brought by said teachers against the South River School District. Teachers required to appear as a witness in a court proceedings shall suffer no loss of pay provided such appearance is not required as a plaintiff or defendant.

2. A teacher may be granted a leave of absence without pay for up to one year for the purpose of engaging in activities of the Association and its affiliates.
3. An allowance of not more than two days per year may be approved by the Superintendent for the observance of a religious holiday by an employee.

#### *ARTICLE XIV – Instructional Council*

The Teacher-Administrator Council as now constituted shall be continued with the following provisions: The staff shall elect their representative to the Council; faculty representatives will be given an opportunity to report to the staff at a faculty meeting; and, minutes of each session of the Council will be distributed to all teachers.

#### *ARTICLE XV – Professional Development and Improvement*

- A. To encourage professional growth among the teachers, the Board shall reimburse not more than forty (40) teachers each year for tuition paid in the successful pursuit of college and university graduate courses in accordance with the following provisions:
  1. Applications for approval of courses to be taken must be made with the Superintendent of Schools at least twenty (20) days in advance of the beginning of said course.
  2. Preference will be given to those who are matriculated for a graduate degree.
  3. Courses cannot be used toward certification for the position held by the teacher.
  4. Payment shall not exceed one hundred twenty-five dollars (\$125) per teacher per year.
  5. Payment shall be made by the Board within the two months after the teacher has submitted a college transcript showing the successful completion of work together with a receipted tuition bill.
- B. The Board shall pay the full cost of tuition and other reasonable expenses for any in-service courses, workshops, etc., necessary to broaden and strengthen the teacher's background in his subject field or grade level, provided that such in-service courses, workshops, etc. are sponsored by the school system.
- C. Teachers may request the Board to purchase books, equipment and other resource material for the professional development of the staff.

D. *Use of Vehicles*

1. Teachers authorized by the Superintendent of Schools to use their personal automobiles for school business shall be reimbursed at the rate of ten (.10) cents per mile.

*ARTICLE XVI – Nurses*

- A. The nurses shall have a duty free lunch period of at least the following lengths:
  1. Elementary – Forty (40) minutes
  2. Junior High – Forty (40) minutes
  3. Senior High – Thirty (30) minutes
- B. Transportation of students by school nurses shall be kept at a minimum.

*ARTICLE XVII – Teacher Protection*

The Board agrees to abide by the laws of the State of New Jersey, federal laws, and rulings of the State Commissioner of Education which have the effect of law, in respect to the protection of teachers in the discussion of any topic included in the school's philosophy, underlying principles, objectives and content of the courses of study adopted by the Board of Education provided that the rights and dignity of the individuals present are maintained.

*ARTICLE XVIII – Deduction from Salary*

- A. 1. The Board agrees to deduct from the salaries of the members of the S.R.E.A. bargaining unit dues as Authorized by the South River Education Association, as said teachers individually and voluntarily authorize the Board to deduct. Such deductions shall be remitted to the Treasurer of the S.R.E.A. in compliance with Chapter 310, Public Laws of 1967 (NJSA 52:14-15.9e) and under rules established by the State Department of Education.
2. The Association shall certify in writing to the Board by August first the current rate of membership dues of the Association and/or of its affiliates.

*ARTICLE XIX – Health Benefits*

- A. Group Health Insurance
  1. All full-time regularly employed teachers shall be eligible for enrollment in the New Jersey Public and School Employees Health Benefit plan as administered by the Division of Pensions, and which includes Blue-Cross, Blue-Shield, Rider J, and Major-Medical Coverage.
  2. The Board of Education shall participate in the financing of the program by contributing the following amounts:  
Single Plan – entire premium

Other Than Single Plan – entire premium of the employee plus the cost of coverage for dependents less a percentage paid by the employee each month. The percentage to be paid by the employee each month for such coverage under all plans shall be determined by dividing \$4.00 by the cost of coverage for dependents under The Family Plan.

#### *ARTICLE XX – Salary*

The salaries of all employees covered by this agreement are set forth in the Appendix which is attached hereto and made a part thereof.

- A. Employees on a ten (10) month basis shall be paid in twenty (20) semi-monthly installments.
- B. Employees on a twelve (12) month basis shall be paid in twenty-four (24) semi-monthly installments.
- C. When a pay day falls on or during a school holiday, vacation, or weekend, an effort shall be made to pay teachers their pay checks on the last previous working day.
- D. *Longevity Schedule*
  - 1. A teacher shall receive an additional increment of \$100 from the twentieth to the twenty-fourth year of accumulated service in the South River School system.
  - 2. A teacher shall receive an additional increment of \$100 from the twenty-fifth to the twenty-ninth year of accumulated service in the South River school system.
  - 3. A teacher shall receive an additional increment of \$100 from the thirtieth year of accumulated service in the South River school system.
  - 4. The maximum amount payable under this section shall be \$300 per year.
- ✓ E. *Retirement Bonus*

A teacher, upon retirement, with fifteen years of service in the South River School system, and with a good attendance record shall receive a \$500 retirement bonus. A good attendance record shall be defined to mean, a person who is able to maintain an average or 40% of their accumulated leave days per year for the last 15 years of service except in extreme cases where use of the total number of leave days are used for extended leave that is totally beyond the teacher's control.

#### *ARTICLE XXI – Negotiations Procedures*

- A. The parties agree to enter into collective negotiations over a Successor Agreement in accordance with Chapter 303 Public Laws of 1968 on or about October 1 of the calendar year preceding the calendar year in which the present Agreement expires.
- B. Any Agreement negotiated shall apply to all teachers, be reduced to writing, be signed by the Board and the

- Association, and be adopted by the Board and the Association.
- C. Neither party shall have any control over the selection of the negotiating representatives of the other party. The parties mutually agree that their representatives shall be clothed with all necessary power and authority to make proposals, consider proposals, and made counter proposals in the course of the negotiations.
  - D. 1. IMPASSE shall be defined as follows: "Persistent Disagreement" that continues after normal negotiations procedures have been exhausted.
  - E. The Board and the Association agrees that the Negotiated Agreement, when signed, becomes Board policy for the term of the Agreement and that the Board shall carry out the commitments contained therein and the Board shall give them full force and effect as Board policy.
  - F. The Board and the Association agree that if any provision of the Negotiated Agreement or any application of the 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 extend permitted by law, but all other provisions or applications shall continue in full force and effect.
  - G. Any individual contract between the Board and an individual teacher, heretofore, or hereafter executed shall be consistent with the terms and conditions of the Agreement. If an individual contract contains any language inconsistent with the Agreement, the Agreement during its duration, shall be controlling.
  - H. Copies of the Negotiated Agreement shall be printed on a 50-50 cost basis within thirty (30) days after the Agreement is signed and presented to all teachers now employed, hereafter employed, or recommended for employment to the Board by the Superintendent.
  - I. Whenever any notice is required to be given by either of the parties to the Agreement to the other pursuant to the provision (s) of the Agreement, either party shall do so by telegram or registered letter at the following addresses. It is agreed that such notice shall not be construed to re-open any items in this Agreement.
    - 1. The South River Board of Education  
Montgomery Street  
South River, New Jersey 08882
    - 2. The South River Education Association  
Box 61  
South River, New Jersey 08882

*ARTICLE XXII – General*

- A. The Board agrees that there shall be no discrimination in



hiring, training, assignment, promotion, transfer, or discipline of teachers or in the application or administration of the Negotiated Agreement on the basis of race, creed, color, religion, national origin, sex, domicile or marital status.

- B. The Association acknowledges that the employees of the Board of Education which it represents are not entitled to take any collective action to disable the Board of Education in the discharge of its statutory duty, and the Association agrees that such action would constitute a material breach of The Agreement. Nothing contained in this Agreement shall be construed to limit or restrict the Board of Education in its right to seek and obtain such judicial or other relief as it may be entitled to have, in the event of such breach.

*ARTICLE XXIII – Duration*

The provisions of this Agreement shall become effective July 1, 1972 and shall continue and remain in force and effect until June 30, 1974 subject to the Association's right to negotiate new Salary Schedules and changes in those provisions which provide financial benefits for the 1973-74 school year; negotiations for which shall commence on or about October 1, 1972 in accordance with Article XXI-A above.

IN WITNESS WHEREOF, the parties hereinto set their hands and seals this 22nd day of February, 1972.

South River Education Association  
James Pope, President  
Donna Yoch, Secretary

Negotiating Committee  
Edward Colantti, Chairman  
Gordon Clark  
Doris Wenger

South River Board of Education  
Anthony Zambrowski, President  
Eugene A. Konopacki, Secretary

Negotating Committee  
Michael J. Toht, Chairman  
Norman Triznadel  
Edward Trojanowski  
Regis Wyluda

*APPENDIX*

*Schedule A – Teachers' Salary Guide 1972-73*

<i>Step</i>	<i>No Degree</i>	<i>B.A.</i>	<i>Master's</i>	<i>M + 30</i>	<i>Doct.</i>
1.	7,800	8,100	8,700	9,000	9,300
2.	8,200	8,500	9,100	9,400	9,700
3.	8,500	8,800	9,400	9,700	10,000
4.	8,900	9,200	9,800	10,100	10,400
5.	9,200	9,500	10,100	10,400	10,700
6.	9,500	9,800	10,400	10,700	11,000
7.	9,800	10,100	10,700	11,000	11,300
8.	10,100	10,400	11,000	11,300	11,600
9.	10,400	10,700	11,300	11,600	11,900
10.	10,700	11,000	11,600	11,900	12,200
11.	11,100	11,400	12,000	12,300	12,600
12.	11,600	11,900	12,500	12,800	13,100
13.	12,100	12,400	13,000	13,300	13,600
14.	12,700	13,000	13,600	13,900	14,200
<i>Years of Service</i>					
20 yrs. SR	12,800	13,100	13,700	14,000	14,300
25 yrs. SR	12,900	13,200	13,800	14,100	14,400
30 yrs. SR	13,000	13,300	13,900	14,200	14,500

*Schedule B – School Psychologists' Salary Guide*

- A. The School year for the School Psychologist shall extend from August 15 to June 30.
- B. The salary shall be based upon a ratio of 1.10 x the professional preparation as classified for teachers.
- C. The beginning salary shall be determined by the Board of Education at the time of employment.

*Schedule C – Nurses' Salary Guide 1972-73*

<i>Step</i>	<i>No Degree</i>	<i>Bachelor's</i>	<i>Master's</i>
1.	6,100	6,400	6,900
2.	6,300	6,600	7,100
3.	6,500	6,800	7,300
4.	6,800	7,100	7,600
5.	7,000	7,300	7,800
6.	7,300	7,600	8,100
7.	7,600	7,900	8,400
8.	7,900	8,200	8,700
9.	8,200	8,500	9,000
10.	8,500	8,800	9,300
11.	8,700	9,000	9,500
12.	9,000	9,300	9,800
13.	9,500	9,600	10,100
14.	9,800	9,800	10,300
<i>Years of Service</i>			
20 yrs. SR.	9,900	9,900	10,400
25 yrs. SR.	10,000	10,000	10,500
30 yrs. SR.	10,100	10,100	10,600

*Schedule D – Student Body Activities – Salaries*

<i>Activity</i>	<i>Salary 1972-73</i>	<i>Activity (Sr. H.S.)</i>	<i>Salary 1972-73</i>
Football-Head Coach	\$1100	Soph. Class Advisor	175
Football-Asst.	575	Jr. Class Advisor	200
Football-Asst.	575	Sr. Class Advisor	275
Football-Asst.	575	Year Book	350
Football-Asst.	575	Band	800
Football-Asst.	575	Twirlers	150
Basketball-Vars.	800	Cheerleaders	260
Basketball-J.V.	520	Dramatics	700
Basketball-Frosh.	520	Public Speaking	400
		Coll. HS Revenue	300
Baseball-Vars.	800	Newspaper	275
Baseball-J.V.	520	Student Council	350
Baseball-Frosh.	520		
Track	700	<i>Activity (Jr. H.S.)</i>	
Track-Asst.	400	Frosh Class Advisor	150
Track-Frosh.	400	Year Book	200
Track-Cross Country	435	Band	300
		Cheerleaders	150
Wrestling	700	Public Speaking	200
Wrestling-Frosh.	400	Coll. Jr. H. Revenue	175
		Newspaper	100
Girls' Sports	500	Student Council	100
Girls' Sports Asst.	200	Girls' Sports	200
Golf	435		
Soccer	500		
Director of Athletics	750		

