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**THIS BOOK DOES
NOT CIRCULATE**

AGREEMENT BETWEEN
BOARD OF EDUCATION OF THE CITY OF WOODBURY, N. J.
AND THE
WOODBURY EDUCATION ASSOCIATION

1970-72

PREAMBLE

This Agreement entered into this First day of July, 1970, by and between the Board of Education of the City of Woodbury, in the County of Gloucester, New Jersey, hereinafter called the "Board" and the Woodbury Education Association, hereinafter called the "Association".

ARTICLE I - RECOGNITION

- A. The Board recognizes the Association as the exclusive and sole representative pursuant to the provisions of "Chapter 303, Public Laws 1968, Public Employees Negotiations Law", for collective negotiations concerning the terms and conditions of employment for teachers, guidance counselors, librarians, and school nurses employed by the Board, but excluding secretaries, maintenance and custodial personnel, and principals, assistant principals, head teachers and elementary coordinators.
- B. Unless otherwise indicated, the term, "teachers" when used hereinafter in this Agreement shall refer to all employees of the Board represented by the Association in the negotiating unit as above defined.

ARTICLE II - NEGOTIATIONS PROCEDURES

- A. On or before October 1st, prior to the expiration date of the contract, the Association shall present in writing its intent to open contract talks together with a list of matters to be negotiated.
- B. Representatives of the Board and Association shall begin negotiations on or before October 15th.
- C. The Board agrees, subject to reasonable requests, to provide the Association with relevant information which is in the public domain and within the knowledge of the Board.
- D. This Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiations. During the term of this Agreement, neither party shall be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.
- E. 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 PROCEDURES

A. Definition

1. A "grievance" shall mean a complaint by any teacher or group of teachers, or the Association that there has been to him, them, or it an inequitable, improper, or unjust application, interpretation, or violation of Board policy, this Agreement or an administrative decision.
2. A grievance to be considered under this procedure must be initiated by the grievant (the teacher or the Association) within ten school days of its occurrence.

B. Procedure

1. (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 shall be deemed to be waiver of further appeal of the decision.
- (b) It is understood that a 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 resolved. If the grievance is resolved in favor of the grievant, measures will be taken to recompense him for any loss

of time which the grievant suffered during observance of these assignments.

2. Any 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.
3. If, as a result of the discussion, the matter is not resolved to the satisfaction of the employee within five school days he and/or his representative shall set forth his grievance in writing to the principal specifying:
 - (a) The nature of the grievance;
 - (b) The nature and extent of the injury or loss;
 - (c) The results of previous discussions and
 - (d) His dissatisfaction with decisions previously rendered.The principal shall communicate his decision to the grievant and the Association in writing within ten school days of receipt of the written grievance.
4. The grievant, no later than five school days after receipt of the decision of his principal or other immediate superior may appeal the decision to the Superintendent of Schools. The Superintendent shall attempt to resolve the matter as quickly as possible, but within a period not to exceed ten school days from the receipt of the appeal. The Superintendent shall communicate his decision in writing to the grievant, to the Association, and to the Principal, or other immediate superior.

5. If the grievance is not resolved to the grievant's satisfaction, he, no later than five school days after the receipt of the Superintendent's decision, may request a review by the Board. The request shall be submitted in writing through the Superintendent who shall attach all related papers and forward the request to the Board. The Board, or a committee thereof, shall review the grievance. Except for:
- (a) Any matter for which a specific method of review is prescribed and expressly set forth by law or any rule or regulation of the State Commissioner of Education; or
 - (b) A complaint of a nontenure teacher which arises by the reason of his not being reemployed; or
 - (c) A complaint by any certificated personnel occasioned by appointment to or lack of appointment to, retention in or lack of retention in, any position for which tenure either is not possible or not required,
- the Board shall hold a hearing with the grievant and render a decision in writing and forward copies thereof to the grievant and to the Association within thirty calendar days of receipt of the appeal. The referred-to hearing shall be held within a reasonably expeditious time of the receipt of appeal notice.
6. If the decision of the Board does not resolve the grievance to the satisfaction of the grievant and he wishes

review by a third party, he shall so notify the Association within ten (10) school days of receipt of the Board's decision. If the Association determines that the matter should be reviewed further, it shall so advise the Board through the Superintendent within twenty (20) school days of receipt of the Board's decision.

7. a. The following procedure will be used to secure the services of an arbitrator:
 1. A joint request by the Association and the Board will be made to the American Arbitration Association to submit a roster of persons qualified to function as arbitrators in the dispute in question.
 2. If the parties are unable to determine a mutually satisfactory arbitrator from the submitted list, they will request the American Arbitration Association to submit a second roster of names.
 3. If the parties are unable to determine within ten (10) school days of the initial request for arbitration, a mutually satisfactory arbitrator from the second submitted list, the American Arbitration Association may be requested by either party to designate an arbitrator.
- b. The arbitrator shall limit himself to the issues submitted to him and shall consider nothing else. He can add nothing to, nor subtract anything from the Agreement between the parties or any policy of the Board of

Education. The recommendations of the arbitrator shall be advisory.

c. Rights of Teachers to Representation

- (1) 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.
- (2) When a teacher 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, have the right to be present and present its position in writing at all hearing sessions held concerning the grievance and shall receive a copy of all decisions rendered.
- (3) 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 grievance.
- (4) All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives, heretofore referred to in this article.

C. Costs

1. Each party will bear the total cost incurred by themselves.
2. The fees and expenses of the arbitrator are the only costs which will be shared by the two parties and such costs will be shared equally.
3. All cases of arbitration proceedings involving the presence of an employee shall be conducted after school hours or on days when school is not in session.

D. If, in the judgment of the Association, a grievance affects a group or class of teachers, the Association may submit such grievance in writing to the Superintendent directly, in accordance with the procedures 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 IV - TEACHER RIGHTS

- A. The Board agrees that it will neither directly nor indirectly discourage or deprive any teacher in the enjoyment of any rights conferred by the laws or the Constitutions of New Jersey and the United States and that it will not discriminate against any teacher because of his membership in the Association and its affiliates or collective negotiations with the Board or his institution of any grievance under this Agreement and that the rights granted to teachers in this Agreement are in addition to those provided in the above-mentioned laws and Constitutions.
- B. No teacher shall be disciplined in any manner or form without just cause. Any such action asserted by the Board, or any agent or representative thereof, shall not be made public unless formal charges are made and shall be subject to the grievance procedure herein set forth.
- C. The teacher shall maintain the exclusive right and responsibility to determine grades within the grading policy of the Woodbury School District, subject to review and/or approval of the Superintendent or school principal.

ARTICLE V - ASSOCIATION RIGHTS AND PRIVILEGES

- A. Representatives of the Association, the Gloucester County Education Association, the New Jersey Education Association, and the National Education Association shall be permitted to transact official Association business on school property at all reasonable times subject to administrative approval and provided that this shall not interfere with or interrupt normal school operations.
- B. The Association and its representatives shall have the privilege of using school equipment and/or buildings. The building principal will retain the right to regulate the use of equipment and buildings and will concur on the time and place of meetings within the building so as not to interfere with other scheduled activities. The Association shall be responsible for payment of overtime janitorial service and service costs in accordance with Board policy. The Board of Education will provide the Association with a copy of its School Facility Rental Policy.
- C. The Association shall have the use of school mail boxes. Placement will be made by the authorized representative of the Association or his designee. Materials placed in mail boxes shall bear the name of said representative or of the Association. A copy of all material for general distribution placed in mail boxes shall be submitted to the building principal.
- D. The Association shall have the privilege of holding four (4) general membership meetings per year which may begin no sooner than fifteen (15) minutes after the latest student dismissal time.

ARTICLE VI - SCHOOL CALENDAR

The Board, through its Superintendent, will seek the views of the Association, through its President, before adoption of the school calendar. This discussion could include, but not be limited to vacations, holidays, teacher work year, and in-service days. However, the Board reserves the right to make the final decision on the calendar.

ARTICLE VII - TEACHING HOURS AND ASSIGNMENTS

- A. The Board and the Association recognize and agree that the teachers responsibility to the students, community, and profession generally entails the performance of duty and the expenditure of the time and service beyond classroom duty hours. However, teachers may be required to attend no more than three (3) evening assignments or meetings each school year without additional compensation.
- B. Teachers shall be required to report for duty five (5) minutes prior to the start of school and shall remain thirty (30) minutes after the close of the school day. Teachers shall indicate their presence for duty in a method appropriate to their particular building. The total in-school workday shall consist of not more than seven (7) hours in the elementary school and seven and one-half (7½) hours in the high school which shall include a duty-free lunch period of at least thirty (30) minutes. Teachers may leave the building during their duty-free lunch period. On Fridays or on days preceding holidays or vacations, the teacher's day shall end at the close of the pupil's day.
- C. Teachers may be required to remain after the end of the regular work day for the purpose of attending faculty or other professional meetings. Such meetings shall begin no later than fifteen (15) minutes after the student dismissal time and shall run for no more than seventy-five (75) minutes. If a meeting will last longer than thirty (30) minutes beyond the

end of the normal teacher work day, a notice of such meeting and the agenda for the meeting shall be distributed twenty-four (24) hours in advance except in emergency situations. Teachers may have the opportunity to suggest possible agenda items for consideration by the principal prior to the distribution of the agenda. The presence or absence of teacher suggested items in no way limits the principal's right to develop the agenda as he deems fit except that if affirmed by a majority vote of the faculty concerned, teacher-suggested items must be added to the principal's agenda. Such meetings shall not exceed four (4) days each month.

- D. 1. The daily teaching load in the high school shall be six (6) pupil contact periods per day or as its equivalent thirty (30) pupil contact periods per week. Assignment to a non-compensated extra-curricular activity during school hours shall be considered a teaching period for the purpose of this article.
2. High school teachers shall not be required to teach in more than two (2) subject areas, nor to have more than a total of three (3) teaching preparations. A teacher may voluntarily agree to a fourth (4) preparation.
3. Elementary teachers shall not be required to teach continuously for more than three (3) hours and twenty-five (25) minutes, except on one session days when it shall not exceed four (4) hours. Elementary classroom teachers shall not be required to be present when specialist teachers such

as teachers of art, music, physical education, etc., are working in their classrooms.

- E. The practice of using a regular teacher as a substitute, thereby depriving him of his preparation period, is undesirable and shall be discouraged. In those cases where regular substitutes are not available, regular teachers who may volunteer may be used as substitutes during their non-teaching time.
- F. Teachers shall be given written notice of their assignments not later than April 15.

The administration may alter, modify, or change such assignments in the event of changes in enrollment or departmental personnel, and shall notify the teacher affected by such changes promptly and in writing.

ARTICLE VIII - TEACHING CONDITIONS

A. Class Size

1. It is recognized by the Board that pupil-teacher ratio is an important aspect of an effective educational program. The Board agrees to continue its efforts to keep class size at an acceptable number as dictated by the financial condition of the district, the building facilities available, the availability of qualified teachers, and the best interests of the district, as deemed administratively feasible.
- B. Teachers shall not be required to drive students to activities which take place away from the school building.
 - C. A car allowance of twenty (20) dollars per month will be paid the following during the school year: Elementary school nurse, art supervisor, physical education supervisor, vocal and instrumental music supervisors, the reading specialist, and guidance counselor.
 - D. If a teacher is working under conditions such teacher considers unsafe or unhealthy, such teacher shall first discuss this with his building principal and, if unsatisfied, is entitled to institute a grievance.
 - E. The Board will continue its efforts to keep the schools reasonably and properly equipped and maintained.

Article IX - TEACHER EMPLOYMENT

- A. Credit for up to twelve (12) years for previous outside teaching experience shall be considered in determining the salary level upon initial employment, and may include credit, not to exceed four (4) years for military experience or alternative civilian service required by the Selective Service System.
- B. Each Woodbury teacher shall continue to be placed on the proper step of the salary schedule.
- C. Teachers shall be given written notice of their contract and salary status not later than April 15th.

ARTICLE X - SALARIES

- A. The salaries of all teachers covered by this Agreement are set forth in Schedule A, attached hereto and made a part hereof.
- B. Extra-Pay for Activities
1. The Board agrees to compensate teachers for coaching and directing or sponsoring those activities which have been approved by the Board. The activities presently approved, along with the compensation range determined by satisfactory experience in the responsibility, are reflected in Schedule B, attached hereto and made a part hereof.
 2. This schedule is adopted with the understanding that the activity will be conducted except in cases where circumstances beyond the control of both parties make it impossible to conduct the activity.
- C. All teachers shall be paid on the 15th and the last day of the month from September 15th to the last day of school in June. Teachers who elect salary payments on a twelve months basis will receive salary checks on the final pay day in June or in two (2) equal installments on July 15th and August 15th. The Board of Education may revise the schedule to meet the convenience of the teachers in paying prior to holidays and vacations.
- D. Other authorized payroll deductions.
1. Deductions from salary may be made for any of the following reasons:

- (a) Contribution to the tax sheltered annuity determined by the Board if authorized by the employee.
- (b) Washington National Insurance Company.
- (c) The annual dues for the Woodbury Education Association, Gloucester County Education Association, New Jersey Education Association, National Education Association or any one or any combination of the above as said teacher individually and voluntarily authorize the Board to deduct.

ARTICLE XI - HEALTH INSURANCE

The Board agrees to purchase single, husband and wife, parent and child, or family coverage health insurance for each employee who desires to be covered. The insurance will cover New Jersey Blue Cross-Blue Shield; Rider J (extended benefits) and a Major-Medical Plan and Medicare.

ARTICLE XII - TRANSFERS AND REASSIGNMENTS

- A. A copy of the teacher vacancy listing, noting official openings, shall be posted in the main office of each school building on the office bulletin board at such times as such listings are forwarded to the college placement offices.
- B. A teacher who desires a change in grade and/or subject assignment or who desires to transfer to another building, may file a written statement of such desire with the Superintendent not later than February 28th. Such statement shall include the grade and/or subject to which the teacher desires to be assigned and the school or schools to which he desires to be transferred in order of preference.
- C. Notice of involuntary transfer or reassignment should be sent in writing to the teacher as soon as practicable and, except in cases of emergency, not later than April 30th and the reason for the change in assignment or school location will be discussed in a meeting between the teacher involved and the building principal or the elementary supervisor, where applicable.
- D. When an involuntary transfer or reassignment is necessary, a teacher's area of competence and major or minor field of study shall be considered in determining which teacher is to be transferred or reassigned.

ARTICLE XIII - PROMOTIONS

- A. A notice of a vacancy in positions listed in Schedule B of Extra-Curricular Activities of this Agreement or in the following positions on the administrative-supervisory levels of responsibility including, but not limited to, the following shall be sent to and posted in each school and a copy shall be sent to the Association thirty (30) days before the final date when applications must be submitted: Department Coordinators, Assistant Principals, Head Teachers, Principals, Supervisors, Superintendent of Schools, and also the vacancies in the Saturday and Summer Schools.
- B. Teachers who desire to apply for such vacancies shall submit their applications in writing to the Superintendent within the time limit specified in the notice. The Superintendent shall acknowledge, in writing, receipt of all applications. When the vacancy described in the notice is filled, the Superintendent may destroy all applications for said position.
- C. Each vacancy shall require a separate application.
- D. In the event a vacancy should occur during the summer period when school is not regularly in session, a notice of said vacancy shall be posted in the Superintendent's Office and a notice sent to the President and Secretary of the Association.

ARTICLE XIV - TEACHER EVALUATION

- A. All classroom evaluations of a teacher shall be made openly and with the knowledge of the teacher.
- B. A teacher shall have the right to see his evaluation reports and to obtain a copy of any evaluation report, if he requests it. If the teacher disagrees with the evaluation, he may indicate, under his signature, a statement indicating the specific references with which he disagrees.
- C. Non-tenure teachers shall be evaluated a minimum of four (4) times each year: the first being not later than November 15th and the fourth being not later than April 1st.

ARTICLE XV - PROFESSIONAL STUDY COMMITTEE

The Superintendent of Schools and other members of the administration shall meet with a study committee of five (5) members, one (1) from each school chosen by the Woodbury Education Association, normally on a bi-monthly basis, starting in September, to discuss matters of educational policy and development. Such discussions may include, but not be limited to, curriculum changes, textbook selection, discipline procedures, evaluation procedures, non-teaching duty assignments, utilization of classroom space, and class size. Special meetings may be called by the Superintendent.

ARTICLE XVI - PROFESSIONAL DEVELOPMENT

The Board of Education will refund to teachers the cost of tuition, fees, and books of in-service college courses taken under the following conditions:

1. The course must be approved by the Superintendent as being a subject matter course in a field in which the individual is teaching; e.g., English, Mathematics, Science, etc.
2. The course may be at either the graduate or undergraduate level of credit, provided the teacher holds a standard teaching certificate and provided the course is not essentially a repetition of one previously taken.
3. Only teachers holding the standard certificate will be reimbursed, except that any teacher employed prior to July 1, 1968 will be eligible for reimbursement.
4. Any teacher employed in the Woodbury Public Schools prior to July 1, 1970 and enrolled in a program of study may be reimbursed for course required in said program which may not qualify under Article 16-1.
5. The Board will reimburse costs of tuition, fees, and books up to two hundred fifty (250) dollars per year. Such refunds will be made in the Fall of each year for the preceding twelve (12) months to teachers still in the Board's employ, upon presentation of the receipted bills and transcript of credit or official report of grade form.
6. Teachers who take college courses for credit while in the

ARTICLE XVII - LEAVES OF ABSENCE

A. Sick Leave

1. All teachers under contract shall be entitled to ten days of sick leave each school year as of the first official day of said school year whether or not they report for duty on that day. Unused sick leave days shall be accumulated from year to year with no maximum limit.
2. When a teacher's absence due to personal illness exceeds the total number of sick leave days accumulated, an additional ten days will be allowed during which the cost of employing a substitute will be deducted from the teacher's salary. One additional day for each year of service in the Woodbury District shall be permitted under the provision of substitute's wage deduction. After this time, the teacher may be granted a leave of absence covering the remaining period of illness without pay. In the case of employees whose term of employment is, for any reason, less than a full school year, this sick leave entitlement shall be calculated at one day per month or major fraction of a month of actual employment.
3. Sick leave referred to herein will be as defined in applicable New Jersey Statutes now or hereafter in effect.
4. Teachers shall be given a written accounting of accumulated sick leave days no later than September 30th of each school year.

B. Personal Leave of Absence

The Board realizes that emergencies other than illness occasionally make it necessary for teachers to be absent from school. The Board establishes the following list as maximum days teachers may be absent for other acceptable reasons during a school year without loss in salary. This time expires at the end of each school year and is therefore not accumulative.

1. An allowance of up to three days leave shall be granted for a death in the immediate family. One additional day shall be permitted under the provision of a substitute's wage deduction. Immediate family may be considered father, mother, spouse, brother, sister, child, mother-in-law, father-in-law, son-in-law, and daughter-in-law.
2. An allowance of up to three days leave may be granted for serious illness in the immediate family. (Immediate family same as No. 1 above)
3. An allowance of one day leave may be granted for the death of other relative or close friend.
4. An allowance of up to three days leave may be granted for observance of religious holidays, where said observance prevents the teacher from working on said days.
5. An allowance of up to two days leave with prior approval by the Superintendent may be granted for emergencies of a personal nature. These include, but are not limited to
 - (a) Court Subpoena
 - (b) Marriage of an employee or marriage in the immedi-

ate family

- (c) Personal business which cannot be handled outside of school hours

6. Educational leaves may be granted with prior approval of the Superintendent for:

- (a) Attendance at conferences for professional improvement
- (b) Representing the school or profession at civic, public or educational meetings.
- (c) Visiting other schools for self-improvement
- (d) Serving on evaluation committees

7. For the protection of the employee and for proper payroll accounting and audit, every request for a personal leave of absence for a full day or more must be made to the Superintendent in writing. Absences not covered by any of the above provisions will cause salary deductions at the rate of 1/20th of the monthly salary for each day's absence.

ARTICLE XVIII - EXTENDED LEAVES OF ABSENCE

- A. Occasionally, it is necessary for teachers to be absent for long periods of time, generally as a result of emergencies or other circumstances beyond the control of the teacher.
- The following provisions are set to guide the manner in which certain emergencies are to be treated. All leaves shall be applied for and granted in writing.
- B. Tenure, pension, and other employment rights of employees who shall enter military service shall be protected as set forth in Title 18A:6-33 and Public Laws of 1944 - Chapter 226.
- C. Maternity leaves of absence without pay shall be granted teachers who have gained tenure in the district. The Board reserves the right to set the term of the leave within reasonable limits in the best interests of the schools.
- D. Female teachers who have gained tenure in the district adopting an infant child shall receive similar leave which shall commence upon her receiving de facto custody of said infant, or earlier if necessary to fulfill the requirements for the adoption.
- The Board reserves the right to set the term of the leave within reasonable limits in the best interests of the schools.
- E. All benefits to which a teacher was entitled at the time the leave commenced and which are still available to the teachers at the time of return, including unused accumulated sick leave and credits toward sabbatical eligibility, shall be restored to a teacher returning from leave; and he shall be assured his original position or similar position within the area of

his interests, abilities, and training following the completion of leave, provided he notifies the Superintendent of Schools of his intent to return prior to February first.

F. Leave for military reasons up to 90 days will be granted by the Board to any regular employee who is a duly qualified member of the reserve components of the armed forces and who is called into temporary active duty, provided such obligation cannot be fulfilled on days when school is not in session. During the leave, the teacher shall receive his regular salary in addition to any pay he receives from the state or federal government.

G. Other leaves of absence, without pay, may be granted by the Board which, in its opinion, are for good reasons.

H. Sabbatical Leaves of Absence

Upon recommendation of the Superintendent of Schools, sabbatical leave may be granted to any certificated teacher by the Board for study, including study in another area of specialization, or for travel subject to the following conditions:

1. Requests for sabbatical leave must be received by the Superintendent in writing, in such form as may be required by him. Such requests must be in the Superintendent's hands no later than November 30th of the school year preceding that for which the sabbatical leave is requested.
2. The applicant must have completed at least seven (7) consecutive full school years of service in the Woodbury

School District.

3. Documented evidence of acceptance at an institution of higher learning or travel plans will be required by the close of the school year preceding that for which the sabbatical leave is requested.
4. Payment for sabbatical leave is granted on the basis of one-half of the annual contracted salary for a full-year's leave, or one-fourth of the annual contractual salary for a half-year's leave. Payment will be made on the regular salary payments schedule.
5. The benefactor will agree to return to the Woodbury School District for two (2) full years of employment on the appropriate salary scale following the leave except in the event of the death or serious illness of the benefactor.

If the benefactor of the sabbatical leave does not fulfill his return agreement to the Woodbury School District, he will be obligated to reimburse the Board of Education for the salary received during the sabbatical leave.
6. To the extent feasible, with due regard for the interests of the school program, teachers returning to work after a sabbatical leave shall be offered the same or a similar position.
7. A sabbatical year will be considered as a year of teaching experience in determining the individual's salary.

8. Upon recommendation of the Superintendent, the Board
will grant no more than two sabbatical leaves per year.

ARTICLE XIX - MISCELLANEOUS PROVISIONS

- A. If any provision of this Agreement shall be found to be contrary to law, that portion of the provision shall be considered void, but all other provisions and portions of the provision not voided shall continue to be in full force and effect.
- B. The Board and the Association agree that there should be no discrimination against any teacher on the basis of race, creed, color, national origin, sex, marital status, or kinship.
- C. Except as this Agreement shall otherwise provide, all terms and conditions of employment applicable on the effective date of this Agreement to employees covered by this Agreement as established by the rules, regulations and/or policies of the Board in force on said date, shall continue to be so applicable during the term of this Agreement. 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 teacher benefit existing prior to its effective date.
- D. Any individual contract between the Board and an individual teacher, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.
- E. Copies of this Agreement shall be prepared at the expense of the Board and presented to all teachers employed by the Board.

DURATION OF AGREEMENT

A. This agreement shall be effective as of July 1, 1970 and shall continue in effect until midnight, June 30, 1972. This agreement may be re-opened by the Association for the purpose of negotiating salary scales only and upon adequate written notice to the Board on or before October 31, 1970. This Agreement shall not be extended by written or oral Agreement 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 duly authorized officers all as of the day and year first above written.

ATTEST:

BOARD OF EDUCATION OF THE
CITY OF WOODBURY AND THE
COUNTY OF GLOUCESTER, NEW JERSEY

Secretary

By _____
President

ATTEST:

WOODBURY EDUCATION ASSOCIATION

Secretary

By _____
President

SCHEDULE "A"

WOODBURY PUBLIC SCHOOLS
Salary Guide 1970-71

| Years of Service | No Degree* | B. S. | Masters | Masters + 30 | Masters + 60 | Ed.D. |
|------------------|------------|--------|---------|--------------|--------------|--------|
| 0 | 6000. | 7000. | 7300. | 7600. | 7900. | 8100. |
| 1 | 6350. | 7350. | 7650. | 7950. | 8250. | 8450. |
| 2 | 6700. | 7700. | 8000. | 8300. | 8600. | 8800. |
| 3 | 7050. | 8050. | 8350. | 8650. | 8950. | 9150. |
| 4 | 7400. | 8400. | 8700. | 9000. | 9300. | 9500. |
| 5 | 7750. | 8750. | 9050. | 9350. | 9650. | 9850. |
| 6 | 8100. | 9100. | 9400. | 9700. | 10000. | 10200. |
| 7 | 8450. | 9450. | 9750. | 10050. | 10350. | 10550. |
| 8 | 8800. | 9800. | 10100. | 10400. | 10700. | 10900. |
| 9 | 9150. | 10150. | 10450. | 10750. | 11050. | 11250. |
| 10 | 9500. | 10500. | 10800. | 11100. | 11400. | 11600. |
| 11 | 9850. | 10850. | 11150. | 11450. | 11750. | 11950. |
| 12 | | 11200. | 11500. | 11800. | 12100. | 12300. |
| 13 | | | 11850. | 12150. | 12450. | 12650. |

* Includes Non-Degree Nurses

PROVISIONS

1. All teachers shall be placed on scale.
2. Previously accumulated unused leave days will be restored to all teachers returning from military duty or civilian service required by the selective service.

SCHEDULE "B"

EXTRA-CURRICULAR ACTIVITIES

1970-71

| <u>Activity</u> | <u>Salary Range</u> | <u>Increment</u> |
|------------------------|---------------------|------------------|
| Director of Athletics | \$900-1300. | \$100. |
| <u>Football</u> | | |
| Head Coach | 900-1100. | 50. |
| Asst. Coach | 350-550. | 50. |
| Asst. Coach | 350-550. | 50. |
| Asst. Coach | 350-550. | 50. |
| Asst. Coach | 350-550. | 50. |
| Asst. Coach (Freshmen) | 400-600. | 50. |
| <u>Boys Basketball</u> | | |
| Head Coach | 600-800. | 50. |
| Asst. Coach | 300-500. | 50. |
| Asst. Coach | 300-500. | 50. |
| <u>Baseball</u> | | |
| Head Coach | 500-700. | 50. |
| Asst. Coach | 300-500. | 50. |
| Asst. Coach | 300-500. | 50. |
| <u>Track</u> | | |
| Head Coach | 500-700. | 50. |
| Asst. Coach | 300-500. | 50. |
| Asst. Coach | 300-500. | 50. |
| <u>Indoor Track</u> | | |
| Coach | 150-350. | 50. |
| <u>Cross-Country</u> | | |
| Coach | 250-450. | 50. |
| <u>Wrestling</u> | | |
| Head Coach | 500-700. | 50. |
| Asst. Coach | 300-500. | 50. |
| Asst. Coach | 300-500. | 50. |
| <u>Boys Tennis</u> | | |
| Coach | 300-500. | 50. |
| <u>Golf</u> | | |
| Coach | 150-350. | 50. |

NON-ATHLETIC

EXTRA-CURRICULAR ACTIVITIES

| <u>Activity</u> | <u>Compensation</u> |
|---|---------------------|
| Director of Band and Orchestra | \$200.00 |
| Director of Chorus | 200.00 |
| Advisor of Cheerleaders | 250.00 |
| Advisor of Debating Team | 200.00 |
| Director of Dramateurs | 200.00 |
| Director of Drill Team | 250.00 |
| Advisor of Junior Highlight | 150.00 |
| Advisor of National Honor Society | 100.00 |
| Pre-School Monitors (2) | 200.00 |
| Director of Senior Play | 200.00 |
| Advisor of Student Council - High School (9-12) | 200.00 |
| High School (7-8) | 100.00 |
| Advisor of Sun Dial | 350.00 |
| Asst. Advisor of Sun Dial | 150.00 |
| Director of Visual Education | 300.00 |
| Advisor of White and Gold | 200.00 |
| Class Advisors - Grades 9-12 | 100.00 |
| Safety Patrol Advisors (4) | 50.00 |
| Coordinators - Commercial | 200.00 |
| English | 200.00 |
| Foreign Languages | 200.00 |
| Industrial and Fine Arts | 200.00 |
| Mathematics | 200.00 |
| Music | 200.00 |
| Physical Education | 200.00 |
| Science | 200.00 |
| Social Studies | 200.00 |
| Director of Guidance | 500.00 |

EXTRA-CURRICULAR ACTIVITIES
Cont'd.

| <u>Activity</u> | <u>Salary Range</u> | <u>Increment</u> |
|-------------------------|---------------------|------------------|
| <u>Hockey</u> | | |
| Head Coach | \$400-600. | \$50. |
| Asst. Coach | 200-300. | 25. |
| Asst. Coach | 200-300. | 25. |
| <u>Girls Basketball</u> | | |
| Head Coach | 400-600. | 50. |
| Asst. Coach | 200-300. | 25. |
| Asst. Coach | 200-300. | 25. |
| <u>Girls Tennis</u> | | |
| Head Coach | 400-600. | 50. |
| Asst. Coach | 175-275. | 25. |
| <u>Girls Softball</u> | | |
| Coach | 200-400. | 50. |